

**AGREEMENT
FOR
THE PROVISION OF A
NEIGHBOURHOOD WARDEN SCHEME**

HORSHAM DISTRICT COUNCIL

-AND-

**STEYNING PARISH COUNCIL
BRAMBER PARISH COUNCIL &
UPPER BEEDING PARISH COUNCIL**

Dated: 03 April 2019

THIS AGREEMENT is made
BETWEEN

(1) HORSHAM DISTRICT COUNCIL AND
(Hereinafter called "The District Council")

**(2) STEYNING PARISH COUNCIL, BRAMBER PARISH COUNCIL & UPPER BEEDING
PARISH COUNCIL**
(Hereinafter called "The Parish Council cluster")

WHEREAS

The Parish Council cluster has made a request to the District Council for the provision of a Neighbourhood Warden Scheme for the Parish. The District Council has agreed to provide such services subject to the Parish Council cluster paying to the District Council the charges specified in the annual budgeting process.

Nothing in this Agreement shall be taken as fettering the discretion of the parties to this Agreement in the exercise of their statutory powers and duties. The Parties are shown above as outlined in (1) and (2).

IT IS HEREBY AGREED AND DECLARED as follows: -

1. ESTABLISHMENT

- 1.1 For the purposes of this agreement, the agreed establishment will be two full-time (37 hours per week) Neighbourhood Wardens deployed to the Parish areas of Steyning, Bramber and Upper Beeding.
- 1.2 The wardens deployed will predominately perform duties within the Parishes and their community but may occasionally be asked to help with an emergency in the district or, with prior notice, to help another warden service in another location to support community events. This will be a reciprocal arrangement.

2. COUNCILS' OBLIGATIONS

- 2.1 The District Council shall have absolute Operational Control over all members of its staff.
- 2.2 The District Council will employ the wardens in accordance with the provisions of this Agreement.
- 2.3 The Parish Council cluster shall provide suitable office accommodation in one of the parish areas for the wardens, free of charge, which is both safe and appropriate for their needs in accordance with the Health & Safety at Work Act 1974. This includes lockable door, lockable storage, two desks and chairs, phone line, power, access to toilets and rest facilities. The office should be accessible out of normal office hours.

3. RECRUITMENT & TRAINING

- 3.1 The District Council will arrange for the Neighbourhood Wardens to be recruited and trained to the Council's normal standard and subject to the Horsham District Council Staff Discipline & Grievance procedures.
- 3.2 The Warden Supervisor may be able to provide limited cover for Warden duties during times of absence, including but not limited to annual leave, sickness or maternity leave. However, in the event of staff absence it may be necessary to alter shift patterns for the lone working Warden to reduce any risks associated with times of day and activity.
- 3.3 All Neighbourhood Wardens will be subject to the Horsham District Council standard terms and conditions of service.

4. UNIFORM, EQUIPMENT & TRANSPORT

- 4.1 The District Council will provide the standard Neighbourhood Warden uniform.
- 4.2 The District Council will provide a liveried vehicle for warden use.
- 4.3 The District Council will provide the following for the dedicated use of the Neighbourhood Wardens:
- Mobile telephone
 - Computer
 - Uniform
 - Miscellaneous equipment
 - Training

5. STAFFING LEVELS

- 5.1 The Neighbourhood Wardens will be employed by the District Council using the **collective** funding from the **Parish Council cluster** within this Agreement and will be deployed as shown in section 1.

6. MANAGEMENT INFORMATION

- 6.1 The District Council, through the Community Safety Unit, will attend regular Steering Group meetings with the Parish Council to discuss the operation and effectiveness of the Neighbourhood Wardens.
- 6.2 The District Council will provide a Steering Group Terms of Reference and Steering Group Representative Role Profile.
- 6.3 Each Parish Council within the cluster should provide one representative to attend the Steering Group meetings acting as the conduit for information.

7. PERFORMANCE REVIEW

- 7.1 The District Council will monitor the performance of the warden service against agreed objectives, on an ongoing basis.
- 7.2 The wardens will submit monthly reports to the Steering Group members and Clerks, to be shared with the **respective** Parish Councils.
- 7.3 In the event that a Parish Council is dissatisfied with the performance of the service, and that is not able to be rectified via the Steering Group, the Clerk should make contact with the Community Safety Manager.

