

HAILSHAM TOWN COUNCIL

NOTICE IS HEREBY GIVEN OF a meeting of the HAILSHAM TOWN COUNCIL to be held the Civic Community Hall, Vicarage Lane, Hailsham, BN27 31BH

Wednesday, 24th November 2021 at 7.00 p.m.

1. **PUBLIC FORUM:** A period of not more than 15 minutes will be assigned for the purpose of permitting members of the Public to address the Council or ask questions on matters relevant to responsibilities of the Council, at the discretion of the Chairman.
2. **APOLOGIES FOR ABSENCE:** To receive apologies for absence of council members
3. **DECLARATIONS OF INTEREST:** To receive declarations of disclosable pecuniary interests and any personal and prejudicial interest in respect of items on this agenda.
4. **CONFIDENTIAL BUSINESS**
To resolve that the press and public are excluded during the discussion on the next three items of the agenda **(5, 6 and 7)** as they concern the terms of tenders and proposals and counter proposals in negotiation for contracts, or are otherwise confidential information.

(In accordance with the Council's Standing Orders No. 1E).
5. **HAILSHAM ASPIRES PROJECT - CONFIDENTIAL**
To receive an update.
6. **PERSIMMON HOMES - CONFIDENTIAL**
To consider a request by Persimmon Homes
7. **COMMITTEE RECOMMENDATIONS TO COUNCIL - CONFIDENTIAL**
To consider recommendations made by committees, which are outside of their terms of reference or otherwise were resolved as recommendations to full council
- 7.1 **Assets Management Committee 27.10.2021**
8. **CONFIRMATION OF MINUTES**
To resolve that the Minutes of the Meetings of Hailsham Town Council held on 14th October 2021 may be confirmed as a correct record and signed by the Chairman
9. **CHAIRMAN'S UPDATE**
To receive a verbal update from the Chairman of Hailsham Town Council
10. **HAILSHAM FORWARD EXECUTIVE**
To appoint the Town Council's representative on the Hailsham Forward Executive
11. **SAFER STREETS PROJECT**
To receive an update and consider potential projects for the Safer Streets Project

**12. REPORT OF THE INDEPENDENT WEALDEN PARISH REMUNERATION
PANEL 2022/23**

To consider the recent report and recommendations of the Wealden Parish
Remuneration panel and their implications for Hailsham Town Council

A handwritten signature in black ink, appearing to read 'John Harrison', with a stylized flourish at the end.

JOHN HARRISON
Town Clerk

Report to: Hailsham Town Council

Date: 24th November 2021

By: John Harrison, Town Clerk

Title of Report: Safer Streets Project

1. PURPOSE:

To receive an update and consider potential projects for the Safer Streets Project

2. BACKGROUND:

The Safer Street project was awarded £309K funding for measures specific to reducing acquisitive crime in the centre of Hailsham. has identified the following possible priorities for the funding:

- The installation of two new CCTV Cameras at recycling points
- The possibility of installing a third CCTV camera at Victoria Road Car park
- The initiation of a Community Crime and Safety residents' survey at the end of November
- A 'Nothing of Value' cards initiatives for trade vehicles parking in the town centre
- The purchasing of Select DNA Kits for vehicles and possibly homes
- The possibility of funding the installation of CCTV for town centre shops that may otherwise be unable to afford it
- The possible purchase of an 'Engagement Van' to enable local police to locate themselves in the area and engage with local people

However, The recent Safer Street KIT meeting held on 3rd November 2021 has asked if Hailsham Town Council may have any other suggestions for the funding that they wish to see implemented in the relevant area in the town and council is therefore asked to consider this.

