



BROMSGROVE DISTRICT COUNCIL

MEETING OF THE CABINET

WEDNESDAY 30TH MARCH 2022
AT 6.00 P.M.

PARKSIDE SUITE - PARKSIDE

MEMBERS: Councillors K.J. May (Leader), G. N. Denaro (Deputy Leader),
M. A. Sherrey, P.L. Thomas, M. Thompson and S. A. Webb

AGENDA

1. **To receive apologies for absence**

2. **Declarations of Interest**

To invite Councillors to declare any Disclosable Pecuniary Interests or Other Disclosable Interests they may have in items on the agenda, and to confirm the nature of those interests.

3. **To confirm the accuracy of the minutes of the meeting of the Cabinet held on 23rd February 2022 (Pages 1 - 8)**

4. **Minutes from the Overview and Scrutiny Board meeting held on 15th February 2022 (Pages 9 - 18)**

(a) To receive and note the minutes.

5. **Land Drainage Watercourse Maintenance Operation (Pages 19 - 72)**

6. **Equality Strategy 2022-2026 (Pages 73 - 90)**

7. **Equality Annual Report 2021 (Pages 91 - 106)**

8. **To consider any urgent business, details of which have been notified to the Head of Legal, Democratic and Property Services prior to the commencement of the meeting and which the Chairman, by reason of special circumstances, considers to be of so urgent a nature that it cannot wait until the next meeting.**

K. DICKS
Chief Executive

Parkside
Market Street
BROMSGROVE
Worcestershire
B61 8DA

22nd March 2022

If you have any queries on this Agenda please contact
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GUIDANCE ON FACE-TO-FACE MEETINGS

At the current time, seating at the meeting will be placed in such a way as to achieve as much space as possible for social distancing to help protect meeting participants.

If you have any questions regarding the agenda or attached papers, please do not hesitate to contact the officer named above.

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In advance of the Committee meeting, Members are strongly encouraged to take a lateral flow test on the day of the meeting, which can be obtained from the NHS website. Should the Member test positive for Covid-19 on the day of the meeting or up to 5 full days before the meeting then the Member is expected not to attend the Committee meeting and should provide their apologies to the Democratic Services team.

Whilst the Council acknowledges that it is no longer a legal requirement to wear face masks, we would really appreciate if the Members who attend a meeting in person would consider wearing a face covering throughout the meeting unless they are exempt or speaking.

Hand sanitiser will be provided for Members to use throughout the meeting.

The meeting venue will be fully ventilated and Members and officers may need to consider wearing appropriate clothing in order to remain comfortable during proceedings.

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Members of the public are strongly encouraged not to attend a Committee meeting if they test positive for Covid on the day of a meeting or up to 5 full days before a meeting. Should the member of the public test positive for Covid-19 on the day of the meeting or up to 5 full days before the meeting then they are expected not to attend the meeting.

Notes:

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- You can inspect minutes of the Council, Cabinet and its Committees/Boards for up to six years following a meeting.
- You can have access, upon request, to the background papers on which reports are based for a period of up to six years from the date of the meeting. These are listed at the end of each report.
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- Meeting Minutes
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BROMSGROVE DISTRICT COUNCIL

MEETING OF THE CABINET

23RD FEBRUARY 2022, AT 3.00 P.M.

PRESENT: Councillors K.J. May (Leader), G. N. Denaro (Deputy Leader),
M. A. Sherrey, P.L. Thomas and M. Thompson

Officers: Mr. K. Dicks, J Howse, Carpenter, Mrs. C. Felton,
Ms. D. Poole, Mrs. J. Bayley-Hill and J Gresham

57/21 **TO RECEIVE APOLOGIES FOR ABSENCE**

An apology for absence was received on behalf of Councillor Shirley Webb.

58/21 **DECLARATIONS OF INTEREST**

There were no declarations of interest.

59/21 **TO CONFIRM THE ACCURACY OF THE MINUTES OF THE MEETING OF THE CABINET HELD ON 16TH FEBRUARY 2022 (TO FOLLOW)**

The minutes of the Cabinet meeting held on Wednesday 16th February 2022 were submitted.

RESOLVED that the minutes of the Cabinet meeting held on 16th February 2022 be approved as a true and correct record.

60/21 **CONSIDERATION OF ANY RECOMMENDATIONS ARISING FROM THE MEETING OF THE OVERVIEW AND SCRUTINY BOARD HELD ON 15TH FEBRUARY 2022 (TO FOLLOW)**

Cabinet was informed that no recommendations had been made at the latest meeting of the Overview and Scrutiny Board held on 15th February 2022.

61/21 **PAY POLICY 2022 - 2023**

The Head of Business Transformation, Organisational Development and Digital Strategy presented the Pay Policy Statement 2022/23. Cabinet was informed that the Council was required to agree a Pay Policy Statement by 31st March every year. The Pay Policy Statement detailed the remuneration for the lowest paid staff, the remuneration for the highest paid staff and the differences between the two. Information was also provided in the report about how the Council calculated the salaries that should be paid to staff employed at different levels in the organisation.

During consideration of this item, questions were raised about the content of the report and whether there had been any changes to pay levels over the preceding 12-month period. Officers confirmed that no changes had been made.

RECOMMENDED that the Pay Policy be approved.

62/21

2022/23 BUDGET AND MEDIUM TERM FINANCIAL PLAN (INCLUDING CAPITAL PROGRAMME)

The Executive Director of Resources presented the 2022/23 Budget and the Medium Term Financial Plan (MTFP) 2022/23 to 2024/25 for Cabinet's consideration. The report detailed the proposed content for the Council's budget in the 2022/23 financial year together with the authority's plans for the full three-year period of the MTFP. The format of the report had been updated to improve clarity. The Finance and Budget Working Group and the Overview and Scrutiny Board had both pre-scrutinised the draft budget proposals but had not made any recommendations on the content of the budget or MTFP.

The 2022/23 budget was robust and balanced. However, the balance had only been achieved using funding from the Council's balances. Officers were anticipating that, without action, the Council's balances would fall below the minimum level considered acceptable by the Council's Section 151 Officer by 2024/25. Therefore, action would need to be taken to ensure that the Council's budget remained sustainable moving forward.

The 2022/23 budget and the MTFP 2022/23 to 2024/25 had been developed in a challenging financial context for local government. There was also unprecedented uncertainty about the future funding arrangements for Councils.

There were various factors impacting on the budget position. This included:

- Inflation, which was higher than in previous years.
- Pay inflation, which was anticipated to be approximately 2 per cent per annum over the period of the plan.
- Budget bids, which placed pressure on the budget.
- Pressures arising from an anticipated reduction in income from car parking fees due to a decline in footfall during the Covid-19 pandemic. The decision not to increase fees for car parking charges would also impact on income from this source.
- The transfer of £382,000 from earmarked reserves to help balance the budget.
- A proposed increase of £5 in Council Tax per year.

Following the presentation of the report, Members thanked Officers for their hard work in preparing the budget. It was acknowledged that this

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had occurred at a time when there were significant challenges faced by the Financial Services team.

RECOMMENDED that Council approve

1) the overall net general fund revenue budgets of:

| | |
|----------|----------|
| 2022/23: | £12.069m |
| 2023/24: | £11.947m |
| 2024/25: | £12.076m |

2) the unavoidable costs:

| | |
|----------|---------|
| 2022/23: | £0.250m |
| 2023/24: | £0.016m |
| 2024/25: | £0.016m |

3) the Revenue Bids:

| | |
|----------|---------|
| 2022/23: | £0.148m |
| 2023/24: | £0.107m |
| 2024/25: | £0.086m |

4) the Identified Savings:

| | |
|----------|---------|
| 2022/23: | £0.176m |
| 2023/24: | £0.176m |
| 2024/25: | £0.176m |

5) an increase of the Council Tax per Band D equivalent of £5 for 2022/23;

6) the transfer from General Fund Balances of £0.411m for 2022/23;

7) the planned reallocation of £0.382m from Earmarked reserves to General Fund Balances;

8) the General Fund capital programme:

| | |
|----------|---------|
| 2022/23: | £2.410m |
| 2023/24: | £1.390m |
| 2024/25: | £1.946m |

and that Council **NOTE**:

1) the 2020/21 Capital Outturn; and

2) the Chief Financial Officer's (CFO) Opinion on Estimates and Reserve Levels.

63/21

COUNCIL TAX RESOLUTIONS 2022/23 (REPORT TO FOLLOW)

The Executive Director of Resources presented the Council Tax Resolutions 2022/23 for Members' consideration. The content of the report was fairly technical. Officers had incorporated information that had been received from precepting organisations, alongside the contribution required for Bromsgrove District Council, when calculating the overall figures.

During consideration of this item, Officers explained that initially the Council Tax Resolutions report 2021/22 had been released in error for consideration at the meeting. This error had been noticed at an early stage and the correct Council Tax Resolutions for 2022/23 had subsequently been issued.

RESOLVED to note that at a Cabinet meeting held on 19th January 2022 Members approved the calculated Council Tax Base 2022/23 as:

- (a) for the whole Council area as 37,511.05 [Item T in the formula in Section 31B of the Local Government Act 1992, as amended (the "Act")]; and
- (b) for dwellings in those parts of its area to which a Parish precept relates the amounts as shown in Column 4 of the attached **Schedule 1**.

RECOMMENDED that Council approve

- 1) the calculation for the Council Tax requirement for the Council's own purposes for 2022/23 (excluding Parish precepts) as **£8,937,309.38**;
- 2) the following amounts be calculated for the year 2022/23 in accordance with sections 31 to 36 of the Act:
 - (a) £43,846,702 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (2) of the Act (taking into account all precepts issued to it by Parish Councils) (*i.e.*, *Gross expenditure*);
 - (b) £33,847,101 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (3) of the Act. (*i.e.*, *Gross income*);
 - (c) £9,999,601 being the amount by which the aggregate of 1.2.2(a) above exceeds the aggregate at 1.2.2(b) above, calculated by the Council, in accordance with Section 31A (4) of the Act, as its Council Tax requirement for the year. (Item R in the formula in Section 31B of the Act);

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- (d) £266.58 being the amount at 1.2.2 (c) above (Item R), all divided by Item T (1.1(a) above), calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year (including Parish precepts);
 - (e) £1,071,812 being the aggregate amount of all special items (Parish precepts) referred to in Section 34 (1) of the Act (as per the attached **Schedule 3**);
 - (f) £238.00 being the amount at 1.2.2 (d) above less the result given by dividing the amount at 1.2.2 (e) above by Item T (1.1 (a) above), calculated by the Council, in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precept relates;
 - (g) The amounts shown in Column 3 of **Schedule 1**. These are the basic amounts of the council tax for the year for dwellings in those parts of the Council's area shown in Column 1 of the schedule respectively to which special items relate, calculated by the Council in accordance with Section 34(3) of the Act. (District and Parish combined at Band D);
 - (h) The amounts shown in Column 5 of **Schedule 1** being the amount given by multiplying the amounts at 2.2.2(g) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands;
- 3) It be noted that for the year 2022/23, Worcestershire County Council, Police and Crime Commissioner for West Mercia and Hereford and Worcester Fire Authority have issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992 for each category of dwelling in the Council's area as indicated below:

| | Valuation Bands | | | | | | | |
|---|-----------------|----------|----------|-----------------|----------|----------|----------|----------|
| | A | B | C | D | E | F | G | H |
| | £ | £ | £ | £ | £ | £ | £ | £ |
| Worcestershire County Council | 931.19 | 1,086.38 | 1,241.58 | 1,396.78 | 1,707.18 | 2,017.57 | 2,327.97 | 2,793.56 |
| Police and Crime Commissioner for West Mercia | 166.44 | 194.18 | 221.92 | 249.66 | 305.14 | 360.62 | 416.10 | 499.32 |
| Hereford and Worcester Fire Authority | 59.60 | 69.53 | 79.47 | 89.40 | 109.27 | 129.13 | 149.00 | 178.80 |

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- 4) having calculated the aggregate in each case of the amounts at 1.2.2(h) and 1.2.3 above, that Bromsgrove District Council in accordance with Sections 30 and 36 of the Local Government Finance Act 1992 hereby sets the amounts shown in **Schedule 2** as the amounts of Council Tax for 2022/23. for each part of its area and for each of the categories of dwellings:
- 5) the Executive Director Finance & Resources be authorised to make payments under Section 90(2) of the Local Government Finance Act 1988 from the Collection Fund by ten equal instalments between April 2022 to March 2023 as detailed below:

| | Precept | Deficit on Collection Fund | Total to pay |
|--|----------------|---------------------------------------|---------------------|
| | £ | £ | £ |
| Worcestershire County Council | 52,394,684.00 | 991,717.00 | 53,386,401.00 |
| Police and Crime Commissioner for West Mercia | 9,365,008.74 | 177,384.00 | 9,542,392.74 |
| Hereford & Worcester Fire Authority | 3,353,491.52 | 65,913.06 | 3,419,404.58 |

- 6) the Executive Director Finance & Resources be authorised to make transfers under Section 97 of the Local Government Finance Act 1988 from the Collection Fund to the General Fund the sum of £10,171,181 being the Council's own demand on the Collection Fund (£8,927,789.21) and Parish Precepts (£1,071,812) and the distribution of the Deficit on the Collection Fund (£171,580);
- 7) the Executive Director Finance & Resources be authorised to make payments from the General Fund to Parish Councils the sums listed on **Schedule 3** by two equal instalment on 1 April 2022 and 1 October 2022 in respect of the precept levied on the Council;
- 8) the above resolutions to be signed by the Chief Executive for use in legal proceedings in the Magistrates Court for the recovery of unpaid Council Taxes;
- 9) notices of the making of the said Council Taxes signed by the Chief Executive are given by advertisement in the local press under Section 38(2) of the Local Government Finance Act 1992;

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- 10) authority be delegated to the Head of Finance and Customer Services (Interim S151) following consultation with the finance portfolio holder to amend the resolution should the Hereford and Worcester Fire Authority Service not approve the estimated figure that is being used in this report. This is due to the Hereford and Worcester Authority Service having their approval meeting after this resolution report has been brought to Council.

The meeting closed at 3.12 p.m.

Chairman

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BROMSGROVE DISTRICT COUNCIL

MEETING OF THE OVERVIEW AND SCRUTINY BOARD

15TH FEBRUARY 2022, AT 6.00 P.M.

PRESENT: Councillors C.A. Hotham (Chairman), J. Till, S. J. Baxter,
A. J. B. Beaumont, R. J. Deeming, R. J. Hunter, A. D. Kriss,
C. J. Spencer and P. J. Whittaker

Observers: Councillor G. N. Denaro

Officers: J Howse, Ms. D. Poole, Ms J. Willis, Mrs B. Talbot and
Mrs. J. Bayley-Hill

62/21 **APOLOGIES FOR ABSENCE AND NAMED SUBSTITUTES**

Apologies for absence were received on behalf of Councillors S. Colella, H. Jones and P. McDonald and it was confirmed that Councillor P. Whittaker was attending as a substitute for Councillor Jones.

63/21 **DECLARATIONS OF INTEREST AND WHIPPING ARRANGEMENTS**

There were no declarations of interest nor of any whipping arrangements.

64/21 **TO CONFIRM THE ACCURACY OF THE MINUTES OF THE MEETING OF THE OVERVIEW AND SCRUTINY BOARD HELD ON 17TH JANUARY 2022**

The minutes of the meeting of the Overview and Scrutiny Board held on 17th January 2022 were submitted.

RESOLVED that the minutes of the meeting of the Overview and Scrutiny Board held on 17th January 2022 be approved as a true and correct record.

65/21 **MILEAGE BENCHMARKING UPDATE**

The Head of Business Transformation, Organisational Development and Digital Strategy and the Human Resources and Organisational Development Manager attended the meeting to present an update on

benchmarking data in terms of mileage claims received from staff since the start of the pandemic. The report had been prepared as a result of the Board requesting additional information the last time an update on this subject had been delivered. The report provided data for similar local authorities to Bromsgrove District Council, primarily Malvern Hills District Council and Wychavon District Council.

Members were advised that since the start of the pandemic there had been a 37.8% decline in mileage claims for Bromsgrove District Council staff. By comparison, there had been decreases of 49% in claims for staff employed by Wychavon District Council and of 22% for staff employed by Malvern Hills District Council. Data for staff employed in Worcestershire Regulatory Services (WRS), which was hosted by Bromsgrove District Council, showed that there had been a 23.9% fall in mileage claims for that service. Officers from WRS had reported that the decline in claims had been lower than anticipated but this reflected the particularly important roles of WRS staff operating across the country during the pandemic.