8. FINANCIAL PROVISIONS

- 8.1 The District Council shall provide by the end of each calendar year an estimate based on current pay scales and associated costs for Neighbourhood Wardens for the following year commencing 1st April.
- 8.2 The projected costs for the financial year commencing 1st April 2019 for the service provided by two Neighbourhood Wardens based upon the most recent pay scales will be met by the Parish Council **cluster**. This will be held as a scheme budget by the District Council. Sickness pay, annual leave and maternity pay will all be paid **from this** Budget.
- 8.3 The District Council shall invoice **separately** each of the Parish Councils forming the cluster annually in arrears for **a proportion of costs of the service**, arising from this agreement. Payment must be made within 30 days of receipt of invoice.
- 8.4 The District Council will review and recharge **each of** the Parish Councils, by giving three months notice in writing, any additional costs in accordance with this agreement. Any

financial reimbursement for budget underspends will be deducted from the following year's invoice.

9. TERMINATION

- 9.1 The Parish Council Cluster or Horsham District Council may by 4 months' notice given at any time terminate this agreement.
- 9.2 Should any individual Parish Council wish to terminate this agreement, they must do so firstly by consulting the other Parish Councils forming the cluster who in turn would need to instruct the District Council as a collective whether they wish to continue receiving the service with a new funding arrangement or terminate the overall agreement.
- 9.3 In the event of termination by the Parish Council under clause 9.1 above then:
- (i) The Parish Councils shall continue to be liable for the costs of the Neighbourhood Wardens under this Agreement during the notice period; and
 - (ii) The District Council shall use its reasonable endeavours to re-deploy the Neighbourhood Wardens during the notice period but in the event of the District Council being unable to do so the Parish Council cluster will be responsible for costs weighted in the normal funding proportions relating to:
 - (a) The reasonable costs of re-training; and/or
 - (b) Any statutory redundancy payments that relate to the period of employment under this Agreement; and/or
 - (c) Pensions costs under the existing pension scheme that relate to the period of employment under this Agreement.
- 9.4 The District Council may by 4 months written notice given at any time terminate this Agreement.
- 9.5 In the event of termination by the District Council under clause 9.3 above then:
- (i) The District Council shall continue to be liable for the costs of the Neighbourhood Wardens under this Agreement during the notice period; and
 - (ii) The District Council shall use its reasonable endeavours to re-deploy the Neighbourhood Wardens during the notice period but in the event of the District Council being unable to do so the District Council will be responsible for:
 - (a) The reasonable costs of re-training; and/or
 - (b) Any statutory redundancy payments that relate to the period of employment under this Agreement; and/or
 - (c) Pensions costs under the existing pension scheme that relate to the period of employment under this Agreement.

10. PERIOD OF AGREEMENT

- 10.1 This Agreement will be effective from 1st April 2019 for a period of three years and will terminate on 31st March 2022. Extension of the Agreement will be possible providing the District Council and the Parish Council can agree terms before 31st January 2022.

11. INDEMNITY

- 11.1 Save in respect of claims for death or personal injury arising from the District Council's negligence, in no event will the District Council be liable for any damages resulting from loss of data or use, lost profits, loss of anticipated savings, nor for any damages that are an indirect or secondary consequence of any act or omission of the District Council whether such damages were reasonably foreseeable or actually foreseen.

Except as provided above in the case of personal injury, death, and damage to tangible property, the District Council's maximum liability to the Parish Council for any cause whatsoever (whether in the form of a refund, the additional cost of remedial services or

otherwise) will be for direct costs and damages only, and will be limited to, where the event is covered by the District Council's insurance policies.

All liability that is not expressly assumed in this Agreement is hereby excluded. These limitations will apply regardless of the form of action, whether under statute, in contract, tort, including negligence, or any other form of action.

12. CONTRACTS (RIGHTS OF THIRD PARTIES) ACT 1999

- 12.1 This Contract does not create any right enforceable by any person not a party to it except that a person who is the permitted successor to or assignee of the rights of a party is deemed to be a party to this Contract. This Contract may be rescinded or varied without the consent of or the need to give any notice to any person not a party to it.

13. HUMAN RIGHTS

- 13.1 The District Council and the Parish Council shall ensure that they perform their obligations under this agreement at all times in conformity with the provisions of the Human Rights Act 1998 and any amendment or re-enactment thereof and any regulations made thereunder.