3. CRITERIA

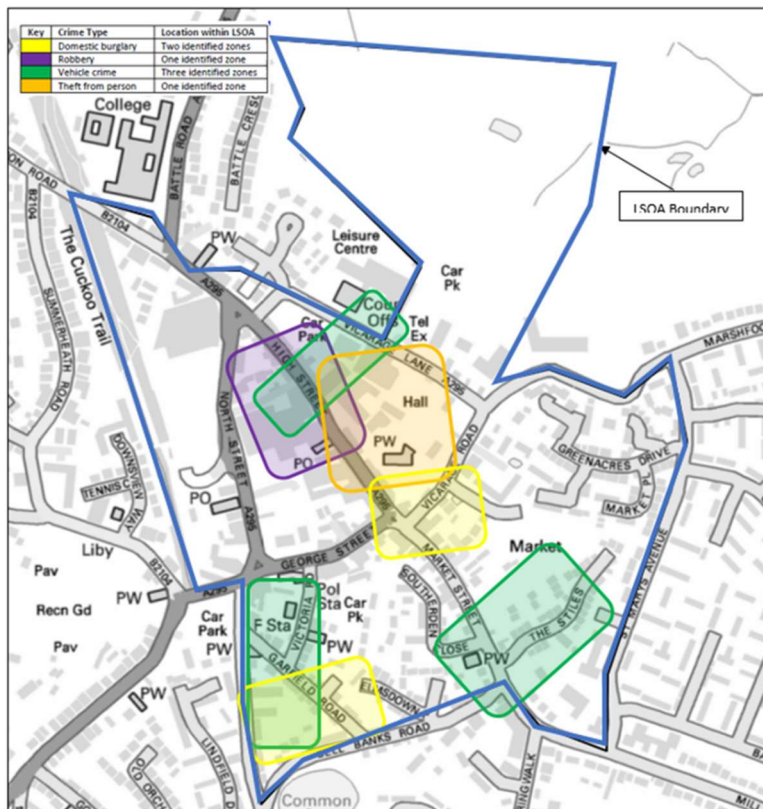
The Funding criteria for the Safer Street Fund, and therefore that which any suggested items of spend should meet are as follows:

Hailsham Safer Streets interventions will target improvements to residential home security, deliver multi-agency crime prevention advice with local partners for community benefit, extend capable guardianship in vulnerable locations and adopt intensive situational crime-prevention techniques in order to reduce levels of neighbourhood crime in the LSOA. A high level of in-kind contribution provides value for money and longer term community engagement and sustainability.

The project will provide a range of opportunities and draw on the local community to ensure that a wide range of partners are involved in delivery. Using evidence from the Safer Streets Toolkit and other meta-analyses of the single and/or combined efficacy of the interventions in this bid, we estimate the average number of overall neighbourhood crimes reduced annually by approximately 30%

Deliverables identified in the Safer Streets Funding Bid

Deliverable
Safer Streets Coordinator
Community Consultation and Engagement Activity - Incorporating crime prevention advice and establishing a Community Champions Network
Publicity and awareness raising
Hailsham Shop Watch/ incorporating Disc – an online information-sharing system for crime reduction
CCTV
Pre-setting existing CCTV cameras x 6
Increased Police presence in the target area
Physical security – improving home security measures
Neighbourhood Watch Scheme
Recovery Worker



CCTV Upgrade

The Town Council's Deputy Town Clerk and Business Enterprise Manager, Mickey Caira, has been able to obtain costings for the upgrade of cameras for the Council's CCTV cameras.

There are two options: the first quote (Approx £27K plus VAT) does not require an upgrade to the analogue line from BT and will provide much better images than the current cameras. . The second option (approx. £19K plus VAT). requires an upgrade from BT resulting in a more significant cost increase overall (£22,750 plus VAT on completion, plus fixed amount paid annually in place of current rental charge of £8400). At some point in the future the transmission lines will need to be upgraded by BT. So the second option may provide a more cost-effective solution in the long run if there are funds to pay for it now.

This will need to go to the Council to agree that they want an upgrade and if so, how it is paid for. There may be a way of financing this out of the funds secured by WDC from the Home Office. This has been put this forward via the Safer Streets Project and will get an answer in the coming weeks.

From the Safer Streets KIT Meeting on 3rd November: the notes from that meeting state that when an upgrade to the CCTV was suggested "KW [Inspector Kendall Wells] *advised existing cameras are being used successfully to secure convictions, any problems with existing cameras could be solved with a reset*" which suggests the local police do not think there is a problem that can't be addressed with the 'reset'?