The Portfolio Holder for Finance and Enabling Services, the relevant lead Portfolio Holder for this area, subsequently commented that he welcomed the decrease in mileage claims. The data appeared to show a continuing trend in terms of mileage claims falling for Council staff and this reflected the flexibility of the different ways of working that had emerged during the pandemic.

Following the presentation of the report, a number of points were discussed by Members in detail:

- The potential for the trend in terms of a decrease in mileage claims from staff to continue. Officers clarified that wherever possible, available technology would be utilised to attend meetings to help reduce travel and this would have a beneficial impact on mileage claims.
- The types of technology that could be used to help reduce the need to travel. The Board was advised that this included software such as Microsoft Teams which could be accessed by Officers from home or other offices as a way to participate in meetings remotely.
- The benefits for both the Council's budget and the local environment of a reduction in mileage claims. Members commented that a reduction in travel by staff would have a beneficial impact on climate emissions associated with work for the Council.

- The financial implications detailed in the report and the extent to which further information could have been provided about the costs of putting together the report. The Board was informed that the financial implications section of reports was designed to focus on the financial implications of any recommendations or decisions required from Members, not the cost of putting together a report.
- The approach to work that would be adopted by staff moving forward and the extent to which officers would continue to work from home in future. Officers explained that many staff continued to work from home, although staff could access Council offices when needed and there would be a transition increasingly towards agile working.

Members concluded the debate by thanking officers for obtaining and presenting the benchmarking information for the Board's consideration.

RESOLVED that the report be noted.

66/21

SUSTAINABLE WARMTH FUNDING - PRE-SCRUTINY

The Head of Community and Housing Services presented a report on the subject of Sustainable Warmth Funding. Members were advised that the Council was due to receive £429,000 for a sustainable heating grant, which was designed to help fund actions that could be taken to improve the energy efficiency of properties in the district with an Energy Performance Certificate (EPC) rating D – G. There were 2 components to this funding:

- Home Upgrade Grants (HUGs) Phase 1 – these grants were intended for properties that were not connected to the mains gas system.
- Local Authority Delivery (LAD) Phase 3 – these grants were intended for properties that were connected to the mains gas system.

Members were advised that there had been a typographical error in the report which should have reflected the fact that funding of up to £25,000 in HUG grants could be provided to eligible households. The average HUG grants were £25,000 and the average LAD Phase 3 grants were £10,000. There were a range of measures that could be funded, including cavity wall insulation, roof insulation and air source heat pumps. However, the amount of funding that needed to be spent per property varied, as some houses only required a single change, such as installation of cavity wall insulation, whilst other properties required

multiple actions to be taken, including the installation of more expensive resources such as air source heat pumps.

The Council was working with Worcestershire County Council and Act On Energy in respect of the administration of the funds and promotion of the funding to eligible residents.

After the report had been presented Members discussed the following points in detail:

- The deadlines for expenditure of the grant funding and the extent to which the Council was likely to be able to ensure that all funding was spent by those deadlines. Officers clarified that the HUG Phase 1 and LAD Phase 3 funding needed to be spent by 31st March 2023 whilst the deadline for expenditure of the previous LAD Phase 2 had been extended to 31st July 2022. Members were advised that Officers were anticipating that these deadlines would be met.
- The potential for businesses to apply for this or other sources of funding to upgrade the EPC rating for office buildings. Officers explained that the Council worked with the North Worcestershire Economic Development Unit (NWEDR) to identify businesses that might benefit from this type of funding.
- The availability of this or similar funding to social housing providers operating in the District. The Board was advised that funding had been promoted to Bromsgrove District Housing Trust (BDHT) and other social housing providers. There was also a separate funding stream that would be made available to social housing providers later in the year which the Council would promote to social housing providers.
- The specific differences between the criteria for use of LAD Phase 2 funding opposed to LAD Phase 3 funding. Officers agreed to provide further information on this subject to Members after the meeting.
- The proportion of houses in Bromsgrove District that were likely to be eligible to receive either HUG Phase 1 or LAD Phase 3 financial support and the availability of data in respect of the EPC ratings for properties in the District. Officers agreed to provide further information on this subject after the meeting.
- The number of houses that were likely to receive HUG Phase 1 and LAD Phase 3 funding in Bromsgrove District. Members estimated that approximately 40 properties would benefit from this funding if each property received £10,000 on average.

- The action that would be taken to promote the funding to eligible members of the public. The Board was informed that the Council was aiming to target low-income households. A targeted approach to communications was considered preferable to general communications to ensure that the Council was not inundated with requests and that the funding was provided to those most in need.
- The support that was available locally to help eligible households apply for the funding. Officers explained that Act On Energy would be providing this type of support to eligible households and would also be able to help householders identify the most appropriate funding for them.
- The potential for park homeowners to apply for the HUG Phase 1 and LAD Phase 3 funding, following restrictions which meant that they could not apply for LAD Phase 2 funding. Members were informed that park homes were not eligible for HUG Phase 1 or LAD Phase 3 funding, but Officers were monitoring any funding opportunities that might become available to park homeowners in the future.
- The purpose of air source heat pumps. Officers explained that air source heat pumps enabled homeowners to change their heating source.

At the end of the debate it was

RESOLVED that the report be noted.

67/21

THE COUNCIL'S 2022/23 BUDGET AND MEDIUM TERM FINANCIAL PLAN 2022/23 TO 2024/25 DRAFT - PRE-SCRUTINY

The Executive Director of Resources presented the Draft 2022/23 Budget and Medium Term Financial Plan 2022/23 to 2024/25 for the Board's consideration. Members were advised that the report had been pre-scrutinised at a meeting of the Finance and Budget Working Group. The format of the report had also changed, when compared to previous years, to help improve clarity.

There were some key points that underpinned the content of the budget and Medium Term Financial Plan:

- The 2022/23 budget was robust and balanced, although only by using funding from balances.
- The budget and Medium Term Financial Plan had been developed in challenging financial circumstances for local government and in

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a context of particular uncertainty about future funding for the sector.

- The Council's general fund balances were forecast to go below minimum levels considered acceptable by the Section 151 Officer in 2024/25 if no action was taken to address challenges in the budget prior to that date.
- The in year deficit position for the Council had improved by in excess of £400,000 when compared to the budget and Medium Term Financial Plan that had been agreed by Council in February 2021.
- Pressures on the budget included costs and budget bids. In many cases, costs were increasing due to the impact of inflation.
- Savings and income opportunities had been identified in some areas and these had been incorporated into the budget.
- Interest costs and costs associated with the Minimum Revenue Position (MRP) had been reduced.
- Officers were anticipating that reduced income from car parking, due to a decrease in demand following the Covid-19 pandemic, would create a £200,000 pressure in the budget in 2022/23.
- The decision not to increase fees for car parking also placed a pressure on the budget.
- The Council had received £700,000 in Service Improvement Grant funding from the Government and this had had a positive impact on the budget position moving forward, as the funding had not been anticipated when the budget was set the previous year.
- A total of £389,000 had been identified provisionally for release back to general fund balances from reserves.
- The budget proposed a £5 increase in Council Tax per annum over the full three year period of the Medium Term Financial Plan.

Following the presentation of the report, the Portfolio Holder for Finance and Enabling explained that the £700,000 Service Improvement Grant had helped with balancing the budget in the short and medium-term. However, given the challenges in the third year of the Medium Term Financial Plan in particular, there would be a need for action to start to be taken in respect of the 2023/24 budget and 2023/24 to 2025/26 Medium Term Financial Plan as soon as the 2022/23 budget had been agreed.

The Board subsequently discussed the content of the report in detail and, in doing so, highlighted the following points:

- The estimate that had been included in the report that staff would receive a 2% pay rise and the extent to which this was appropriate

given that nationally inflation rates were closer to 5%. Officers explained that inflation in some areas of the budget were higher than in others and most Councils were anticipating a 2% pay increase. A 5% pay increase would add a pressure of approximately £400,000 – 600,000 to the budget.

- The Council's involvement in national pay bargaining and the extent to which it was likely that the 1.75% pay offer, backdated to 1st April 2021, for 2021/22, would be accepted by the Trades Unions on behalf of their members.
- The authority's approach to estimating pay inflation and pay bargaining, which involved working with other Councils.
- The importance of Council balances to covering any unexpected costs that might arise during a financial year.
- The action that could be taken by the Council to improve the financial position of the authority moving forward. Members were advised that there were actions that could be taken, including making efficiency savings and introducing additional income. Some difficult decisions might also need to be made by Members.
- The potential to influence the Government to provide greater clarity about future funding arrangements for local government. Members were advised that the Council was lobbying the Government for greater certainty about local government funding. The authority was also working with the Local Government Association (LGA) and District Councils Network (DCN), which lobbied the Government on Councils' behalf.
- The significant range of efficiency savings that had already been achieved by the Council over the previous 10 year period and the extent to which there was the scope to achieve any further efficiency savings. Officers acknowledged that a lot of progress had already been made with efficiency savings, but circumstances changed, and this could create opportunities for further efficiencies.
- The impact that increasing fuel costs would have on the Council's budget. The Board was informed that fuel costs had implications for a range of service areas, particularly refuse collection services and on property management costs. The Council was aiming to manage the Council's property assets in a more efficient way moving forward to help address the impact.
- The extent to which it was appropriate to describe the 2022/23 budget as balanced when this had only been achieved by using funding from balances. Officers advised that there was a statutory requirement for the Council to set a balanced budget each year. The Section 151 Officer could use all resources at the Council's disposal to achieve a balanced budget and as part of this process it

was possible to use balances and funding from reserves to balance a budget.

- The impact that decisions taken by Members, particularly at meetings of the Planning Committee, could have on the Council's financial position in cases where decisions were overturned at appeal.
- The impact that Covid-19 had had on footfall at Leisure Centres in the District, which meant that income from Leisure Services would be lower than anticipated prior to the pandemic.
- The pressure that had been placed on the Finance team when working on the budget and the recent capacity issues within the team. Members thanked officers in the team for their hard work in difficult circumstances.
- The format of the report, which was different to the style that had been adopted in previous years. Members commented that the content was clearer than it had been in previous years and thanked officers for making these changes.

RESOLVED that the report be noted.

68/21

FINANCE AND BUDGET WORKING GROUP - VERBAL UPDATE

The Chairman of the Finance and Budget Working Group, Councillor C. Hotham, provided an update on the meeting of the group that took place on Wednesday 9th February 2022. The Board was advised that the group had pre-scrutinised the 2022/23 Budget and Medium Term Financial Plan 2022/23 to 2024/25. The Executive Director for Resources and Portfolio Holder for Finance and Enabling were both thanked for attending this meeting and contributing to the debate.

69/21

TASK GROUP UPDATES

The Chairman explained that the Chairman of the Libraries Task Group, Councillor S. Colella, had requested that the report from the group be postponed to the following meeting of the Board so that he could present the report for Members' consideration.

70/21

WORCESTERSHIRE HEALTH OVERVIEW AND SCRUTINY COMMITTEE - VERBAL UPDATE

Councillor S. Baxter, the Council's representative on the Worcestershire Health Overview and Scrutiny Committee (HOSC), confirmed that there had been no meetings of the Committee since the previous meeting of the Board.

71/21

CABINET WORK PROGRAMME

The content of the Cabinet Work Programme for the period 1st March to 30th June 2022 was considered. During consideration of this item, Members commented that there were very few items listed on the Cabinet Work Programme, with a gap in terms of items scheduled for the consideration of the Cabinet, between March 2022 and January 2023.

72/21

OVERVIEW AND SCRUTINY BOARD WORK PROGRAMME

Officers confirmed that the content of the Overview and Scrutiny Board's work programme would be updated to include any items that had been added during the course of the meeting.

Members were informed that updates in respect of work on the Levelling Up project had been scheduled for the Board's consideration every 6 months. This overview would focus at a strategic level, rather than on specific details for each of the projects that were due to receive funding.

The Chairman advised that the Board would be asked to consider a proposal to launch a Task Group at the following meeting. Questions were subsequently raised about how a Member could propose a Task Group investigation. Clarification was provided that a Topic Proposal form needed to be completed outlining the aims of an investigation for the consideration of the Board, which would determine whether to launch a proposed review.

The meeting closed at 7.04 p.m.

Chairman

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LAND DRAINAGE - WATERCOURSE MAINTENANCE OPERATIONS

| | | |
|-------------------------------|---|--|
| Relevant Portfolio Holder | | Councillor Margaret Sherrey |
| Portfolio Holder Consulted | | Yes |
| Relevant Head of Service | | Guy Revans - Head of Environmental and Housing Property Services |
| Report Author | Job Title: Engineering Team Leader Contact email: pete.liddington@bromsgroveandredditch.gov.uk Contact Tel: 534108 | |
| Wards Affected | All except: Rubery South, Cofton, Wythall East, Wythall West, Drakes Cross, Alvechurch Village, Lickey Hills, Tardebigge, Rock Hill and Perryfields Wards | |
| Ward Councillor(s) consulted | No | |
| Relevant Strategic Purpose(s) | Communities which are safe, well maintained and green | |
| Key Decision | | |

1. RECOMMENDATIONS

The Cabinet **RECOMMEND** that:-

- 1) an additional budget of £45k for Land Drainage – Watercourse Maintenance Operations be included in the general fund for the 2022/2023 financial year; and
- 2) a budget of £45k for Land Drainage – Watercourse Maintenance Operations be included in the Medium Term Financial Plan for future years.

2. BACKGROUND

- 2.1 Bromsgrove District Council (BDC) owns approximately 8 km of watercourses, primarily through recreational grounds and as part of adopted open spaces within developments.
- 2.2 In addition to this, North Worcestershire Water Management (NWWM), on behalf of BDC, routinely maintain several stretches of watercourses which are un-registered (with no responsible person(s) being identified through investigations), in order to manage flood risk in those locations. This brings the total length of watercourses maintained by BDC/NWWM to over 9 km. This report does not include third party

locations, BDC owned or maintained ponds, wetlands/SuDS features, or County Council owned roadside ditches.

- 2.3 Recently, several areas of watercourse have required urgent major maintenance work, to address local flood risk issues.
- 2.4 NWWM have produced a detailed Watercourse Maintenance Schedule (Appendix 1), with the aim of the document being to proactively schedule routine inspections and maintenance of each section of watercourse. This should avoid both major maintenance works and several locations necessitating work at the same time, consequently being more efficient and cost-effective. It also allows targeted activities, such as Himalayan Balsam removal, to be scheduled to help reduce growth in future years. (Appendix 2 shows locational details of the watercourses).
- 2.5 The first year of this maintenance plan is to be viewed as a pilot, where there is likely to be more emphasis on inspections. This will allow the operatives to familiarise themselves with each site and its specific requirements, allowing also for prioritisation of any maintenance work which may be required. Some activities may need to be undertaken more or less frequently, depending upon season for instance, and this can be refined over time.
- 2.6 The maintenance schedule should be viewed as a 'live document,' and will be updated as new sites are adopted, or when frequency of a certain activity changes.

3. FINANCIAL IMPLICATIONS

- 3.1 It is anticipated that the maintenance works can be undertaken in the main by the Council's approved Contractor, appointed as the successful tenderer for the Minor Civil Engineering and Ancillary Works Contract (MCEAWC) (2022-2025). This Contract is shortly to be out to tender, and provision has been made for the tenderer to provide their specific rates for this work. Such rates will be fixed for the contract period of three initial years, with an option to extend for a further year. Other minor works associated with these watercourse maintenance operations, will be undertaken and absorbed by the relevant Place or Parks' Team's current operations.
- 3.2 As tenders for the MCEAWC will not be finalised for some weeks, with an appointment being made for the successful Contractor, the tendered rates will unfortunately not be available for the Cabinet meeting date. However, it is estimated at this stage that the figure of £45k/annum will be sufficient to accommodate the required works.