14. EQUAL OPPORTUNITIES

- 14.1 The District Council and the Parish Council shall not unlawfully discriminate within the meaning and scope of the provision of the Equality Act 2010 or any statutory modification or re-enactment thereof relating to discrimination in employment. The Partners shall take all reasonable steps to secure the observance of these provisions by all servants, employees or agents and all sub-contractors employed in the execution of this Contract.

15. DISPUTES RESOLUTION

- 15.1 The Parties will use their best endeavours in good faith to resolve by agreement any dispute between them arising out of or relating to this Agreement. Such endeavours should include negotiation and, if appropriate, conciliation/ arbitration by an independent person to be agreed between the Parties, or in the case of failure to agree, by a representative of a professional body appropriate in the circumstances of the case. Such an independent person shall be given all information and assistance by the Parties in carrying out his duties, and may be given by agreement between the Parties the duty to recommend or approve terms of settlement between the Parties.
- 15.2 If there is any dispute between the Parties, which cannot be resolved by negotiation or conciliation under Clause 17.1, the Parties shall attempt to settle it by mediation in accordance with the Centre for Dispute Resolution (CEDR) Model Mediation Procedure.

16. FORCE MAJEURE

- 16.1 Neither party shall be liable in respect of any breach of this Agreement due to any cause beyond its reasonable control including Act of God, inclement weather flood, lightning or fire, the act or omission of Government, highway authorities or other competent authority, war, military operations or riot.

17. LAW

- 17.1 Unless otherwise agreed in writing between the parties this Agreement shall be subject to and construed and interpreted in accordance with English Law and shall be subject to the jurisdiction of the Courts of England and Wales.

18. NOTICES

- 18.1 Notices to be served on either party shall be in writing.

- 18.2 Any notice to any Party shall be deemed to be sufficiently served if given or left in writing at his usual or last known place of abode or business and proof of postage by recorded delivery, or delivered by hand, of any Notice to either party at his usual or last known place of abode or business shall be sufficient evidence of its receipt by him.

19. AMENDMENTS

- 19.1 Any amendments to this Agreement shall be made in writing and signed by the Parties hereto.
- 19.2 Nothing in this Agreement shall be construed as establishing or implying any partnership or joint venture between the Parties hereto and nothing in this Agreement shall be deemed to constitute any of the Parties hereto as agents of the other.

SIGNED for and on behalf of **HORSHAM DISTRICT COUNCIL**

..... (Signature)

..... (Name)

..... (Position)

..... (Date)

SIGNED by for and on behalf of **STEYNING PARISH COUNCIL**

..... (Signature)

..... (Name)

..... (Position)

..... (Date)

SIGNED by for and on behalf of **BRAMBER PARISH COUNCIL**

..... (Signature)

..... (Name)

..... (Position)

..... (Date)

SIGNED by for and on behalf of **UPPER BEEDING PARISH COUNCIL**

..... (Signature)

..... (Name)

..... (Position)

..... (Date)

To: John Fullbrook
Subject: Warden Agreement

Wardens Service Q & A

Item 8.2

Questions raised by Parish Council Clerks, in no particular order, regarding the Wardens Service which covers the three Parishes {Steypning, Bramber and Upper Beeding}, and Answers (in Red) from the Horsham D.C. Community Safety Management Team {Who Manage the Wardens Service}