However, it may be possible to fund this from the Home Office funds and the Council will need at some point in the future replace both the cameras and the transmission lines so this may be an opportunity to get it done soon without a cost to the Council.

Some of the cameras fall outside of the immediate LSOA, however this may not necessarily be a problem, but would just require justification to the Home Office.

The Safer Street Co-ordinator has sent the quotes to the local police Kendal Wells, who will look into the business case for these upgrades and whether the improvements merit the cost.

CONSIDERATIONS

- The Council is asked to consider whether it wishes to recommend to the Safer Street KIT Group that these CCTV upgrades are funded via the Home Office funding.
- The Council is asked to consider any other projects that it wishes the Safer Streets funding to be used for.

Report to: Hailsham Town Council

Date: 24th November 2021

By: John Harrison, Town Clerk

Title of report: REPORT OF THE INDEPENDENT WEALDEN PARISH
REMUNERATION PANEL 2022-23

PURPOSE:

To consider the recent report and recommendations of the Wealden Parish Remuneration panel and their implications for Hailsham Town Council

BACKGROUND.

The Report of the Independent Wealden Parish Remuneration Panel 2022-23 was received by the Council on 18th November 2021. The report is attached as an appendix to this report below

KEY POINTS MADE IN THE REPORT

The Panel recommends:

- Allowances should be paid in accordance with three bands, Levels 1 to 3.
- Hailsham Town Council remains assigned to Level 3.
- There be a 3% increase to all Basic and Chairman's Allowances from that previous recommended for 2021-2022 by banding as follows;

2022/23	LEVEL1	LEVEL2	LEVEL 3
Basic Allowance	£175	£434	£1,384
Chairman's Allowance	£303	£682	£1,912

- The policy to fix Travelling Allowances in line with HM Revenue & Customs 'Approved Mileage Allowance Payment' rates be re-affirmed.
- Subsistence Allowance – the following allowances for Councillors to apply:

Breakfast	£6.50	When away from home on approved Council business before 8 a.m.
Lunch	£8.50	When away from home on approved Council business between 12 noon and 2 p.m.

Evening Meal	£15.00	When away from home on approved Council business after 7 p.m.
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All claims must be accompanied by a valid receipt and payment is subject to Councillors signing to say they have actually and necessarily incurred the amount being claimed.

- i. Subsistence for Overnight absence – Other than London or specified conferences - £85.
 - ii. Subsistence for Overnight absence – In London or specified conferences - £95.
- That the recommendations set out above are all proposed for implementation at the commencement of the financial year 2022/23. However, Town and Parish Councils can choose the extent to which they wish to implement these allowances; and
 - The Panel notes with regret that it is still not possible under the current legislation to recommend a Carers' Allowance for Parish/ Town Councillors, but would wish for all Parish and Town Councils to consider adopting a basic allowance to enable Parish/Town Councillors to use this to cover care costs where need be to attend meetings.

FINANCIAL IMPLICATIONS

Previous recommendation and resolution:

The table below shows the IRP recommendations, whether council resolved to accept them, and the allowances paid, for financial years from 2015-2016 to the current.

Councillors' Allowances

£ Year	IRP Recommendation			Meeting	Accepted	Allowance Paid by HTC	
	Basic	Chairman	Increase			Basic	Chairman
2022-23	£1,384	£1,912	3.0%	24.11.2021			
2021-22	£1,344	£1,856	2.0%	27.01.2021	N	£1,318	£1,820
2020-21	£1,318	£1,820	2.5%	29.01.2020	Y	£1,318	£1,820
2019-20	£1,286	£1,776	2.0%	29.01.2019	Y	£1,286	£1,776
2018-19	£1,261	£1,741	2.0%	24.01.2018	Y	£1,261	£1,741
2017-18	£1,236	£1,706	1.0%	25.01.2017	Y	£1,236	£1,706
2016-17	£1,224	£1,689	1.0%	30.03.2016	N	£1,200	£1,655
2015-16	£1,212	£1,672	1.0%	12.08.2015	N	£1,200	£1,655

HTC has usually awarded the Basic Allowance to each eligible member, plus the Chairman's Allowance to form the total budget amounts. From May 2019 these amounts were reduced to 17 X the Basic Allowance and the Chairman's Allowance as a result of the Community Governance review agreeing to reduce the number of members of Hailsham Town Council from 24 to 18.