4. LEGAL IMPLICATIONS

4.1 Where the Council owns the watercourse, then they become a Riparian Owner, and as such, they have the following responsibilities:

- You have a duty to pass on flow without obstruction, pollution or diversion affecting the rights of others;
- You must accept flood flows through your land, even if these are caused by inadequate capacity downstream. There is no duty in common law for any landowner to increase the drainage capacity of a watercourse on their land;
- You must maintain the bed and banks of the watercourse, as well as the trees and vegetation growing on the banks. This includes keeping the bed and banks free of debris, both natural and man-made, even if it did not originate from your land;
- You must keep the surrounds of the watercourse free of loose debris which would be washed into the stream during heavy storms or high flows, causing blockages downstream. This also includes debris which could impact on water quality should they be washed into the watercourse (for example, grass cuttings, litter and chemical containers);
- You must keep any structures that you own (for example culverts, trash screens, weirs, mill gates, bridges) free of debris and ensure they are in good working condition;
- You are responsible for controlling any invasive species such as Japanese Knotweed and Himalayan Balsam.

4.3 The various legislation covering Riparian Owner responsibilities are:

- The Public Health Act 1936;
- The Land Drainage Acts of 1991 and 1994;
- Water Resources Act 1991;
- Flood and Water Management Act 2010.

4.2 With regards to un-registered watercourses, these cannot be left without due maintenance being undertaken. Of course, any resultant flooding incidents, which almost certainly will occur during heavy

rainfall events, due to the lack of maintenance, will be seen by the general public as the failure of the Council to act responsibly.

5. STRATEGIC PURPOSES - IMPLICATIONS

Relevant Strategic Purpose

- 5.1 **Communities which are safe, well maintained and green** – keeping watercourses well maintained benefits the community as a whole. If an area experiences frequent flooding, this becomes a nuisance to the community, can restrict access to property, makes everyday living difficult, and results in considerable expense and inconvenience for those that have been flooded. If a watercourse is carefully maintained, it can create an excellent habitat for wildlife including protected species, such as native crayfish, water voles, great crested newts, nesting birds and bats.

Climate Change Implications

- 5.2 Climate predictions indicate more intense rainfall which could lead to increased flooding, especially during the summer months, when vegetation growth is most likely to restrict narrow watercourses. The UK has been on average 6% wetter over the last 30 years, with 2020 being the 5th wettest year on record.

6. OTHER IMPLICATIONS

Equalities and Diversity Implications

- 6.1 There are no equality impacts arising from this report.

Operational Implications

- 6.2 Within the new MCEAWC, provision has been made for the tenderers to provide specific rates for these maintenance works, so that they will be aware of their work requirements from day one of the contract. Had the maintenance works been added possibly mid-way through the existing contract, the incumbent contractor could have been well justified in requesting additional monies, as such works could not have been envisaged at the commencement of their contract. Therefore, it is expected that including the measured work within the new tender document will realise keener rates.

Cabinet

30 March 2022

7. RISK MANAGEMENT

- 7.1 As highlighted within the report, failure to adequately maintain these watercourses could well result in flooding events, that may seriously affect buildings and other land. As a consequence, there is always a possibility that a compensation claim could be made against the Council.

8. APPENDICES and BACKGROUND PAPERS

Appendix 1 - Watercourse Maintenance Schedule

Appendix 2 – Drawing No. P2104/3 - Key Plan showing Site Locations

Cabinet

30 March 2022

9. REPORT SIGN OFF

| Department | Name and Job Title | Date |
|-------------------------------|---|------------------|
| Portfolio Holder | Councillor Margaret Sherrey | 24 February 2022 |
| Lead Director/Head of Service | Guy Revans - Head of Environmental and Housing Property Services | 21 February 2022 |
| Financial Services | Peter Carpenter Interim Deputy S151 Finance | 22 February 2022 |
| Legal Services | Clare Flanagan Principal Solicitor | 22 February 2022 |
| Policy Team | Emily Payne Engagement and Equalities Advisor | 16 February 2022 |
| Climate Change Officers | Kath Manning - Climate Change and Energy Support Officer Anna Wardell-Hill Environmental Policy and Awareness Officer | 16 February 2022 |

Bromsgrove District Council Watercourse Maintenance Schedule



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Agenda Item 5

Abbreviations

| | |
|------|---------------------------------------|
| BDC | Bromsgrove District Council |
| BDHT | Bromsgrove District Housing Trust |
| EA | Environment Agency |
| ES | Environmental Services |
| LDT | Land Drainage Team |
| HE | Highways England |
| MWT | Minor Works Team |
| NWWM | North Worcestershire Water Management |
| PT | Place Team |
| PRT | Parks & Recreation Team |
| RBC | Redditch Borough Council |
| SC | Specialist Contractor |
| SuDS | Sustainable Drainage Systems |
| WCC | Worcestershire County Council |

1.0 Introduction

Bromsgrove District Council owns just under 8km of watercourse, primarily through recreational grounds and as part of adopted open spaces within developments.

In addition to this NWWM, on behalf of BDC, routinely maintain several stretches of watercourse which are either un-registered (and no responsible person has been identified through investigations), in order to manage flood risk in those locations. This brings the total length of watercourse maintained by BDC/NWWM to just over 9km (Note: this report does not cover third party locations at present). This total does not include District owned or maintained ponds, wetlands / SuDS features or County owned roadside ditches.

It has recently been noticed that several areas of watercourse have required fairly major maintenance work urgently to address local flood risk issues; the aim of this document is to pro-actively schedule routine inspections and maintenance of each section of watercourse to avoid such major works and to avoid several locations needing work at the same time – therefore saving costs as well as making maintenance work more efficient. It also allows targeted activities, such as Himalayan Balsam removal, to be proactively scheduled to help reduce growth in future years.

The first year of this plan being used should be viewed as a pilot, where there is likely to be more emphasis on inspections to allow the operatives to (re)familiarise themselves with each site and its specific requirements, and allowing for prioritisation of any maintenance work which may be required. Some activities may need to be undertaken more or less frequently, depending upon season for instance, and this can be refined over time.

This maintenance schedule should be viewed as a “live document” and it may be updated as new sites are adopted or when frequency of a certain activity changes. Any questions or comments should be directed to enquiries@nwwm.org.uk.

2.0 Watercourses Managed by Bromsgrove District Council

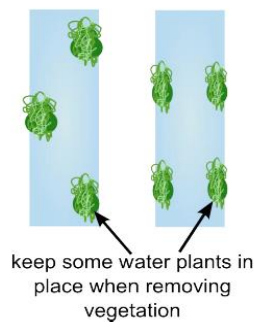
| Bromsgrove District Council Owned Land | | | | |
|--|-----------------------------------|--------------|---------------|---------------|
| Watercourse | Location | Area | Length | Maintained By |
| Barley Brook | Land at Shelley Close | Catshill | 0.16km | PT |
| Battlefield Brook | Sanders Park | Bromsgrove | 0.91km | PRT |
| Callow Brook | Callowbrook Park | Rubery | 0.82km | PT |
| Callow Brook | St Chads Park | Rubery | 0.20km | PT |
| Gallows Brook | Sweetpool Nature Reserve | Hagley | 0.12km | PT |
| Hollywood Brook | Beaudesert Park | Hollywood | 0.14km | PT |
| Marl Brook | Braces Lane | Marlbrook | 0.14km | PT |
| Marl Brook | Golden Cross Lane car park | Catshill | 0.03km | PT |
| Marl Brook | Lingfield Walk | Catshill | 0.39km | PT |
| Spadesbourne Brook | Brookvale Close | Bromsgrove | 0.17km | PT |
| Spadesbourne Brook | Charford Recreation Ground | Bromsgrove | 0.28km | PT |
| Spadesbourne Brook | Crown Close | Bromsgrove | 0.11km | PT |
| Spadesbourne Brook | Lickey End Recreation Ground | Lickey End | 0.23km | PRT |
| Spadesbourne Brook | Little Heath Lane culvert | Lickey End | 0.15km | SC |
| Spadesbourne Brook | Meadowvale Road | Lickey End | 0.21km | PT |
| Spadesbourne Brook | Roman Way | Bromsgrove | 0.18km | PT |
| Spadesbourne Brook | Spadesbourne Walk | Bromsgrove | 0.14km | PRT |
| Spadesbourne Brook | St John Street (Waitrose) | Bromsgrove | 0.17km | PT |
| Spadesbourne Brook | Watt Close | Bromsgrove | 0.29km | PT |
| Spadesbourne Brook | Yeomans Walk | Bromsgrove | 0.14km | PT |
| Sugar Brook | Buntsford Road | Aston Fields | 0.09km | PT |
| Sugar Brook | Stoke Road | Aston Fields | 0.32km | PT |
| River Rea tributary | Boleyn Road | Rednal | 0.67km | PT |
| Warwick Brook | The Oakhalls | Bromsgrove | 0.73km | PT |
| Willow Brook | Grayshott Close | Bromsgrove | 0.10km | PT |
| TOTAL: | | | 7.69km | |
| Non-Registered Land | | | | |
| Watercourse | Location | Area | Length | Maintained By |
| Callow Brook | Land off New Road | Rubery | 0.12km | n/a |
| Churchill Brook | Beoley Lane | Beoley | 0.26km | n/a |
| Gallows Brook | Market Way | Hagley | 0.04km | n/a |
| Hollywood Brook | Various unregistered land | Hollywood | 0.47km | n/a |
| Marl Brook | Footpath behind Marlbrook Gardens | Catshill | 0.15km | n/a |
| Spadesbourne Brook | Burcot Avenue | Bromsgrove | 0.26km | n/a |
| Upper Arrow tributary | Blackwell Road | Barnt Green | 0.11km | n/a |
| TOTAL: | | | 1.41km | |

3.0 Typical Maintenance Requirements

Watercourse maintenance can be split into two categories: frequent and infrequent.

Frequent maintenance (typically required weekly or monthly depending upon the location of the watercourse) includes litter picking and removing any man-made debris from the channel. In an urban environment or near to parks / schools etc this may be required more frequently than in more remote rural areas. Litter and debris tend to accumulate at pinch-points in a channel, typically at trash screens which require cleansing before and after heavy rainfall.

Less frequent maintenance, typically required annually, is vegetation management. It is important to note that vegetation is important for a healthy watercourse, but invasive species (such as Himalayan Balsam) should be removed often during the growing season to limit its growth the following year. In addition, along narrow channels where flood risk is high any vegetation impeding the flow (typically this would be flag iris, fools' watercress or reeds) should be sympathetically maintained. Best practice for vegetation management recommends clearing sections on an annual rotation, therefore never clearing an entire channel of all vegetation at one time. Manual clearance is recommended in place of using machinery or chemicals, however careful use of a water-safe herbicide is sometimes needed for spot-control of plants growing through concrete channels within urban areas, which may over time lead to structural instability. Japanese Knotweed will also require treatment using a water-safe herbicide by a competent person.



Less frequent still, other periodic maintenance requirements include the removal of excess silt (frequency will depend upon the catchment characteristics) and sometimes some pollarding of riparian trees, however this needs to be done with care as tree shade can help to cool water which reduces nutrient problems and can also inhibit aquatic weed growth. Intensive channel maintenance may require prior ecological surveys and in general will be carried out by a specialist contractor.

All maintenance activities should be carried out in a bio-secure manner, following the “Check – Clean – Dry” principles:

STOP THE SPREAD
STOP THE SPREAD
INVASIVE AQUATIC SPECIES
CHECK-CLEAN-DRY

Are you unknowingly spreading invasive species on your water sports equipment and clothing?

Invasive species can affect fish and other wildlife, restrict navigation, clog up propellers and be costly to manage. You can help protect the water sports you love by following three simple steps when you leave the water.

CHECK Check your equipment and clothing for live organisms - particularly in areas that are damp or hard to inspect.

CLEAN Clean and wash all equipment, footwear and clothing thoroughly.
 If you do come across any organisms, leave them at the water body where you found them.

DRY Dry all equipment and clothing - some species can live for many days in moist conditions.
 Make sure you don't transfer water elsewhere.

For more information go to www.river.gov.uk and search for Check Clean Dry

4.0 Watercourse Profiles:

4.1 Watercourses Managed by Bromsgrove District Council

4.1.1 Barley Brook; Shelley Close to Stourbridge Road, Catshill



Length of watercourse: 0.16 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|-------------------------------|
| Litter picking | 3 monthly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually (where required) | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Frameworks Contractor |
| In-channel vegetation removal *** | Annually – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Feb | Framework Contractor |

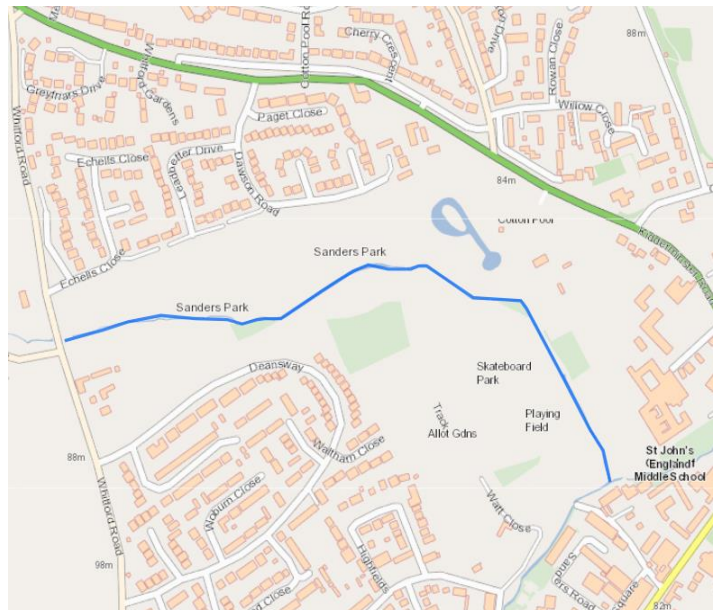
* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.2 Battlefield Brook; Sanders Park, Bromsgrove



Length of watercourse: 0.91 km

Special Features: offline nature pool (connected via culvert with screen), water vole habitat

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Parks |
| Trash Screen clearance | Quarterly / after heavy rain | Jan-Dec | Parks & Framework Contractor |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Parks |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Parks |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Parks & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Parks & Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Ponds) **** | Ten yearly – no more than 1/3 per year | Sep-Oct | Specialist Contractor |
| Culvert Inspection (CCTV) | 5-10 yearly | Jan-Dec | Specialist Contractor |
| Culvert Repair / Maintenance | As required | Jan-Dec | Specialist Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.3 Callow Brook; Brook Road Park, Rubery



Length of watercourse: 0.85 km

Special Features: two flood relief pools, 1 culvert and a trash screen

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Weekly | Jan-Dec | Place |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | WCC & Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Ponds) **** | 5-10 yearly – no more than 1/3 per year | Sep-Oct | Specialist Contractor |
| Culvert Inspection (CCTV) | Fifteen yearly | Jan-Dec | Specialist Contractor |
| Culvert Repair / Maintenance | As required | Jan-Dec | Specialist Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.4 Callow Brook; St Chadds Park, Rubery



Length of watercourse: 0.20 km

Special Features: trash screen

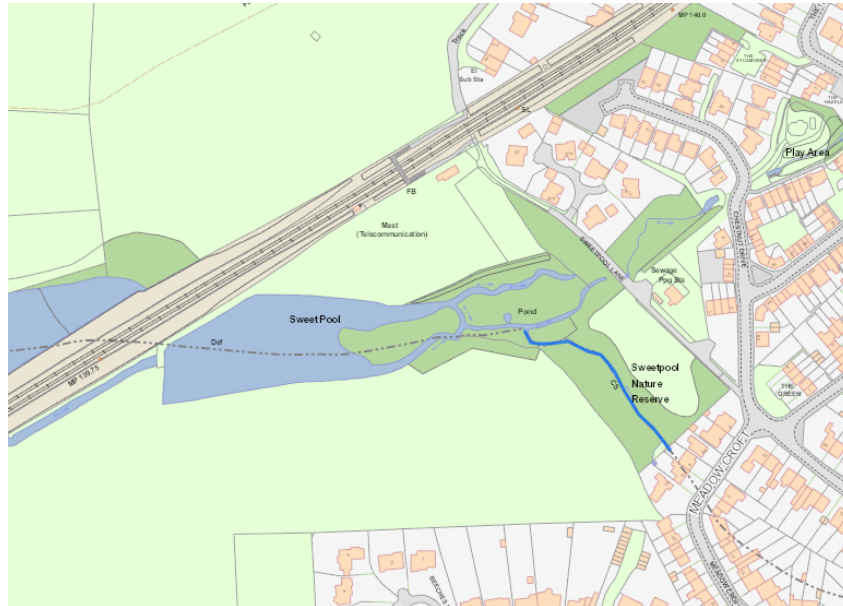
| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Japanese Knotweed Treatment | As required | Aug-Nov | Place |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.5 Gallows Brook, Sweetpool Nature Reserve, Hagley