1. The New Service Agreement seems to not take into account the fact that it is a joint financial agreement between three Parishes as well as a contract between Horsham and each Parish – Can you please check with your legal team as to whether there needs to be any further amendments made to ensure each party is fully covered?
Further to our chat earlier this week please find attached a revised draft partnership agreement for the Steypning, Bramber and Upper Beeding Warden Service. The draft features revised wording based upon your observations about the need for a funding consensus between the three parties. We have taken advice and it is suggested that Steypning, Bramber and Upper Beeding agree a separate MOU about your funding obligations to one another.
2. Could HDC grant a short extension to the current Agreement whilst the new one is being discussed as the previous one ended on 31 March?
We can provide a one month extension (until 30 April) so you have time to read through the newly worded Agreement and get a MOU signed off.
3. Was there any guarantee that the Office which is currently supplied within the police station will remain available and free of charge?
Sussex Police have said that the wardens can definitely have an office in the newly refurbished office, free of charge. There are no guarantees that years down the line that may change but they will give us ample warning if the situation changes.
4. Who is currently paying for the wardens office space?
Both the temporary office at the Leisure Centre and the permanent office at the Police Station have been provided free of charge. All other warden schemes (apart from Ashington) have free office space provided/arranged by the Parish Councils. The Horsham Town wardens are based at Parkside and so do not need an external office.
5. At the last steering group meeting we discussed insurance for sickness/long term absence. My understanding is this insurance has to be taken out by the employer and Sharon was going to look into this, please could you let me know the outcome?
We have spoken to our Head of HR who has replied as follows. "The reason why councils do not tend to have external insurance is the substantial cost of annual premiums and of setting it up. Insurers would want to examine a raft of historical absence data, statistical breakdown of current staff, policies and procedures, monthly pay bill, in order to assess risks and potential liabilities. They may also require all absence reporting to go via a third party, which is not something we would want to introduce." He offered an alternative suggestion of HDC charging all Parish Councils who operate a warden scheme an additional 10% that we could hold in a pot to pay for external cover as required. Any underspend would be given back equally to all PCs at the end of the year. However, if one warden went on long-term sick leave this may use up the pot of money just on one scheme, which we feel no-one would support. So we don't feel insurance is a way forward.

6. Please could you forward us the sickness and absence policies.
As HDC employees, the wardens fall under the same sickness and absence policies as other HDC staff and as such we handle all related issues according to these policies. We will, however, keep Parish Councils appraised in the case of long-term absences. If you wish to talk to someone in HR about this please email 
7. Sick pay / long term absence – please confirm each Parish would be responsible with no guarantee of cover although there may be some assistance following the appointment of the new supervisor
Correct. The Warden Scheme budget, comprising the money paid by the Parish Council, pays for the warden salaries. Sick Leave and Annual Leave therefore come out of this pot of money. HDC cannot guarantee any sort of backfill cover for warden absences although the new Supervisor may be able to back-fill to help if the issue is long-term.
8. Retraining, redeployment, redundancy – please confirm each Parish would be responsible for these only if the agreement was terminated within the three year contract period and not if the agreement was not renewed at the end of the three years
Correct. if any PC does not renew the Partnership Agreement, they are not liable for any retraining, redeployment or redundancy costs. The PC is only liable for such costs if they wish to terminate the agreement early during its 3 year term.
9. Any extra costs can be billed without consultation – please confirm.
This is effectively the same situation as has always been the case and is associated with the fact that we send invoices for the Warden scheme as late in the financial year as we can get away with to make them as accurate as possible. It is however entirely possible that during the month or so that follows the invoice, there could be small costs that arise beyond what is featured in the budget (fuel is a good example) and where this is the case we would need to send an invoice for the difference in the following financial year. In my experience such costs are unusual and normally only very minor.
10. Any overpayments will not be refunded until the following year – please confirm
HDC bills the PC for the service in arrears and as such if there is a reduction in actual costs against projected budget before year end, this will be reflected in the invoice.
11. The Parish Councils are responsible for providing an office – please confirm this is an additional cost as previously supplied/arranged by HDC?
HDC have never supplied an office. The wardens are currently in the police station/leisure centre. Hopefully they will be able to return to the police station, long term, in the next month or so. However, if they were ever told they could no longer use it as permanent office space, the three Parish Councils would need to find and provide alternative space.
12. An estimate will be provided by the end of December for the following year – please confirm as the PC are concerned that any changes would not be accounted for in the parishes annual budget which is ratified in December.
A projected budget is always provided in advance and will in future years arrive in early December as previously it has been late in arriving.
13. When will the invoice be sent?
Invoices are sent as close to year end as possible to ensure they are correct.
14. Please can you confirm the meaning of the indemnity section. Particularly, should Data Protection regulations be breached by the Wardens who would be liable?
This is standard wording in all Agreements. The wardens have had GDPR training and if they breach data protection regulations they and we at HDC are liable.

MEMORANDUM OF UNDERSTANDING

PARTNERSHIP AGREEMENT BETWEEN

**STEYNING PARISH COUNCIL,
BRAMBER PARISH COUNCIL
AND
UPPER BEEDING PARISH COUNCIL**

**FOR THE PROVISION OF
A NEIGHBOURHOOD WARDENS SCHEME**

Dated April 2019

To Cover Financial Year 2019/20

FOR PROVISION OF A NEIGHBOURHOOD WARDENS SCHEME

1.0 INTRODUCTION

- 1.1** This agreement sets out the respective obligations of the following Parish Councils in respect of the delivery of a Neighbourhood Wardens Service in the Parishes of Bramber, Steyning and Upper Beeding.