For 2020-2021 the recommended levels were accepted, with one member choosing to opt out of receiving the allowance and therefore the total expenditure was £22,908 (16 X £1318 = £21,088 + £1820.00 = £22,908.00).

For 2021-2022 the recommended levels were not accepted; with one member choosing to opt out of receiving the allowance, and one co-opted member not being eligible to receive the allowance as per legislation; resulted in this total being £22,016
(15 X £1318 = £19,770 + £1820 = £21,590.00).

For 2022-2023 if the recommended levels are accepted, with one co-opted member not being eligible to receive the allowance as per legislation; this would result in this total being £24,056.00
(16 X £1384 = £22,144 + £1912 = £24,056.00).

This assumes an election will be called for the most recent vacancy brought about by resignation, as co-opted councillors are not eligible to receive the allowance.

This amount would be if the council were to adopt the recommended levels. Because the recommendations were not adopted last year, this would actually be a higher increase than 3% (Approx. 5%)

To accept a 3% increase the levels would be as follows:

Basic	£1318 X3% =	£1357.54	X16 =	£21,720.64
Chairman	£1820 X3% =	£1874.60	X1 =	£1,874.60
TOTAL				£23,595.24

CONSIDERATIONS.

Council is asked whether to accept the recommendations of the report – that is whether to accept the full rise as recommended in the report, a variation of the recommendation or no rise at all.

Report of the Wealden Parish Independent Remuneration Panel on Town and Parish Councillor Allowances for 2022/2023

Introduction

This is the report of the Parish Independent Remuneration Panel for 2022/23. The Panel is established by Wealden District Council under Regulation 27 of the Local Authorities (Members' Allowances) (England) Regulations 2003, for the Town and Parish Councils in its area (full list of Town and Parish Councils to which the report applies is attached at Appendix A).

Summary

The Panel recommends:

That allowances should be paid in accordance with three bands, Levels 1 to 3 as defined in Appendix A;

That there be a 3% increase to all Basic and Chairman's Allowances rounded to the nearest pound.

2022/23	LEVEL 1	LEVEL 2	LEVEL 3
Basic Allowance	£175	£434	£1,384
Chairman's Allowance	£303	£682	£1,912

That
the
policy
to fix

Travelling Allowances in line with HM Revenue & Customs 'Approved Mileage Allowance Payment' rates be re-affirmed;

Subsistence Allowance – the following allowances for Councillors to apply:

Breakfast	£6.50	When away from home on approved Council business before 8 a.m.
Lunch	£8.50	When away from home on approved Council business between 12 noon and 2 p.m.
Evening Meal	£15.00	When away from home on approved Council business after 7 p.m.

All claims must be accompanied by a valid receipt and payment is subject to Councillors signing to say they have actually and necessarily incurred the amount being claimed.

iii. Subsistence for Overnight absence – Other than London or specified conferences - £85.

iv. Subsistence for Overnight absence – In London or specified conferences - £95.

That the recommendations set out above are all proposed for implementation at the commencement of the financial year 2022/23. However, Town and Parish Councils can choose the extent to which they wish to implement these allowances; and

The Panel notes with regret that it is still not possible under the current legislation to recommend a Carers' Allowance for Parish/ Town Councillors, but would wish for all Parish and Town Councils to consider adopting a basic allowance to enable Parish/Town Councillors to use this to cover care costs where need be to attend meetings.

Membership of Panel and Meetings

The Panel consists of three members – Mr Edward Stone (Chairman), Mr Stephen Hallam and Mr Clive Mills.

The Panel met on Friday 5 November 2021. The Panel subsequently dealt with the preparation of this report through discussions by email.