Length of watercourse: 0.12 km

Special Features: Outlet from culvert coming from Meadowcroft

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place & Parish Council |
| Check culvert outlet is unobstructed | Monthly | Jan-Dec | Framework Contractor |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Japanese Knotweed Treatment | As required | Aug-Nov | Place |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Parish Council |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.6 Hollywood Brook; Beadesert Nature Park, Wythall



Length of watercourse: 0.14 km

Special Features: nature pools, trash screen, water level monitor

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Fortnightly | Jan-Dec | Place |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Checking & Clearing woody debris dam | Monthly / after heavy rain | Jan-Dec | Framework Contractor |
| Japanese Knotweed Treatment | As required | Aug-Nov | Place |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Ponds) **** | If required – no more than 1/3 per year | Sep-Oct | Specialist Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.8 Marl Brook; Golden Cross Lane Car Park, Catshill



Length of watercourse: 0.03 km

Special Features: trash screen

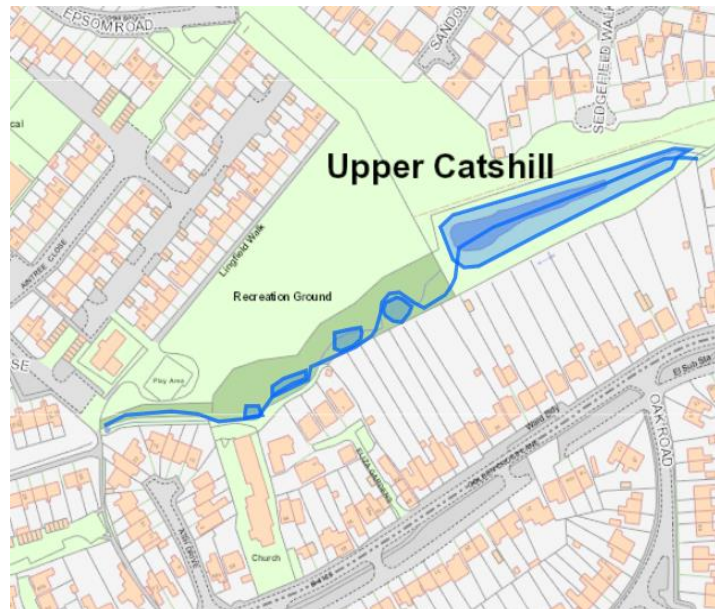
| Activity | Frequency | Timing | Responsibility |
|------------------------------------|---|---------|------------------------------|
| Litter picking | Fortnightly | Jan-Dec | Place |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.9 Marl Brook; Lingfield Walk Recreation Ground, Catshill



Length of watercourse: 0.39 km

Special Features: flood storage pool, 5 nature pools, 5 sluices, 1 culvert

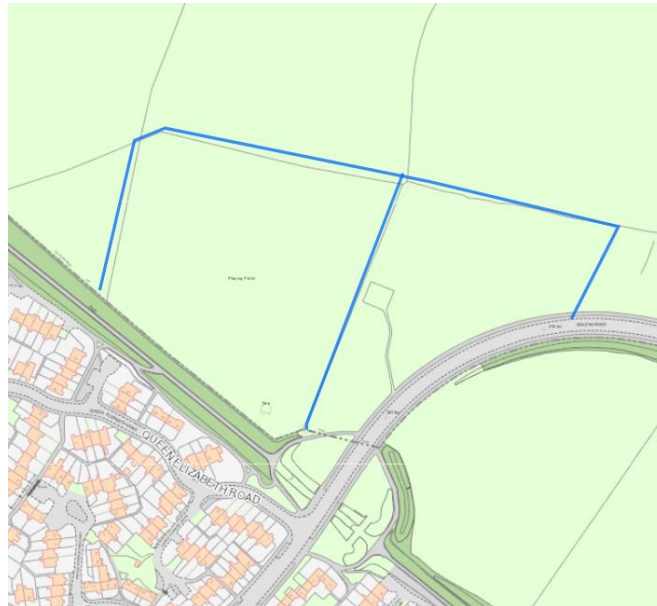
| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place |
| Sluice clearance | Monthly / after heavy rain | Jan-Dec | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Ponds) **** | 5-10 yearly – no more than 1/3 per year | Sep-Oct | Specialist Contractor |
| Culvert Inspection (CCTV) | Fifteen yearly | Jan-Dec | Specialist Contractor |
| Culvert & Sluice Repair / Maintenance | As required | Jan-Dec | Specialist Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.10 River Rea Tributary; Boleyn Road, Rednal



Length of watercourse: 0.67 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | 6 monthly | Jan-Dec | Place |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.11 Spadesbourne Brook; Brookvale Close, Bromsgrove



Length of watercourse: 0.17 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.12 Spadesbourne Brook; Charford Road Recreation Ground, Bromsgrove



Length of watercourse: 0.28 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Fortnightly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.13 Spadesbourne Brook; Crown Close, Bromsgrove



Length of watercourse: 0.11 km

Special Features: trash screen

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Weekly | Jan-Dec | Place |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.14 Spadesbourne Brook; Lickey End Recreation Ground, Lickey End



Length of watercourse: 0.23 km

Special Features: wetland area, 1 culvert, water vole habitat

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Parks |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Parks |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Parks |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Parks & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Ponds) **** | If required – no more than 1/3 per year | Sep-Oct | Specialist Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.15 Spadesbourne Brook; Little Heath Lane, Lickey End



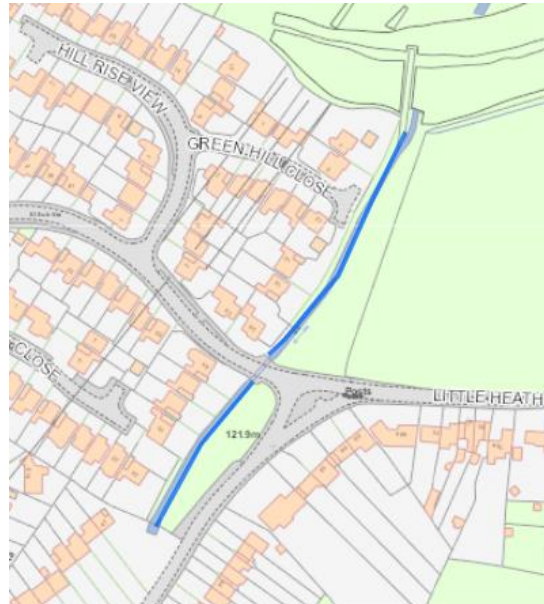
Length of watercourse: 0.15 km

Special Features: cascade and twin culverts

| Activity | Frequency | Timing | Responsibility |
|---------------------------------|---|---------|------------------------------|
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Culvert Inspection (CCTV) | Ten yearly | Jan-Dec | Specialist Contractor |
| Culvert Repair / Maintenance | As required | Jan-Dec | Specialist Contractor |

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.16 Spadesbourne Brook; Meadowvale Road, Lickey End



Length of watercourse: 0.21 km

Special Features: trash screen and weed screen

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.17 Spadesbourne Brook; Roman Way, Bromsgrove



Length of watercourse: 0.18 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.18 Spadesbourne Brook; Spadesbourne Walk, Bromsgrove



Length of watercourse: 0.14 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Fortnightly | Jan-Dec | Parks |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Parks |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Parks |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Parks & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.19 Spadesbourne Brook; St John Street (Waitrose), Bromsgrove



Length of watercourse: 0.08 km

Special Features: 2 culverts

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Culvert Inspection (CCTV) | Ten yearly | Jan-Dec | Specialist Contractor |
| Culvert Repair / Maintenance | As required | Jan-Dec | Specialist Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.20 Spadesbourne Brook; Watt Close, Bromsgrove



Length of watercourse: 0.29 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Fortnightly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.21 Spadesbourne Brook; Yeomans, Bromsgrove



Length of watercourse: 0.14 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Fortnightly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.22 Sugar Brook; Buntsford Road, Bromsgrove



Length of watercourse: 0.09 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | 3 monthly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.23 Sugar Brook; Stoke Road, Bromsgrove



Length of watercourse: 0.32 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

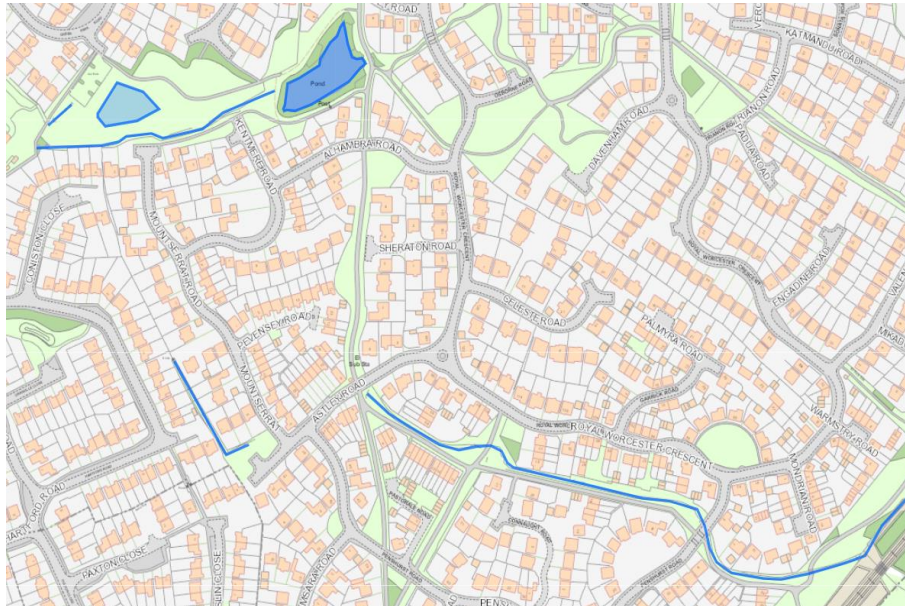
* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.24 Warwick Brook; The Oakhalls Estate, Bromsgrove



Length of watercourse: 0.73 km

Special Features: trash screens, culverts, balancing areas, pond

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Place |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Ponds) **** | If required – no more than 1/3 per year | Sep-Oct | Specialist Contractor |
| Culvert Inspection (CCTV) | ten yearly | Jan-Dec | Specialist Contractor |
| Culvert Repair / Maintenance | As required | Jan-Dec | Specialist Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.1.25 Willow Brook; Grayshott Close, Bromsgrove



Length of watercourse: 0.10 km

Special Features: trash screen

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|------------------------------|
| Litter picking | Fortnightly | Jan-Dec | Place |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Mowing / flailing more than 2m from bank top | As required | Jan-Dec | Place |
| Bank top vegetation strimming ** | Annually | Aug-Oct | Place |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Place & Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.2 Watercourses on Unregistered Land

4.2.1 Callow Brook; Land at New Road, Rubery



Length of watercourse: 0.12 km

Special Features: trash screen

| Activity | Frequency | Timing | Responsibility |
|------------------------------------|---|---------|------------------------------|
| Litter picking | Monthly | Jan-Dec | Framework Contractor |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Place & Framework Contractor |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.2.2 Churchill Brook; Beoley Lane, Beoley



Length of watercourse: 0.26 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|---|---|---------|----------------------|
| Litter picking | 6 monthly | Jan-Dec | Framework Contractor |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.2.3 Gallows Brook; Markey Way, Hagley



Length of watercourse: 0.04 km

Special Features: twin culvert outlets upstream and culvert inlet downstream

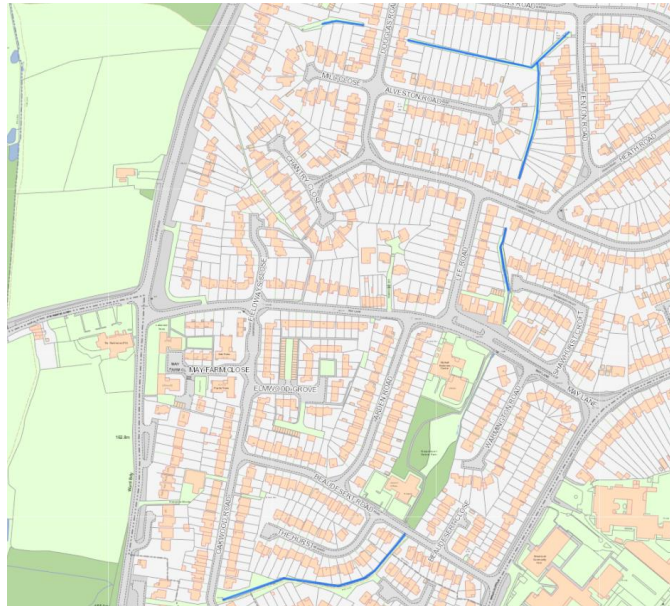
| Activity | Frequency | Timing | Responsibility |
|--|---|---------|----------------------|
| Litter picking | 3 monthly | Jan-Dec | Framework Contractor |
| Check culvert outlets / inlet clear | Monthly / after heavy rain | Jan-Dec | Framework Contractor |
| Himalayan Balsam pulling where present * | Weekly in growing season | Mar-Jun | Framework Contractor |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.2.4 Hollywood Brook; Various Parcels of Land, Wythall



Length of watercourse: 0.47 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|------------------------------------|---|---------|----------------------|
| Litter picking | Monthly | Jan-Dec | Framework Contractor |
| Trash Screen clearance | Monthly / after heavy rain | Jan-Dec | Framework Contractor |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.2.5 Marl Brook; Footpath behind Marlbrook Gardens, Catshill



Length of watercourse: 0.15 km

Special Features: n/a

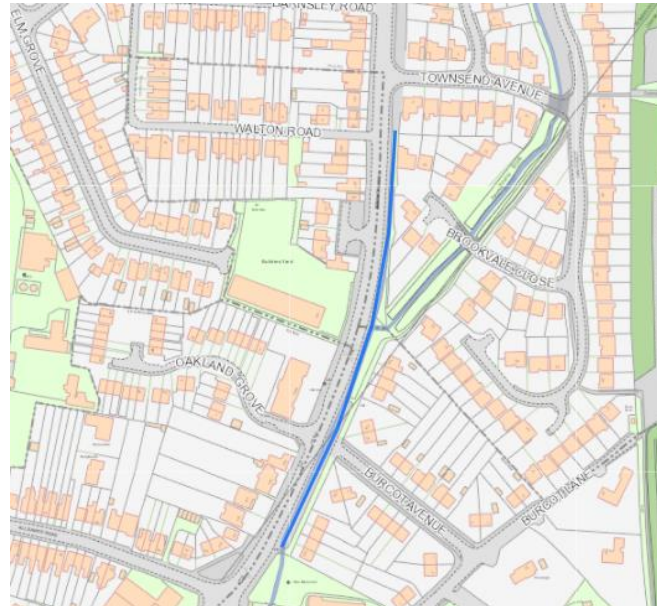
| Activity | Frequency | Timing | Responsibility |
|------------------------------------|---|---------|----------------------|
| Litter picking | 6 monthly | Jan-Dec | Framework Contractor |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.2.6 Spadesbourne Brook; Burcot Avenue, Bromsgrove



Length of watercourse: 0.26 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|--|---|---------|----------------------|
| Litter picking | Monthly | Jan-Dec | Framework Contractor |
| Himalayan Balsam pulling where present * | Monthly in growing season | Mar-Jun | Framework Contractor |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

4.2.7 Upper Arrow Tributary; Blackwell Lane, Barnt Green



Length of watercourse: 0.11 km

Special Features: n/a

| Activity | Frequency | Timing | Responsibility |
|------------------------------------|---|---------|----------------------|
| Litter picking | 6 monthly | Jan-Dec | Framework Contractor |
| Bank face vegetation strimming *** | Annually – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| In-channel vegetation removal *** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |
| Silt removal (Watercourse) **** | If required – no more than 1/3 per year | Sep-Oct | Framework Contractor |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

5.0 Maintenance Responsibilities

The table below indicates which team(s) are responsible for each activities.