Steyning Parish Council ('SPC') - The Steyning Centre, Fletchers Croft, Steyning West Sussex BN44 3XZ

Bramber Parish Council ('BPC') - The Address of the incumbent Clerk

Upper Beeding Parish Council ('UBPC') - 3 Hyde Square Upper Beeding BN44 3JE

For the purpose of this Memorandum Agreement, the appointed liaison contacts between each Parish Council and Horsham District Council's Community Safety Management Team, the Facilitator of the service, will be the persons occupying the positions of:

Clerk to BPC - Rebecca Lukin

Clerk to SPC - John Fullbrook

Clerk to UBPC - Celia Price

- 1.2** This Agreement is valid from 1 April 2019 until 31 March 2020. (See Clause 6)
- 1.3** This Agreement is for the provision and contract management of a Neighbourhood Wardens Service in the Parishes of Bramber, Steyning and Upper Beeding.
- 1.4** In consideration of the funding specified in Clause 4, BPC, SPC and UBPC hereby agree to undertake to support the Service specified in Clause 3 in accordance with the terms and conditions appearing below.
- 1.5** The parties to this Agreement will endeavor to work within the shared principles and approach to joint working set out in the West Sussex Compact.
- 1.6** Formal requests to the Neighbourhood Wardens that do not relate to day to day operations and associated provision must be made by the Appointed Liaisons to the Provider (i.e. The HDC Community Safety Management Team). Agreement should be sought between Parish Councils preferably at the quarterly Neighbourhood Wardens Steering committee meetings before approaches are made to the Provider, to avoid 'conflicting' demands.

2.0 Management

- 2.1** Collectively the three parishes agree to create a partnership to be known as the "Neighbourhood Wardens Steering Committee" (NWSC) to facilitate the provision and contract management of a Neighbourhood Wardens service in the Parishes of Bramber, Steyning and Upper Beeding.
- 2.2** The NWSC is a committee consisting in part of 2 councilor representatives from each of the three Parish Councils – Minimum of one representative and or Clerk to be in attendance at each meeting.
- 2.3** The committee may agree to invite a member/s of the community to join the committee; the purpose of which would be to provide additional experience or expertise where necessary. These members will not have full voting rights.

3.0 SERVICE DESCRIPTION – PROVISION OF A NEIGHBOURHOOD WARDENS SCHEME

3.1 Shared Vision

The aim of the Neighbourhood Warden Service is to enable the people of the three Parishes to live safely and independently in their neighbourhoods and communities. The service provides a highly visible and reassuring patrol presence, which is responsive to the public and flexible enough to cope with changing demands; whilst working in partnership with other service agencies, businesses and the voluntary sector.

All wardens remain accountable to the residents of the communities in the areas that they work and ensure that the aims and objectives of the service are met. These are:

- ☐ To contribute to the delivery of the Community Safety Partnership Plan by working in partnership with Sussex Police to provide a highly visible and reassuring uniform patrolling presence across Horsham District, deterring low level criminality (including environmental offences) and anti-social behaviour.
- ☐ Promote community cohesion, resilience and solidarity to encourage communities and neighbourhoods to identify and solve their own problems.
- ☐ Work in partnership to tackle anti-social behaviour.
- ☐ Be a trusted friend for the community.
- ☐ Improve access to local authority services.
- ☐ Promote social inclusion by undertaking a range of community development functions.

3.2 Services Provision

The detail of the Neighbourhood Wardens Scheme Provision in the Parishes in pursuit of the shared Vision will be determined by the Provider, in agreement with the NWSC.

3.3 Key Performance Indicators

Key performance indicators will be detailed and agreed by the NWSC and in any case the Wardens will supply a monthly report to each parish council clerk in a timely fashion so that it can be presented to each Parish's Full Council Meeting. The items covered within the report having been agreed by the NWSC.

4.0 PARISH COUNCIL FUNDING RESPONSIBILITIES

4.1 BPC Responsibilities:

- i. Contribute a total of £6,602.00 for the term of this Agreement.
- ii. On receipt of the Horsham District Council invoice, pay 'their share' of the employment and operational costs, based on an agreed percentage split of 9.1%.
- iii. Payment terms to be agreed with the Provider.