It is assumed that a framework contractor would be employed on a 1-2 day per week basis to focus upon proactively inspecting and clearing grids and hotspots, with the possibility of undertaking removal of excess silt and vegetation where required to assist with the place / parks teams during late Autumn and into Winter, and specific focus upon removing Himalayan Balsam plants from Council owned watercourses on a 5 day per week basis during Spring (typically March – June).

Specialist works such as pond / SuDS de-silting and culvert inspections are to be carried out by a specialist contractor, as part of Capital works.

Some sites may require the occasional addition of native wetland plants to ensure there is sufficient habitat and food for species such as water vole; in these instances NWWM will undertake the planning.

Prior to any in-channel works at Sanders Park or Lickey End Park, a water vole survey must be carried out by a competent and qualified surveyor.

| Activity / Month | Place | Parks | Framework Contractor | NWWM | Specialist Contractor |
|--|-------|-------|----------------------|------|-----------------------|
| Litter picking | ✓ | ✓ | | | |
| Trash Screen clearance [#] | ✓ | ✓ | ✓ | | |
| Himalayan Balsam pulling * | | | ✓ | | |
| Japanese Knotweed Treatment | ✓ | ✓ | | | |
| Planting wetland species (if required) | | | | ✓ | |
| Mowing / flailing more than 2m from bank top | ✓ | ✓ | | | |
| Bank top vegetation strimming ** | ✓ | ✓ | | | |
| Bank face vegetation strimming *** | ✓ | ✓ | ✓ | | |
| In-channel vegetation removal *** | | | ✓ | | |
| Silt removal (Watercourse) **** | | | ✓ | | |
| Silt removal (Ponds) **** | | | | | ✓ |
| Culvert Inspection (CCTV) | | | | | ✓ |
| Culvert Repair / Maintenance | | | | | ✓ |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

Where trash screens protect a Highways culvert, WCC will generally be responsible for maintenance, with checks also carried out by BDC operatives.

6.0 Maintenance Timings

The table below indicates the typical maintenance requirements of a watercourse, and the periods during which each activity can / should be undertaken. Shaded cells indicate work may take place. Note that this is a general rule, and some sites will have specific requirements due to the presence of protected species / invasive species. Some activities, such as litter picking and trash screen clearance will need to be undertaken far more frequently than in-channel vegetation management, for instance.

| Activity / Month | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Litter picking | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Trash Screen clearance | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Himalayan Balsam pulling * | | | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Japanese Knotweed Treatment | | | | | | | | ✓ | ✓ | ✓ | ✓ | |
| Planting wetland species (if required) | ✓ | ✓ | | | | | | | | ✓ | ✓ | ✓ |
| Mowing / flailing more than 2m from bank top | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Bank top vegetation strimming ** | | | | | | | | ✓ | ✓ | ✓ | | |
| Bank face vegetation strimming *** | | | | | | | | | ✓ | ✓ | | |
| In-channel vegetation removal *** | | | | | | | | | ✓ | ✓ | | |
| Silt removal (Watercourse) **** | ✓ | ✓ | | | | | | | ✓ | ✓ | ✓ | ✓ |
| Silt removal (Ponds) **** | ✓ | ✓ | | | | | | | | | ✓ | ✓ |
| Culvert Inspection (CCTV) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Culvert Repair / Maintenance | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

* Himalayan Balsam should be pulled before the plant flowers and seed pods develop; the times above are a general indication.

** Bank top vegetation (within 2m of the top of bank) should be cut once per year to a height of no less than 20cm.

*** Bank face and in channel vegetation should be carried out no more than once per year, and only 1/3 of the vegetation cut in any year.

**** Silt may be removed where it is causing an impediment to flow, but again no more than 1/3 of an area in any year.

6.0 Maintenance Frequency At A Glance

Typical maintenance requirements are listed below, and are colour coded according to how frequently each action is required at each location. For instance, sites near schools / transport links (such as bus stations) are more likely to require frequent litter picks than more isolated locations. Similarly, locations with a higher flood risk will require more frequent trash-screen inspections and are more likely to require vegetation management than watercourses in isolated areas where flooding will not impact properties. Some tasks such as vegetation management and silt-management cannot be programmed far in advance, however based on the suggested maintenance frequency for each location, there should be no more than 5 sites to visit per day for the majority of the year, therefore freeing up capacity for more intensive maintenance should not be too difficult. Intensive Himalayan Balsam removal is proposed during the growing months; this plant is mainly prevalent along the Spadesbourne Brook and Battlefield Brook.

| | | |
|---------------|---|----------------------|
| Red | 1 | Weekly |
| Orange | 2 | Fortnightly |
| Brown | 3 | Monthly |
| Green | 5 | 3 Monthly |
| Cyan | 6 | 6 Monthly |
| Blue | 7 | Annually If Required |
| Purple | 9 | 5-15 yearly |
| Grey | 9 | As & when required |
| | | n/a |

| LOCATION | | Litter Picking | Balsam Pulling | Knotweed Treatment | Trash / security Screen / outlet | Wetland Planting | Mowing (>2m) | Bank top strimming | Bank Face Strimming | In Channel veg management | Silt removal (w/c) | Silt removal (pond) | Culvert inspection |
|-------------------|----------------------------|----------------|----------------|--------------------|----------------------------------|------------------|--------------|--------------------|---------------------|---------------------------|--------------------|---------------------|--------------------|
| Barley Brook | Land at Shelley Close | Green | Brown | | | | | Blue | Blue | Blue | | | |
| Battlefield Brook | Sanders Park | Brown | Brown | | Green | | | Blue | Blue | Blue | | Purple | Purple |
| Callow Brook | Callowbrook Park | Red | | | Brown | | | Blue | Blue | Blue | | Purple | Purple |
| Callow Brook | St Chads Park | Brown | | | Brown | | | Blue | Blue | Blue | | | |
| Gallows Brook | Sweetpool Nature Reserve | Brown | Brown | | Brown | | | Blue | Blue | Blue | | | |
| Hollywood Brook | Beaudesert Park | Orange | | | Brown | | | Blue | Blue | Blue | | Purple | |
| Marl Brook | Braces Lane | Brown | | | | | | Blue | Blue | Blue | | | |
| Marl Brook | Golden Cross Lane car park | Orange | | | Brown | | | Blue | Blue | Blue | | | |

| | | | | | | | | | | | | | |
|---------------------|------------------------------|-------------|------------|--|------------|------|------|------|------|------|------|--------------|--------------|
| Marl Brook | Lingfield Walk | Dark Brown | | | Dark Brown | Grey | Grey | Blue | Blue | Blue | Grey | Light Purple | Light Purple |
| River Rea tributary | Boleyn Road | Light Green | | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Spadesbourne Brook | Brookvale Close | Dark Brown | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Spadesbourne Brook | Charford Recreation Ground | Orange | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Spadesbourne Brook | Crown Close | Red | Dark Brown | | Dark Brown | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Spadesbourne Brook | Lickey End Recreation Ground | Dark Brown | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | Light Purple | |
| Spadesbourne Brook | Little Heath Lane culvert | | | | Dark Brown | | | | | | Grey | | Light Purple |
| Spadesbourne Brook | Meadowvale Road | Dark Brown | Dark Brown | | Dark Brown | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Spadesbourne Brook | Roman Way | Dark Brown | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Spadesbourne Brook | Spadesbourne Walk | Orange | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Spadesbourne Brook | St John Street (Waitrose) | Dark Brown | Dark Brown | | | Grey | | Blue | Blue | Blue | Grey | | Light Purple |
| Spadesbourne Brook | Watt Close | Orange | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Spadesbourne Brook | Yeomans Walk | Orange | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Sugar Brook | Buntsford Road | Light Green | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Sugar Brook | Stoke Road | Dark Brown | Dark Brown | | | Grey | Grey | Blue | Blue | Blue | Grey | | |
| Warwick Brook | The Oakhalls | Dark Brown | | | Dark Brown | Grey | Grey | Blue | Blue | Blue | Grey | Light Purple | Light Purple |
| Willow Brook | Grayshott Close | Orange | | | Dark Brown | Grey | Grey | Blue | Blue | Blue | Grey | | |

| | | | | | | | | | | | | | |
|-----------------------|-----------------------------------|--|--|--|--|--|--|--|--|--|--|--|--|
| Callow Brook | Land off New Road | | | | | | | | | | | | |
| Churchill Brook | Beoley Lane | | | | | | | | | | | | |
| Gallows Brook | Market Way | | | | | | | | | | | | |
| Hollywood Brook | Various unregistered land | | | | | | | | | | | | |
| Marl Brook | Footpath behind Marlbrook Gardens | | | | | | | | | | | | |
| Spadesbourne Brook | Burcot Avenue | | | | | | | | | | | | |
| Upper Arrow tributary | Blackwell Road | | | | | | | | | | | | |

7.0 Programme of Major Maintenance Activities For Next 10 Years

The following work is anticipated which will need to be carried out by specialist contractors, with de-silting work carried out as Capital works. CCTV inspections typically cost in the region of £500(inc VAT) per half-day.

2022

Little Heath Lane Culvert Inspection (booked)
Lingfield Walk FAS Pond De-Silting

2023

2024

Oakalls Culverts CCTV Inspection

2025

Callow Brook FAS Pond De-Silting (if required)
St John St Culvert Inspection (only if site is developed) ▲
Oakalls SuDS Pond De-Silting (if required)

2026

Lickey End Recreation Ground Pond De-Silting (if required)
Beaudesert Park FAS Pond De-Silting

2027

2028

Sanders Park SuDS Pond De-Silting
Sanders Park Culvert CCTV Inspection

2029

2030

Linfield Walk FAS Culvert CCTV Inspection
Callow Brook FAS Culvert CCTV Inspection

2031

Railway Walk Culvert Inspection ▲
Beaudesert Park FAS Pond De-Silting

NOTE: Sites outside of BDC's ownership are marked with an ▲.

8.0 2021-2025 Programme of Maintenance

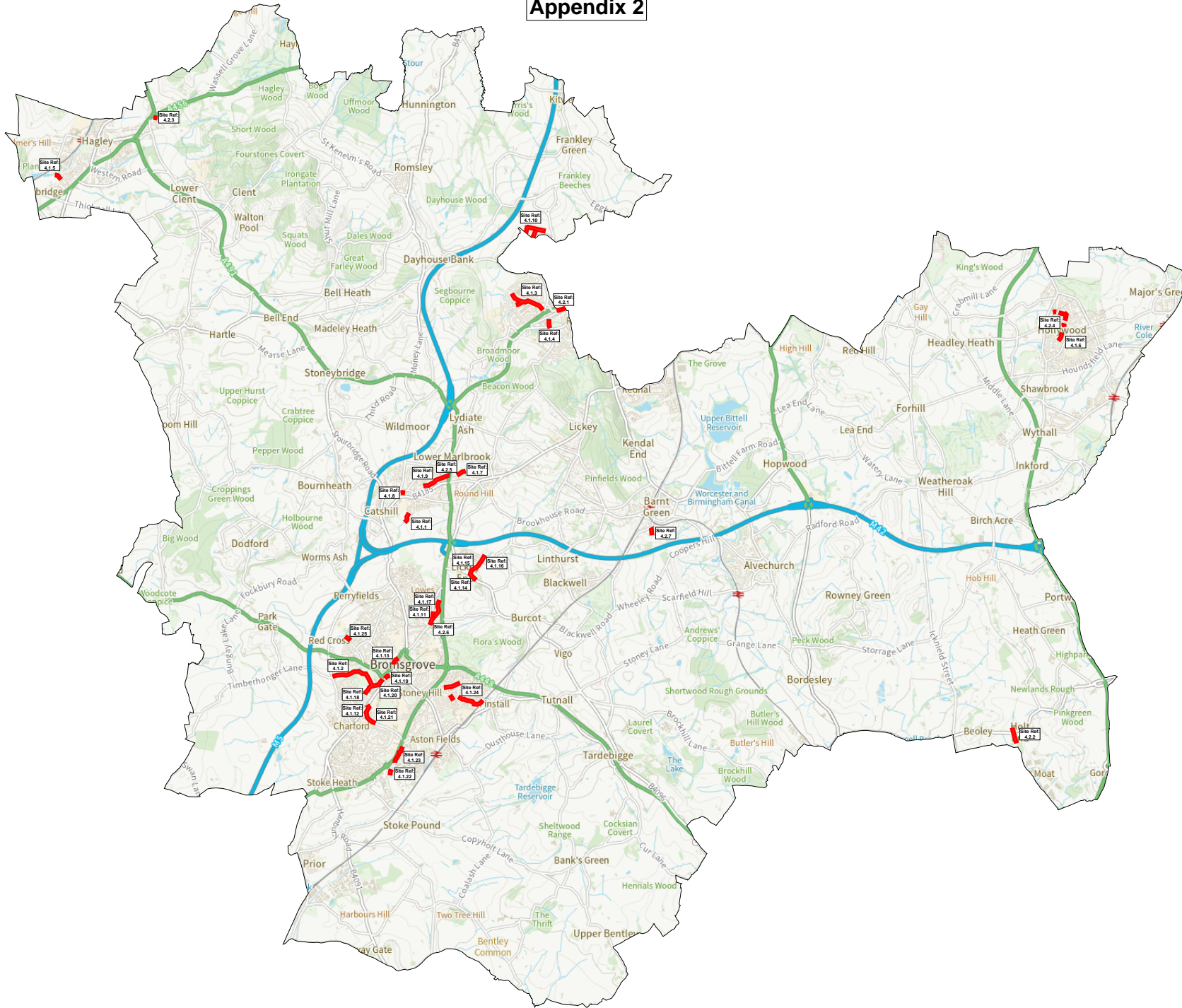
Agenda Item 5

See excel spreadsheet. Note: Week one refers to the first full week in January, however the plan may commence at any given time.

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Appendix 2



Watercourse References

- 4.1.1 - Barley Brook; Shelley Close to Stourbridge Road, Catshill
- 4.1.2 - Battlefield Brook; Sanders Park, Bromsgrove
- 4.1.3 - Callow Brook; Brook Road Park, Rubery
- 4.1.4 - Callow Brook; St Chads Park, Rubery
- 4.1.5 - Gallows Brook; Sweetspool Nature Reserve, Hagley
- 4.1.6 - Hollywood Brook; Beadesden Nature Park, Wythall
- 4.1.7 - Marl Brook; Braces Lane Recreation Ground, Catshill
- 4.1.8 - Marl Brook; Golden Cross Car Park, Catshill
- 4.1.9 - Marl Brook; Lingfield Walk Recreation Ground, Catshill
- 4.1.10 - River Risa Tributary; Boleys Road, Rednal
- 4.1.11 - Spadbourne Brook; Brookvale Close, Bromsgrove
- 4.1.12 - Spadbourne Brook; Charford Road, Recreation Ground, Bromsgrove
- 4.1.13 - Spadbourne Brook; Crown Close, Bromsgrove
- 4.1.14 - Spadbourne Brook; Lickey End Recreation Ground Lickey End
- 4.1.15 - Spadbourne Brook; Little Heath Lane, Lickey End
- 4.1.16 - Spadbourne Brook; Meadowale Road, Lickey End
- 4.1.17 - Spadbourne Brook; Roman Way, Bromsgrove
- 4.1.18 - Spadbourne Brook; Spadbourne Walk, Bromsgrove
- 4.1.19 - Spadbourne Brook; St Johns Street (Watrose) Bromsgrove
- 4.1.20 - Spadbourne Brook; Watt Close, Bromsgrove
- 4.1.21 - Spadbourne Brook; Yeomans, Bromsgrove
- 4.1.22 - Sugar Brook; Burnstorf Road, Bromsgrove
- 4.1.23 - Sugar Brook; Stoke Road, Bromsgrove
- 4.1.24 - Warwick Brook; The Okalis Estate, Bromsgrove
- 4.1.25 - Willow Brook; Grayhat Close, Bromsgrove
- 4.2.1 - Callow Brook; Land at New Road, Rubery
- 4.2.2 - Churchill Brook; Bealey Lane, Beoley
- 4.2.3 - Gallows Brook; Market Way, Hagley
- 4.2.4 - Hollywood Brook; Various parcels of land, Wythall
- 4.2.5 - Marl Brook; Footpath behind Marlbrook Gardens, Catshill
- 4.2.6 - Spadbourne Brook; Burcot Avenue, Bromsgrove
- 4.2.7 - Upper Arrow Tributary; Blackwell Lane, Bartt Green

| Date | Rev | Details |
|------|-----|---------|
| | | |

Project:

Maintenance of Bromsgrove District Council Watercourses

Drawing:

Key Plan showing Site Locations

| | | | |
|-----------|-----|--------|----------|
| Drawn: | PTL | Scale: | 1/35,000 |
| Surveyed: | OS | Date: | Feb |

Drawing No: P2104/3

Engineering and Design Services
 Town Hall
 Walter Strang Square
 Redditch
 Worcs B98 8AH



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Equality Strategy 2022-2026

| | |
|--|--|
| Relevant Portfolio Holder | Councillor G. N. Denaro, Portfolio Holder for Finance and Enabling (including Governance/Policy and Performance/HR) |
| Portfolio Holder Consulted | No |
| Relevant Head of Service | Deb Poole, Head of Business Transformation and Organisational Development |
| Report Author | Emily Payne Job Title: Engagement and Equalities Advisor Contact email: emily.payne@bromsgroveandredditch.gov.uk Contact Tel: 01527 548284 |
| Wards Affected | All |
| Ward Councillor(s) consulted | N/A |
| Relevant Strategic Purpose(s) | Underpins all Strategic Purposes, due to being General Equality Duty |
| Non-Key Decision | |
| If you have any questions about this report, please contact the report author in advance of the meeting. | |

1. RECOMMENDATIONS

Cabinet is requested to RECOMMEND to COUNCIL that: -

1) that the Equality Strategy 2022-2026 attached at Appendix 1 be endorsed.

2. BACKGROUND

2.1 The Equality Strategy has been updated to support the organisation in the effectively delivery of its equality work over the next 4 years.

2.2 A recognition of Covid has also been included in this updated version.

2.3 It also includes our Equality Objectives for the next 4 years, a requirement under the Equality Duty.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications arising directly from this report.

4. LEGAL IMPLICATIONS

- 4.1 The Equalities Strategy addresses the legal requirements of the Equality Act 2010, including the requirement to publish Equality Objectives.
- 4.3 The strategy will be reviewed every four years or sooner to comply with changes to the law or policy and practice.

5. STRATEGIC PURPOSES - IMPLICATIONS

Relevant Strategic Purpose

- 5.1 The report contributes to all Strategic Purposes, predominantly the support element of the 'High Quality Services' priority, under 'An effective & sustainable Council', as identified in the Council Plan.

Climate Change Implications

- 5.2 There are no climate change implications arising from this report.

6. OTHER IMPLICATIONS

Equalities and Diversity Implications

- 6.1 The Equalities Strategy sets out our approach to equalities corporately, so we can support all our residents and customers and enable them to be informed, involved, share their opinions and influence decision making. By listening to the different needs of residents and customers, the Council will be better placed to design and deliver appropriate, coordinated, and relevant services to the communities it serves.
- 6.2 The strategy also supports internal equalities work, through training, legally required monitoring, and clarity on our approach to equalities as an organisation.

Operational Implications

- 6.3 There are no operational implications directly arising from this report; the strategy details clearly our organisational responsibilities and provides clarity at an operational level.

7. RISK MANAGEMENT

- 7.1 There are no risks directly arising from this report.

Cabinet

30/03/2022

8. APPENDICES and BACKGROUND PAPERS

Appendix 1 Equality Strategy 2022-2026

9. REPORT SIGN OFF

| Department | Name and Job Title | Date |
|---|---|------------|
| Portfolio Holder | Councillor G. N. Denaro, Portfolio Holder for Finance and Enabling (including Governance/Policy and Performance/HR) | 03/03/22 |
| Lead Director / Head of Service | Deb Poole Head of Business Transformation and Operational Development | 01/03/22 |
| Financial Services | | |
| Legal Services | Clare Flanagan Principal Solicitor | 03/03/2022 |
| Policy Team (if equalities implications apply) | Emily Payne Engagement and Equalities Advisor | 01/03/22 |
| Climate Change Officer (if climate change implications apply) | N/A | |

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Bromsgrove District Council

Equality Strategy

2022-2026

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Bromsgrove
District Council
www.bromsgrove.gov.uk

Agenda Item 6

| | |
|------------------|--|
| Title | Bromsgrove District Council Equality Strategy 2022-2026 |
| Description | This Strategy sets out our commitment for progressing equality over the next four years. |
| Created by | Engagement and Equalities Advisor |
| Date created | September 2021 |
| Maintained by | Engagement and Equalities Advisor |
| Next Review Date | April 2026 |

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| Version number | Modified by | Modifications made | Date modified | Status |
|----------------|-------------|--------------------|---------------|--------|
| | | | | |

1. Introduction

As an employer and deliverer of services, Bromsgrove District Council is committed to eliminate unlawful discrimination, promoting equal opportunities and fostering good relations between people from all communities. This Strategy sets out our commitment for progressing equality over the next four years.

The Strategy and Action Plan outlines our equality objectives, describes how we will fulfil our moral, social and legal obligations and what we will do to make Bromsgrove a place where people get along with each other and treat each other with dignity and respect.

The Strategy covers inequality in terms of age, disability, gender reassignment (transgender/trans), marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and is aimed at those who live, work in and visit the district, as well as elected Councillors and employees of the Council.

2. The Equality Act 2010 and the Public Sector Equality Duty

The Equality Act 2010

The Equality Act 2010 came into force in October 2010 and legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. The Act covers nine protected characteristics, and these are the grounds upon which discrimination is unlawful. The characteristics are:

- age
- disability
- gender reassignment (1)
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

(1) *before, during and after transition. This wording is the terminology used in the Equality Act; transgender (or Trans) is now the accepted terminology. The Council understands there are many different identities which fall under the Trans umbrella, including identities outside of the gender binary.*

Although it is not stated in legislation as a protected characteristic, we also commit to treating everyone equally regardless of their socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

Public Sector Equality Duty

As part of the Equality Act 2010, public authorities must comply with the public sector equality duty (the equality duty). The equality duty replaced the previous race, disability and gender equality duties and was developed to extend across all the protected characteristics. It consists of a general equality duty, supported by specific duties and requires public authorities to consider or think about how their policies or decisions affect people who are protected under the Equality Act. Private organisations and individuals don't have to comply with the duty.

The general duty requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

In addition, public authorities also have specific duties and must do the following:

- publish equality information at least once a year to show how they've complied with the equality duty
- prepare and publish equality objectives at least every four years

The publication of our Equality Strategy will support us in meeting the general and specific duties placed on us as part of the Equality Act.



3. Why is equality important to the Council?

As a public service provider, it is important we recognise that our residents and customers come from different backgrounds; this will enable the Council to design and deliver services that meet the needs of the communities we serve. By understanding these differences and encouraging others to do the same, we can improve the quality of life for everyone by ensuring people who live, work, or visit our district are treated fairly, with respect and are given the same chances and opportunities by taking into consideration their different needs.

As an employer, we believe that it is in the Council's interests and in the interests of all who work for the Council that we ensure that every possible step should be taken to ensure that individuals are treated equally and fairly and that decisions in recruitment and selection, training, promotion, and career management are based solely on objective and job-related criteria and that reasonable adjustments are made where feasible.

4. The impact of Covid-19

Covid-19 has had an unprecedented impact on the lives of the people across the district of Bromsgrove. At the forefront of the council's coronavirus response has been the continued delivery of essential services, supporting vulnerable people and looking at the short, medium, and long-term impacts of COVID. The consequences from this pandemic have already and will continue to reshape the district, impacting those who were already experiencing deprivation across all protected characteristics, and it is important that the council not only focuses on how, as an organisation, we recover and respond to challenges faced because of the pandemic but also the leading role we play in the wider recovery across the whole district.

5. Equality in the delivery of our services

Equality Impacts

Although there is not a specific legal requirement for the Council to undertake an equality impact assessment, we *are* legally required to demonstrate that we have given 'due regard' to eliminate unlawful discrimination, harassment, and victimisation; advance equality of opportunity and foster good relations. In practice this means that equality considerations still need to be evidenced in our decision-making processes and policies.

Any potential impact on equality should be considered before any key decisions are made and should be integrated into day-to-day policymaking, business planning and other decision-making arrangements. This is particularly relevant when making difficult financial decisions; if we are proposing to stop, reduce or change a service then we must have relevant equalities evidence to justify this. The effect Covid has had on many people means considering the impact of equality is ever more important and we will ensure our Equality Assessment Guidance is updated.

The Equality Assessment Guidance is available for officers on the Orb and the Policy Team can provide direct support for service areas and projects to help them to gather and interpret equalities evidence.

Equality Monitoring

The Council has a requirement to publish equality information at least once a year to show how we have complied with the equality duty. The Council recognises this also makes good business sense as it can help local people assess the Council's performance on equality, the impact our policies and practices have had, tell us who is and isn't using our services; understand why our services may not meet their needs and help us to improve the delivery of our services by identify any data gaps and address any issues. Any monitoring undertaken must be proportionate and relevant and of a benefit to our communities.

Procurement & Commissioning

The Council provides a wide range of services to residents and businesses in the district. In some cases these are provided directly by the Council, in other by our partners and contractors. When a supplier provides goods, services or works on our behalf, we will ensure the equality obligations are part of the terms of a contract so that we know they will monitor the impact on service users and those they employ. The ultimate legal responsibility for meeting the requirements of the Equality Act remain with the Council for any services delivered on our behalf.

Specifically, we will:

- Communicate this strategy to all potential contractors and service providers;
- Ensure contractors and service providers have policies, procedures and practices that do not discriminate and deliver goods, facilities and services that are appropriate and accessible.
- Provide opportunities for all to be able to bid and be awarded council contracts from an equal basis; and
- Monitor the contracts and service arrangements to ensure they are meeting their equality commitments.



6. Equality in employment

The Council is continuing to work towards achieving a diverse workforce and offering equality of opportunity in employment, recruitment selection, training, and development. We aim to ensure that the workplace is free from discrimination, victimisation, or harassment of any kind where staff are treated with respect.

Employment policies

The Council has a wide range of policies in place for our staff and prospective employees. These policies support our staff and provide clear guidance to all employees about what is expected of them and what they can expect from us as an employer. We will continue review the range of policies and be pro-active in promoting and supporting equality in the workforce. This includes eliminating bullying and harassment, addressing discrimination, ensuring equality in pay and creating a flexible work-life balance. The Equal Opportunities Policy pulls together the Council's commitment to equality within the workplace.

As part of supporting the delivery of this strategy there are additional guidance documents, focusing on specific elements of equality. These can be added to, as required, through the life of this strategy.

Equality Training

Equality training is provided for staff to ensure they are made aware of their rights and responsibilities. In particular all managers will be trained on a regular basis in equalities matters concerning employment. Similarly, there is an expectation that all Members will attend Equality training. Equality issues are an integral part of our training and development programmes, regardless of whether the council uses internal or external trainers. In addition to the generic equality training, tailored equality training to reflect the needs of specific services will be encouraged, particularly for services engaging with external customers and / or where there is a significant engagement with protected group(s).

The council makes a strong commitment to training and development for all staff. All staff will have equal access to training and development, and we will take positive action where appropriate for those who are underrepresented in our workforce.

7. Consultation & engagement

The Council wants to ensure that anyone who accesses council services either as a resident, visitor, customer, or employee feels well informed about local issues; can get involved, influence local decision making and gets the opportunity to tell the Council what they think about its policies, procedures, service delivery and work with partner organisations.

To ensure consistency, the council has a separate Community Engagement Strategy 2022-2026. The following objectives set out how we are going to make certain that our engagement activity is flexible, focused, and appropriate for the diverse needs of the communities. Together the council will:

Plan and co-ordinate activities, the use of resources and, where possible, work collaboratively.

Actively encourage involvement from all communities, including those from traditionally under-represented groups/areas.

Be open and creative to the most appropriate methods to consult and engage making the experience interesting, relevant, and worthwhile for participants.

Be transparent and build trust by communicating results and ensure that the outcomes are used to inform the Council's policies and decision-making processes.

Use the information from our engagement activities, alongside other evidence, to inform the design and delivery of effective and efficient services, within our current financial constraints.

Build relationships with communities so sustained engagement can be established.

If you would like to get involved taking part is easy and you can do as little or as much as you like e.g., from completing surveys on local issues to being part of a focus group. Your views can make a difference.



8. Our success & achievements 2017 to 2021

The Council has achieved some key successes since the adoption of our previous Equality Strategy 2017-2021. Over the last four years some of these include:

- The Equality Small Grants Scheme, which awarded grants to local voluntary and community groups so a variety of projects could be delivered.
- Supporting the quarterly Bromsgrove Engagement & Equalities Forum
- Carrying out over 30 surveys covering a range of topics with the results helping to inform key decisions
- Adopting a corporate Engagement Strategy that promotes successful engagement across all service areas
- Delivering equality training to all employees
- Continuing to build strong relationships with other public and voluntary and community organisations across the district
- Supporting the delivery of interpreting, translation, and alternative format requests.
- Providing assisted bin collections for people who struggle to get their bins to the roadside for collection, such as older residents and people with disabilities
- Continue working with partners on the North Worcestershire Hate Incident Partnership to tackle all forms of hate crime and targeted harassment across North Worcestershire

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9. Measuring our progress

We will continue to inform the public and our staff about our progress through:

- An annual equality report
- Our information and advice services
- Council website
- Media (including social media) for advertising and press releases
- Through our community networks

10. How to contact us

To give us your views, get involved or for further information please contact the Equalities Team at equalities@bromsgroveandredditch.gov.uk or 01527 548284

To find out about the council's engagement activities please contact us or just go to www.bromsgrove.gov.uk/consultations

If you need this information in another language or format, please contact us to discuss how we can best meet your needs. Email: equalities@bromsgroveandredditch.gov.uk or Phone: 01527 548284



Bromsgrove District Council Equality Objectives 2022-2026

We are required to adopt and publish equality objectives every four years. These are our revised equality objectives covering the period 2022-2026.

Objective 1: Ensure we deliver inclusive and responsive services

The Council will continue to work to understand and remove the barriers people face when accessing its services.

Actions we will take to deliver this objective:

- Improve the quality of information we collect and how we use it to monitor who is and isn't using our services and facilities and to understand their satisfaction.
- Work with partners to identify and share issues facing specific groups of people in the district to inform future service delivery.
- Use the information from our engagement activities, alongside other evidence, to inform the design and delivery of effective and efficient services, within our current financial constraints
- Continue reviewing our policies, activities, and decisions to monitor the impact on different groups

Objective 2: Engage and communicate with the community in appropriate and accessible ways

Community engagement is about giving people the confidence, skills, and power so they can get involved. The Council wants to ensure that people feel well informed about local issues; have the opportunity to get involved, influence local decision making and get the opportunity to tell the Council what they think about its policies, procedures, service delivery and work with partner organisations.

Actions we will take to deliver this objective:

- Provide advice and information in a way that is accessible
- Ensure engagement and consultation are accessible to enable people to participate in the decision-making process.
- Engage with residents using appropriate methods making the experience interesting, relevant, and worthwhile for participants.
- Promote membership to the 'Bromsgrove Community Panel'
- Review the information provided to the public so that it meets the Public Sector Accessibility Regulations 2018

Objective 3: Understand our communities and celebrate and respect diversity

As a Council, we want to lead the district in celebrating and promoting our diversity and the benefits and opportunities it brings. We will continue to promote inclusion, fairness, and accessibility and celebrate the district of Bromsgrove as a great place to live, work and visit.

Actions we will take to deliver this objective:

- The Council in its role as a local leader will continue to mark and promote awareness of Equality, Diversity, and Inclusion Events e.g., Holocaust Memorial Day, LGBT History Month, Black History Month.
- Mark Suicide Prevention Awareness Day each September and using this as an opportunity to promote the work of local groups that support suicide prevention.
- Continue to support district and countywide work to raise awareness of hate crime and how it can be reported. We will ensure these are monitored and analysed regularly, and appropriate action is taken to address the issues that have been identified.
- Continue to work with stakeholders to promote social cohesion
- Continue to support, through advice, working together and where appropriate financially, local voluntary and community groups to be sustainable and to meet the needs of the community they support
- Support to local voluntary sector organisations around improving promotion of their organisations.

Objective 4: Develop and support a diverse workforce

We will continue to promote inclusion, fairness, and accessibility in our workplace. A representative workforce will help us deliver services that are accessible, appropriate and that help reduce inequalities.