4.2 SPC responsibilities:

- i. Contribute a total of £42,224.00 for the term of this Agreement.
- ii. On receipt of the Horsham District Council invoice, pay 'their share' of the employment and operational costs, based on an agreed percentage split of 58.2%.
- iii. Payment terms to be agreed with the Provider.

4.3 UBPC Responsibilities:

- i. Contribute a total of £23,724.00 for the term of this Agreement.
- ii. On receipt of the Horsham District Council invoice, pay 'their share' of the employment and operational costs, based on an agreed percentage split of 32.7%.
- iii. Payment terms to be agreed with the Provider.

5.0 PARISH COUNCIL OTHER RESPONSIBILITIES

All Parish Councils Responsibilities:

Provide a meeting room for NWSC meetings.

Agree an agenda for NWSC meetings
(role for the Community Safety Management Team).

Invite the Provider to attend (and present at) Annual Parish Meetings.

Invite the Neighbourhood Wardens to present their report to Full Council meetings, the frequency of which will be determined by the NWSC

{Provider responsibilities are detailed in the 3-Year contract}

6.0 TERMS OF AGREEMENT (BREAK POINTS AND RENEWAL)

- 6.1** In signing this Partnership Agreement, BPC, SPC and UBPC commit to the full term of this agreement (i.e. from 1 April 2019 until 31 March 2020).
- 6.2** To ensure viability of the Community Youth Provision for the Parishes of Bramber, Steyning and Upper Beeding, there is no mid- / part-year break point.
- 6.3** The three Parishes will agree if they intend to commit to a new 3-year contract to undertake a Neighbourhood Wardens scheme not less than one month before the end of the existing 3-year contract provided the details of the new 3-year term are clearly laid out by the Community Safety Management Team by the 1st February of that year, and advise the other Parish Councils and the Provider.

7.0 TERMINATION

In the event of termination of contract, notwithstanding clauses 6.2 and 6.3, the Provider will return all assets secured with financial support from, or loaned by, the NWSC to the Parishes. These assets will be apportioned to the parties of this agreement in line with respective partner contributions.

8.0 DISPUTES BETWEEN PARTIES

- 8.1** The parties shall use their best endeavors to resolve by agreement any disputes between them. In the first instance the dispute will be discussed by the Liaison Officers (Clause 1.1) and may then be referred to Parish Council Chairmen so as to seek amicable resolution.

9.0 VARIATIONS TO AGREEMENT

- 9.1** The terms of this Partnership Agreement may only be varied by mutual consent with all parties involved

10.0 ACKNOWLEDGEMENTS

- 10.1** BPC, SPC and UBPC shall be acknowledged in all publicity material (e.g. any leaflets, letters, newsletters or press releases) put out by the NWSC for the Parishes of Bramber, Steyning and Upper Beeding.

Signature:	
Print Name:	Rebecca Luckin
Position:	Parish Clerk
Date:	
For & on behalf of the Bramber Parish Council	

Signature:		Signature:	
Print Name:	John Fullbrook	Print Name:	Celia Price
Position:	Parish Clerk	Position:	Parish Clerk
Date:		Date:	
For & on behalf of Steyning Parish Council		For & on behalf of the Upper Beeding Parish Council	

STEYNING, BRAMBER AND UPPER BEEDING WARDENS BUDGET FINAL COSTS 2018/19 AND PROJECTED BUDGET FOR 2019/20

EXPENDITURE	Projected Budget 2018/19	Actual Costs 2018/19	Projected Budget 2019/20
Salaries	58600	57857	59014
ERS/superannuation	11905	11724	12137
Transport inc fuel, ins and signwriting	5750	5520	5600
Equipment	350	120	250
Clothing	500	378	500
Mobiles and calls	600	485	550
Project support	1000	210	500
TOTAL	78705	76294	78551
INCOME			
Parish Councils	72705	70294	72551
HDC	6000	6000	6000
TOTAL	78705	76294	78551
Steyning - 58.2%	42,314	£40,911	£42,224
Bramber - 9.1%	£6,616	£6,396	£6,602
Upper Beeding - 32.7%	£23,774	£22,986	£23,724

SPC Budget
2019/20
£42,750

NOTES: 1. Parish Council contributions to be divided pro-rata in accordance with no's. of households as previously agreed.