Actions we will take to deliver this objective:

- Regularly monitor, analyse, and publish employment data in accordance with our statutory duties.
- Promote an environment where everyone is treated fairly and with dignity and we recognise and value the differences skills, abilities and experience people bring to the workplace
- Encourage employees to declare their protected characteristics.
- When appropriate, work with teams to ensure equalities information is available for managers and Elected Members to use in decision making

- Using a range of methods make relevant resources available and provide equalities advice to employees and Elected Members to enable us to achieve our equality objectives
- Continue to publicise messages around positive mental health, including suicide prevention, to staff and promote opportunities to participate in training and events
- Following the impact of Covid, continue to support employees with their current and future working arrangements
- Develop signposting information on the Orb, to the relevant support services about mental health and wellbeing, including suicide prevention, to support employees to signpost customers and/or colleagues
- Recognising that not all staff may have undertaken the Mental Health First Aid training and arrange for some alternative web-based training resources to be provided for staff and additional resources for those working in front line positions

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Equality Annual Report 2021

| | |
|--|--|
| Relevant Portfolio Holder | Councillor G. N. Denaro, Portfolio Holder for Finance and Enabling (including Governance/Policy and Performance/HR) |
| Portfolio Holder Consulted | No |
| Relevant Head of Service | Deb Poole, Head of Business Transformation and Organisational Development |
| Report Author | Emily Payne Job Title: Engagement and Equalities Advisor Contact email: emily.payne@bromsgroveandredditch.gov.uk Contact Tel: 01527 548284 |
| Wards Affected | All |
| Ward Councillor(s) consulted | N/A |
| Relevant Strategic Purpose(s) | Underpins all Strategic Purposes, due to being General Equality Duty |
| Non-Key Decision | |
| If you have any questions about this report, please contact the report author in advance of the meeting. | |

1. RECOMMENDATIONS

Cabinet is requested to RECOMMEND to COUNCIL that: -

- 1) that the Equality Annual Report 2021 attached at Appendix 1 be endorsed.**

2. BACKGROUND

- 2.1 The Annual Report informs the progress on the Council's equality objectives and bridges the period covered by the previous Equality Strategy 2017 to 2020 and the upcoming new strategy for 2022 to 2026.
- 2.2 COVID-19 impacted greatly on almost all the work being undertaken to fulfil these objectives, delaying some work but also generating new activity to reduce the impact of the pandemic on disadvantaged groups and promote equality during this unprecedented period.
- 2.3 It should be noted that the examples included in this report are not a complete list of everything the Council has done or will do to achieve our equality objectives.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications arising directly from this report.

4. LEGAL IMPLICATIONS

4.1 The Equality Act 2010 consists of a General Equality Duty, supported by specific duties, requires public authorities, like Bromsgrove District Council, to consider or think about how their policies or decisions affect people who are protected under the Equality Act.

4.2 The specific duties require the Council to: -

- Publish equality information at least once a year to show how they've complied with the equality duty
- Prepare and publish equality objectives at least every four years

4.3 This Annual Report informs the progress on the equality agenda covering the period January 2021 to December 2021.

5. STRATEGIC PURPOSES - IMPLICATIONS

Relevant Strategic Purpose

5.1 The report contributes to all Strategic Purposes, predominantly the support element of the 'High Quality Services' priority, under 'An effective & sustainable Council', as identified in the Council Plan.

Climate Change Implications

5.2 There are no climate change implications arising from this report.

6. OTHER IMPLICATIONS

Equalities and Diversity Implications

6.1 Our approach to equalities corporately, so we can support all our residents and customers, is set out in the Council's Equalities Strategy.

6.2 This report supports our legal requirement to report the progress made during 2021.

Operational Implications

6.2 There are no operational implications directly arising from this report; the report details clearly our organisational responsibilities and provides clarity at an operational level.

7. RISK MANAGEMENT

7.1 There are no risks directly arising from this report.

8. APPENDICES and BACKGROUND PAPERS

Appendix 1 Equality Strategy Annual Report 2021

Cabinet

30/03/2022

9. REPORT SIGN OFF

| Department | Name and Job Title | Date |
|---|---|------------|
| Portfolio Holder | Councillor G. N. Denaro, Portfolio Holder for Finance and Enabling (including Governance/Policy and Performance/HR) | 03/03/22 |
| Lead Director / Head of Service | Deb Poole Head of Business Transformation and Operational Development | 01/03/22 |
| Financial Services | | |
| Legal Services | Claire Flanagan Principal Solicitor | 03/03/2022 |
| Policy Team (if equalities implications apply) | Emily Payne Engagement and Equalities Advisor | 01/03/22 |
| Climate Change Officer (if climate change implications apply) | N/A | |

Bromsgrove District Council Equality Strategy Annual Report 2021

1 Introduction

1.1 This annual report informs the progress on the equality agenda covering the period January 2021 to December 2021. The Council is currently in the process of adopting its new Equality Strategy 2022 to 2026.

1.2 The report bridges the period covered by the previous equality strategy, for 2017 to 2020 and the upcoming new strategy for 2022 to 2026. There is, however, considerable overlap between these set of objectives and a lot of activity will continue or evolve from one period to the next. It should be noted that the examples included in this report are not a complete list of everything the Council has done or will do to achieve our equality objectives.

1.3 COVID-19 impacted greatly on almost all the work being undertaken to fulfil these objectives, delaying some work but also generating new activity to reduce the impact of the pandemic on disadvantaged groups and promote equality during this unprecedented period.

2 The Council's Vision, Purposes and Priorities

2.1 Bromsgrove District Council's vision is to enrich the lives and aspirations of all our residents, businesses, and visitors through the provision of high-quality services, ensuring that all in need receive appropriate help and support. People are at the heart of everything we do; whether they live in our district, work here, or choose to visit. Everyone deserves to receive the best possible service and support and we aim to put those in need at the forefront.

2.2 The Council is committed to providing residents with effective & efficient services that not only meet their needs but understand them too. Through considering what really matters to our residents the Council's Strategic Plan 2019-2023, sets out eight key priorities, underpinned by five strategic purposes.

Eight Key Priorities for 2019-2023

- Economic development and regeneration
- Skills for the future
- Improving health and well being
- A balanced housing market
- Reducing crime and disorder
- Financial stability
- High quality services
- Sustainability

Five Strategic Purposes, with our communities at the heart:

- Run and Grow a Successful Business
- Work and Financial Independence
- Living Independent, Active and Healthy Lives
- Affordable and Sustainable Homes
- Communities which are Safe, Well Maintained and Green

Appendix 1

3 Meeting our Equality Duties

3.1 The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The Act covers nine protected characteristics, and these are the grounds upon which discrimination is unlawful. The characteristics are

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Although it is not stated in legislation as a protected characteristic, we also commit to treating everyone equally regardless of their socio-economic status. Our 2022-2026 Equality Strategy will include it and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

3.2 The Equality Act 2010 consists of a General Equality Duty, supported by specific duties, and requires public authorities, like Bromsgrove District Council, to consider or think about how their policies or decisions affect people who are protected under the Equality Act. The General Duty requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

In addition, public authorities also have specific duties and must do the following:

- Publish equality information at least once a year to show how they've complied with the equality duty
- Prepare and publish equality objectives at least every four years

4 Population Overview

4.1 At the time of the last census (2011) there were 93,637 people living in Bromsgrove District, made up of 49.45% male and 50.55% female. The age breakdown was 5.15% aged 0-4 years, 15.15% aged 5-17 years, 59.25% aged 18-64 years and 20.43% aged 65 years and over.

4.2 The largest ethnic group was White (English/Welsh/Scottish, Northern Irish/British) at 93.60% with the next largest ethnic groups being 1.15% Asian/Asian British: Indian and 1.15% White: Other White.

4.3 Christianity is the highest recorded religion at 68.89% followed by 22.05% stating no religion and 6.93% as religion not stated.

4.4 In terms of disability, a total of 17.57% said their day-to-day activities were limited either a lot or a little. A total of 95.17% reported their health as very good, good, or fair and 4.82% reported bad or very bad health.

4.5 There were 42,053 people who were married or in a registered same-sex civil partnership.

Appendix 1

4.6 More detailed information about the profile of the district of Bromsgrove is set out in appendix A. The census was carried out in 2021 and once information is available it will help inform the council of changes in its population.

5 Our Equality Objectives

5.1 This report bridges the period covered by the previous Equality Strategy 2017 to 2020 and the upcoming new strategy for 2022 to 2026, which is due to be adopted in spring/summer 2022. It provides a progress on key areas of equality work, during 2021, that underpin the objectives set out in the 2017 to 2020 strategy.

Objective 1: To understand the needs of the community so they can access our services, facilities, and information

Objective 2: To engage and communicate with the community in the most appropriate and accessible ways

Objective 3: To support Council's employees and Elected Members to deliver accessible, non-discriminatory services

6 Key Achievements and Progress in 2021

6.1 Covid-19

6.1.1 Covid has continued to dominate the direction of the council's work and working alongside partners including Worcestershire County Council, the NHS, and the voluntary and community sector to provide guidance, information, advice and support to the public. The Redditch and Bromsgrove District Incident Management Team (DIMT) has continued to meet regularly, chaired by the Deputy Chief Executive, and supported by Public Health, bringing together a range of local partner agencies. These meetings with key officers have informed the direction of covid recovery work and helped pull resources together, enabling essential funds to be accessed. Teams have worked together to support pop up vaccination centres, enabling businesses to gain financial support and signposting, and enabling voluntary and community sector organisations to gain financial support which in turn helped ensure they were able to continue providing much needed support to our communities, particular vulnerable people.

6.1.2 Through the Household Support Fund, all District Councils worked together with Worcestershire County Council to try and ensure funding was allocated in such a way that it reached those most in need, including working with Act on Energy to provide support around energy bills, which was oversubscribed. At a District level, again working with partners such as Citizens Advice Bromsgrove and Redditch, local foodbanks, schools/local college and BDHT, other support has been provided including food parcels / vouchers, essential white goods and more. Working with other local organisations and groups has helped us to identify eligible households (both families and individuals) who are in need and eligible to benefit from this support.

6.1.3 The Holiday Activities and Food Fund (HAF) targets young people who are entitled to free school meals or who's families are just about managing (JAM). During 2021, free activities and food have been made available for young people to access across the main school holidays of Easter, Summer, and Christmas. Again, by working with schools and local organisations we were able to target the young people in need to make this accessible for them. Activities were delivered by various providers under our umbrella who also provided a lunch box, hamper, or hot meal to those children at the activity. Due to covid restrictions this face-to-face delivery wasn't always possible, so activity packs and resources were provided along with food hampers as an alternative.

Appendix 1

6.2 Partnerships

6.2.1 Partnership working has continued, helping to ensure different agencies address local need collectively rather than separately. This has been shown through DIMT (as mentioned in 6.1 above) as well as the existing Partnership structures such as Bromsgrove Partnership.

6.2.2 It was through the Bromsgrove Partnership Board and the Steering Group that it set up, that ensured the District was in the best position to progress Asset Based Community Development (ABCD) when the Council was successful in bidding for funding for community builders. Due to the Partnership, the funding was used to recruit not just one, as originally expected, but two community builders, both of which were recruited from or close to the local communities they will work within. (ABCD covered under 6.4 below).

6.2.3 The Bromsgrove Partnership Theme Groups continued to meet virtually, strengthening the links between agencies, and continuously striving towards more joined up local provision. For instance, the new Social Prescribing Service in Bromsgrove, headed up by the District Council, commenced during 2021 and could hit the ground running due to building connections with service providers using Bromsgrove Partnership's Community Wellbeing Theme Group in particular. Social Prescribing Service offers support to patients from 9 GP surgeries with a personalised support plan about what matters to them and linking them with groups and activities to support their well-being. Key issues have been isolation, anxiety, and financial/housing support.

6.2.4 The Council and the wider Bromsgrove Partnership have been working with the Bromsgrove Primary Care Network (PCN) to support the newly formed Bromsgrove Collaborative. Although early days, it is anticipated that the Bromsgrove Partnership will wrap around and strengthen the work of the Bromsgrove Collaborative.

6.3 Starting Well Partnership

6.3.1 Being a parent is so rewarding but can also be challenging at times, no more so than during COVID-19, whether its support with routines or encouraging your children to listen. Our free service supports parents of children and young people 0 to 19 years and facilitates a variety of evidence-based groups for parents. The groups give the opportunity to learn new strategies build their confidence and strengthen their family relationships.

6.3.2 The evidence-based parenting groups, delivered via a digital platform and face to face, have had some very positive outcomes impacting a high number of children. Community events have been delivered in partnership with libraries, sports development, health, and the voluntary sector with a focus on holiday hunger providing food and activities. We have recruited volunteers to support our parenting groups and community events and the Family Hubs have developed since lockdown and are now a hive of activity again.

6.4 Asset Based Community Development (ABCD)

6.4.1 Asset Based Community Development (ABCD) approaches show that connecting people and creating more resident-to-resident relationships builds interdependence and reliance on each other. Connecting people to their shared interests, and enabling them to exchange skills and resources, helps communities identify and act on the issues that are most important to them. This provides a brief update on the progress of ABCD work across Bromsgrove district and the county during 2021.

6.4.2 During April and May an officer and elected member from all 6 districts across Worcestershire completed Introduction to ABCD training with Nurture Development. Following the training the cohort went on to establish an initial Worcestershire Community of Practise with meetings between June and November.

Appendix 1

6.4.3 From September to December representatives from across Worcestershire completed ABCD Guides training facilitated by Nurture Development. A joint Redditch and Bromsgrove district Community of Practise / Learning Network is now in the development stage.

6.4.3 Two Community Builders were appointed in December, based in Catshill and Rubery and hosted by the social enterprise Newstarts.

6.4.4 Catshill Test and Learn Project Steering Group was joined by the ABCD team from Worcestershire County Council in early 2021 with the aim to facilitate ABCD practice within local organisations and support local activity. It became apparent that community builders were the missing piece needed to progress and embed an ABCD approach, so Bromsgrove District Council (together with Redditch Borough Council) put a funding proposal forward to Worcestershire County Council. This was not only accepted but the County Council encouraged other Districts to do the same. As funding became available, the Catshill Can steering group were ideally placed to help facilitate and move things along at pace as dictated by the strict funding deadlines given. This led to Social Enterprise, Newstarts, being awarded the funding to host two community builders in Bromsgrove. In early 2021, with support from the steering group partners, the ABCD team hosted a Virtual Open Space event (due to COVID restrictions) to understand what residents like about their community and form connections. This worked as a catalyst in connecting people and brought the idea of restarting the Car Boot sale for residents, which is now back underway. The ABCD team attended several summer events in Catshill partnering with Starting Well to build local partnerships and meet more residents to understand what they liked about their community and discuss their ambitions for Catshill. This was followed up with an Asset Mapping event in December. With residents the team had met they are planning the next community chat event and mobilising the community to help promote it. Ideas for community activities included a resident led fayre and swap shop. The Community Builder is looking to support residents to develop these (and other) ideas further and build connections with other members of the community to help make this happen.

6.5 Community Engagement

6.5.1 During 2021 the council carried out a range of community engagement and consultations. The information gathered has supported service delivery and corporate decisions. All surveys were promoted on the council's website and on social media with paper copies available. The council continues to work hard to increase participation with responses encouraged from our diverse population to ensure a cross representation of responses.

6.5.2 The Bromsgrove Community Panel, a list of Bromsgrove District residents who have signed up to be kept informed about engagement and consultations carried out by the council, continues to grow. As of the end of 2021, there were 359 members with new members signing up regularly.

6.5.3 During the year over fifteen surveys have gone out to the public covering a range of topics including

- Community safety
- Feelings and views on Covid-19
- Climate Change
- Feedback about Street Theatre events
- Surveys to support the development of the Leisure and Events Strategy
- Cashless Carpark payments options
- Shopmobility
- Local bus shelter replacement
- Annual Community Survey

Appendix 1

6.6 Community Events

6.6.1 Throughout the year, we have provided opportunities to celebrate the diversity, culture, and heritage in our community and with our workforce. Due to social-distancing restrictions during the pandemic, most of our events during 2021 were scaled back. However, we were still able to mark important dates including Remembrance Sunday, Armed Forces Day, Holocaust Memorial Day, Polish Independence Day, World Mental Health Day, LGBT+, International Women's Day and White Ribbon Day.

6.6.2 We welcomed back, following the lockdown of 2020, to Bromsgrove High Street the Court Leet event in June and the Christmas Market in November, as a part of the Christmas lights Switch On. Bromsgrove community fully supported the events, with family and friend's coming together to celebrate the local arts and cultural offer the town has to offer and reducing isolation and loneliness a lot of residents have felt during the pandemic. Bromsgrove District Council works in partnership with the Court Leet and the Friends of St John's, who run the Christmas Markets.

6.6.3 In 2021, Bromsgrove hosted its first Pride Event. The Bromsgrove Pride Committee organised and planned the event with grant support from BDC Arts and Culture Team and the Equality Small Grants Scheme. The Bromsgrove Pride Event was integrated into market day on Saturday 2nd October with fifteen stalls available for organisations and community groups including space for a fire engine and fire and community police stand. There was a small platform for low key entertainment. The main principle of the event was for it to be a small low key first pride event in Bromsgrove, that was a safe space for those taking part and attending. It was also for the organisers to grow in confidence moving forward with future events. The event was hailed a success by the Bromsgrove Pride Committee, with an estimated attendance of over a 1000 people throughout the event. They are now in the process of trying to recruit more people to the committee and making plans for a 2022 event.

6.6.4 Some other events and activities that supported people in our community included –

- Bromsgrove Boccia Boars - Boccia is a game created for people with cerebral palsy, but the club welcomes all abilities.
- Disability Climbing - For children of all ages to climb at the "Clip N Climb" Indoor Climbing Wall
- Junior Inclusive Athletics - Our fun-based junior inclusive athletics club at the Ryland Centre welcomes all abilities to come and learn various athletic skills and techniques.
- Keep On Moving Multi Sports Club - Multi sports club for adults with disabilities
- Trike Bikes in Sanders Park – Suitable for ages 5 and upwards with a disability and want to cycle around Sanders Park.
- Active Seniors across the district - Active Seniors exercise classes help to improve strength, balance, and co-ordination.
- Street Theatre - Providing a diverse programme of varied acts and well managed activities to the local people which contributes to the promotion of a multi-cultural community.

6.7 Equality and Community Grants

6.7.1 Bromsgrove District Council Equality Small Grants Scheme is in its seventh year of providing grants and it has been a challenge since March 2020. To reflect this, the grants scheme has been amended to meet the changing landscape. Firstly, a decision was made to extend the delivery deadline for the 2020-21 grants from April 2021 to March 2022, allowing more time to deliver some projects safely and without certain restrictions. Secondly, the 2021-22 launch was delayed till May 2021 to ensure projects could be delivered as Covid restrictions started to be lifted. There was £10,000 available under this scheme. For the first time the BDC Equality Small Grants Scheme was underspent with six organisations/groups successfully receiving a grant. Feedback on those who were successful is available on our [website](#).

6.7.2 For this year, in addition to the Equality Small Grant Scheme, there was another opportunity to apply for a larger grant. The Community Grants Scheme 2021/22 was aimed at larger voluntary, charitable or

Appendix 1

community organisation/group or if the project needed a bigger grant with up to £5,000 available per project. The Community Grants Scheme replaced the New Home Bonus Community Grants Scheme but followed the principles of the original scheme. There was £80,000 available under this scheme.

6.8 Community Safety

6.8.1 The North Worcestershire Community Safety Partnership brings together Safer Bromsgrove, Safer Redditch, and Safer Wyre Forest. The Partnership delivers a range of community safety initiatives and works with agencies and communities to achieve the Partnership's vision of keeping "North Worcestershire a safer place to live, work and visit".

6.8.2 During 2020-2021, we continued to work together to reduce crime, the fear of crime, and disorder and anti-social behaviour that affect our local communities to help them to feel safe where they live, by delivering the following programmes-

- The Respect Programme - Community safety awareness sessions as part of school PHSE session on subjects such as recognising and reporting hate crime, understanding healthy relationships/domestic abuse, the dangers of substance misuse and promoting respect and community responsibility.
- The Empowering Young People Programme - Provides an eleven-week programme of arts and crafts, issue-based activities and interactive workshops addressing issues such as life skills, confidence building and self-esteem work.
- Youth Outreach and Detached Youth Work - provides a team of trained, outreach/detached youth workers who engage with and support young people involved in or at-risk of becoming involved in on-street ASB.
- Nominated Neighbour Scheme – The scheme aims to protect vulnerable residents from doorstep crime and rogue trader offences, continues to be a successful local initiative.
- Black Lives Matter awareness campaign - The Black Lives Matter awareness campaign ran through the whole of February 2021 coinciding with America's Black History Month. The aim of the campaign was to dedicate online space for local voices to be heard and to raise awareness about systemic racism.

6.9 Shopmobility

6.9.1 Bromsgrove Shopmobility remains open on reduced hours as current demand is low. A survey was launched in 2021 to understand the demand and the need for the service. Work is being carried out to analyse these outcomes.

6.10 Community Transport

6.10.1 In 2021, Bromsgrove District Council selected local charity BARN (Bromsgrove and Redditch Network) to run the 'BURT' community transport service. BURT, which stands for Bromsgrove Urban and Rural Transport, has been Bromsgrove District's local community transport minibus service since 2009. BARN has run BURT since 2017 and can now continue to run it for five more years, after winning the latest tender from the district council.

6.10.2 The service helps residents of the district who are unable to make essential journeys by conventional transport, either because of personal mobility or disability difficulties, or because suitable public transport is not available. The BURT minibus is adapted for wheelchair users and helps people get to fitness classes, life-after-stroke sessions, dementia clubs, social activities and friendship groups, and more, or sometimes just to the shops. A new BURT bus was brought into service in 2018 with help from community fundraisers.

Appendix 1

6.11 Interpreting and Translation

6.11.1 Throughout 2021 the Council has continued to provide interpreting and translation services. In nearly all cases interpreting has taken place via telephone or video call rather than face to face. This has ensured the service can continue safely and has enabled a small cost saving for the council. The service is promoted internally to all services and managed within the Policy Team.

6.12 Employee Support

6.12.1 This year has been another challenging year for our employees with the pressures Covid has brought and we have continued to provide support and advice to our employees.

6.12.2 We provide an employee assistance programme which is available to all staff and their immediate family members. This covers everything from health and wellbeing, finances, caring for the elderly, concerns at work, bereavement support etc. Staff can use this to access advice and support on just about anything including counselling sessions. There is also more tailored support available on an individual basis through HR and Occupational Health and Phone a Friend.

6.12.3 Mental Health Awareness has continued to be an important message that the council promotes. Support is provided via the employee assistance programme, and we are undertaking a wide programme of Mental Health Awareness training for all staff and managers and are developing in-house Mental Health First Aiders. We actively take part in 'Time to Talk' and found new ways to engage rather than face to face including Tea and Talk on Teams, links to information and staff room Teams meet ups.

6.12.4 With more of a focus on suicide prevention, actions have focused on internal communications, support and training to managers and all staff, promoting World Mental Health Day.

6.12.5 The Health and Wellbeing Group started in April 2020 in response to issues around health and wellbeing, including mental health support, particularly in relation to circumstances around the Covid pandemic. The group includes representatives from Human Resources, Health & Safety, Trade Union, and Communications. The group, in collaboration with the Culture Work Group, Health & Safety Committee, Corporate Management Team and 4th Tier Managers, discussed and undertaken a range of areas of work including:

- Mental Health First Aid Training
- Regular communications and articles to staff
- Flu vaccination programme
- Well-being Week events (w/c 4th October 2021)
- Staff Space set up
- Managing Anxiety sessions (July 2021) to support those returning to the office
- Refresh/relaunch Phone A Friend Scheme
- Reminders for staff to complete DSE Assessment to ensure they can work comfortably at home
- 'Who Are We' – videos of staff sharing what job they do

6.12.6 The pandemic, the sudden move to remote working for many of our staff, and the challenge of working out in the community during the pandemic has affected us all. In addition to this, we are all constantly dealing with issues in the workplace and trying to deliver the services that our customers want and need during a period of ongoing uncertainty. This has created a range of pressures and the council wanted to understand these concerns by hearing from all staff. To enable employees to have their say to the Corporate Management Team (CMT) a Staff Survey was promoted to all staff from 22nd November to 12th December. Results are currently being considered by management.

Appendix 1

6.12.7 Chief Executive Q and A sessions have continued to be delivered via Teams, every month, providing an opportunity to hear the latest news from the Chief Executive and ask questions. The sessions are also recorded to enable those to catch up. This continues to have a good attendance from staff across the council and a way of sharing information and keeping in contact.

7 Next Steps

7.1 The Council will shortly be adopting its new Equality Strategy 2022 to 2026. It will set out the direction of equality work for the next four years and ensure the Council is meeting the Specific Duty under the Equality Act of preparing and publishing equality objectives at least every four years. Once adopted it will be made available on our website.

Appendix A - Office for National Statistics 2011 Census figures for Bromsgrove District

| Age | Figures | % |
|---------------------|---------|--------|
| All categories: Age | 93,637 | |
| Age 0 to 4 | 4,822 | 5.15% |
| Age 5 to 7 | 3,008 | 3.21% |
| Age 8 to 9 | 1,912 | 2.04% |
| Age 10 to 14 | 5,529 | 5.90% |
| Age 15 | 1,259 | 1.34% |
| Age 16 to 17 | 2,489 | 2.66% |
| Age 18 to 19 | 2,004 | 2.14% |
| Age 20 to 24 | 4,677 | 4.99% |
| Age 25 to 29 | 4,250 | 4.54% |
| Age 30 to 44 | 17,643 | 18.84% |
| Age 45 to 59 | 20,452 | 21.84% |
| Age 60 to 64 | 6,457 | 6.90% |
| Age 65 to 74 | 9,835 | 10.50% |

| Disability | Figures | % |
|--|---------|--------|
| Total population | 93,637 | |
| Claiming DLA | 3510 | 3.75% |
| Day-to-day activities limited a lot | 7,585 | 8.10% |
| Day-to-day activities limited a little | 8,863 | 9.47% |
| Day-to-day activities not limited | 77,189 | 82.43% |
| Day-to-day activities limited a lot: Age 16 to 64 | 2,500 | 2.67% |
| Day-to-day activities limited a little: Age 16 to 64 | 3,690 | 3.94% |

| Sex | Figures | % |
|---------------------|---------|--------|
| All categories: Sex | 93,637 | |
| Males | 46,300 | 49.45% |
| Females | 47,337 | 50.55% |

| Religion/Belief | Figures | % |
|--------------------------|---------|--------|
| All categories: Religion | 93,637 | |
| Christian | 64,508 | 68.89% |
| Buddhist | 191 | 0.20% |
| Hindu | 323 | 0.34% |
| Jewish | 91 | 0.10% |
| Muslim | 502 | 0.54% |
| Sikh | 609 | 0.65% |
| Other religion | 282 | 0.30% |
| No religion | 20,645 | 22.05% |
| Religion not stated | 6,486 | 6.93% |

| Reported Health | Figures | % |
|------------------|---------|--------|
| Total population | 93,637 | |
| Very good health | 45,932 | 49.05% |
| Good health | 31,306 | 33.43% |
| Fair health | 11,885 | 12.69% |
| Bad health | 3,484 | 3.72% |
| Very bad health | 1,030 | 1.10% |

| Ethnicity | Figures | % |
|--|---------|--------|
| All categories: Ethnic group | 93,637 | |
| White: English/ Welsh/ Scottish/ Northern Irish/ British | 87,640 | 93.60% |
| White: Irish | 904 | 0.97% |
| White: Gypsy or Irish Traveler | 75 | 0.08% |
| White: Other White | 1,077 | 1.15% |
| Mixed/multiple ethnic group: White and Black Caribbean | 631 | 0.67% |
| Mixed/multiple ethnic group: White and Black African | 82 | 0.09% |
| Mixed/multiple ethnic group: White and Asian | 446 | 0.48% |
| Mixed/multiple ethnic group: Other Mixed | 237 | 0.25% |
| Asian/Asian British: Indian | 1,078 | 1.15% |
| Asian/Asian British: Pakistani | 221 | 0.24% |
| Asian/Asian British: Bangladeshi | 39 | 0.04% |
| Asian/Asian British: Chinese | 309 | 0.33% |
| Asian/Asian British: Other Asian | 278 | 0.30% |
| Black/African/Caribbean/Black British: African | 110 | 0.12% |
| Black/African/Caribbean/Black British: Caribbean | 267 | 0.29% |
| Black/African/Caribbean/Black British: Other Black | 67 | 0.07% |
| Other ethnic group: Arab | 53 | 0.06% |

| Country of birth | Figures | % |
|--|---------|--------|
| All categories: Country of birth | 84,214 | |
| England | 75,499 | 89.65% |
| Northern Ireland | 274 | 0.33% |
| Scotland | 752 | 0.89% |
| Wales | 990 | 1.18% |
| United Kingdom not otherwise specified | 1 | 0.00% |
| Ireland | 525 | 0.62% |
| Other EU: Member countries in March 2001 | 530 | 0.63% |
| Other EU: Accession countries April 2001 to March 2011 | 2,581 | 3.06% |
| Other countries | 3,062 | 3.64% |

| Country of origin | Figures | % |
|--|---------|--------|
| All categories: Country of birth | 93,637 | |
| England | 87,509 | 93.46% |
| Northern Ireland | 277 | 0.30% |
| Scotland | 827 | 0.88% |
| Wales | 1,285 | 1.37% |
| United Kingdom not otherwise specified | 2 | 0.00% |
| Ireland | 628 | 0.67% |
| Other EU: Member countries in March 2001 | 534 | 0.57% |
| Other EU: Accession countries April 01 to March 11 | 333 | 0.36% |
| Other countries | 2,242 | 2.39% |

| Dependents in household | Figures | % |
|--|---------|-------|
| All households | 38,290 | |
| Dependent children in household: All ages | 169 | 0.44% |
| Dependent children in household: Age 0 to 4 | 265 | 0.69% |
| One person in household with a long-term health problem or disability: With dependent children | 232 | 0.61% |
| One person in household with a long-term health problem or disability: No dependent children | 204 | 0.53% |

| Caring responsibilities | Figures | % |
|--|---------|--------|
| Total population | 93,637 | |
| Provides no unpaid care | 82,436 | 88.04% |
| Provides 1 to 19 hours unpaid care a week | 7,723 | 8.25% |
| Provides 20 to 49 hours unpaid care a week | 1,304 | 1.39% |
| Provides 50 or more hours unpaid care a week | 2,174 | 2.32% |

| Employment | Figures | % |
|--|---------|-------|
| All households | 93,637 | |
| No. adults in employment in household: With dependent children | 310 | 0.81% |
| No. adults in employment in household: No dependent children | 181 | 0.47% |

| Main Language – over 80 reported | Figures | % |
|---|----------------|----------|
| All Usual Residents Aged 3 and over | 90,861 | |
| English (English or Welsh if in Wales) | 89,668 | 98.69% |
| Other European Language (EU) | 335 | 0.37% |
| South Asian Language | 269 | 0.30% |
| East Asian Language | 262 | 0.29% |
| East Asian Language; All Other Chinese | 135 | 0.15% |
| South Asian Language; Panjabi | 125 | 0.14% |
| Other European Language (EU); Polish | 113 | 0.12% |
| Other European Language (EU); German | 75 | 0.08% |
| Russian | 66 | 0.07% |

| Household Language | Figures | % |
|---|----------------|----------|
| All categories: English as a household language | 38,290 | |
| All people aged 16 and over in household have English as a main language | 37,727 | 98.53% |
| At least one but not all people aged 16 and over in household have English as a main language | 360 | 0.94% |
| No people aged 16 and over in household but at least one person aged 3 to 15 has English as a main language | 37 | 0.10% |
| No people in household have English as a main language | 166 | 0.43% |

| Marital status | Figures | % |
|--|----------------|----------|
| All categories: Marital and civil partnership status | 77,107 | |
| Single (never married or never registered a same-sex civil partnership) | 20,703 | 26.85% |
| Married | 41,952 | 54.41% |
| In a registered same-sex civil partnership | 101 | 0.13% |
| Separated (but still legally married or still legally in a same-sex civil partnership) | 1,661 | 2.15% |
| Divorced or formerly in a same-sex civil partnership which is now legally dissolved | 6,598 | 8.56% |
| Widowed or surviving partner from a same-sex civil partnership | 6,092 | 7.90% |