Panel Remit

The Panel produces a report in relation to the members of the town and parish councils for which the Wealden District Council is the responsible authority and in respect of which it is established, making recommendations, in accordance with the provisions of regulation 29 of the Local Authorities (Members' Allowances) (England) Regulations 2003 as to:

- a) the amount of parish basic allowance payable to members of such town and parish councils;
- b) the amount of travelling and subsistence allowance payable to members of such town and parish councils;
- c) whether parish basic allowance should be payable only to the Mayor or Chairman of any such town and parish council or to all of its members;
- d) whether, if parish basic allowance should be payable to both the Mayor or Chairman and the other members of any such town and parish council, the allowance payable to the Mayor or Chairman should be set at a level higher than that payable to the other members, and, if so, the higher amount so payable (Chairman's Allowance); and
- e) the responsibilities or duties in respect of which members should receive parish travelling and subsistence allowance.

Parish Basic and Chairman's Allowances

As in previous years, the Panel has examined available data in order to assist in determination of a recommendation on parish/town council basic allowance and whether it should be payable to both the Mayor or Chairman and the other elected members of a town or parish council.

The Panel has considered last year's report to Town and Parish Councils recommending allowances for 2021/22.

The Clerk to the Panel had invited all Town and Parish Councillors, via the clerks, to provide any comments on the allowance scheme. Eight Parish/Town clerks responded on behalf of their council, and twelve Parish/Town Councillors responded individually. A summary is set out below:

- The majority of Parish/Town Councils that responded had chosen not to operate a remuneration scheme.
- The Basic Allowance is sufficient, and the Chairman's Allowance and Travelling and Subsistence Allowances are appropriate.
- The allowance should cover costs for things like caring for dependents, travel, etc.
- The Basic Allowance should be enough to attract a wide range of people, particularly those of working age.
- Co-opted Councillors should qualify for the same allowances as elected colleagues.

- It was felt important to keep the scheme and that it should be made known when advertising vacancies to encourage more financially challenged individuals to feel included in the application process.
- The difference in allowance between a Level 1 and a Level 3 council is vast and perhaps this should be looked at, regardless of precept or council size, as the work and councillor input is not as disproportionate as the pay is suggesting.
- The Members' allowance should have no bearing on the decision to stand as councillor - the reasons are to represent and to support the parish.
- Most communication these days is carried out via email rather than post so there is no expense incurred. Most people these days have a mobile phone contract that covers everyday phone calls, therefore expenses should be the exception rather than the rule (i.e for Councillors who do not have an internet connection or a suitable mobile phone contract).
- Councillors have to pay for phone and broadband anyway so there are almost no expenses incurred. The travel allowances are sufficient.
- With regard to the subsistence allowance, Councillors should take a packed lunch with them wherever possible.
- Expenses aren't justified and there shouldn't be any increase in the current year.
- The current allowance is not sufficient to cover expenses and councillors in some situations would need to subsidise expenditure from their income (e.g pension), particularly if Councillors are expected to serve on more than one committee.
- The basic allowance does not reimburse for the cost of carrying out this role, thus deterring those who may have the experience and expertise for the job.
- At a time of severe pay restraint for public sector employees, and the hardships faced by many working people following the protracted disruption to many working lives as a result of the pandemic, increasing any of the allowances paid to Councillors would be inappropriate.

In response to the feedback, the Panel felt that it was important to remind all Councillors that this was an **Allowance Scheme**, not a salary, and therefore not intended to compensate the number of hours worked, nor reimburse for the effort they put in.

The Panel is aware that it is common practice to co-opt Parish Councillors to vacancies and acknowledged the responses to the survey that allowances should be given to co-opted members, but confirmed that this was not allowed under the Regulations.

In addition, the comments received about the absence of a Cares' Allowance were noted by the Panel. The Panel reiterated that, under the current regulations, no such allowance was payable. However the Panel acknowledged that an anomaly did exist with respect to Town and Parish Councils but it was outside their terms of reference to adjust this. This was a matter for the Town and Parish Councils to address themselves.

The Panel emphasised that it is keen to see all Parish and Town Councils adopt a scheme of some sort, even if it is normal practice not to claim. This is to ensure that no potential candidate should be put off standing due to the costs of working as a local councillor, and to ensure that Parish and Town Councillors could choose to claim an allowance should they need to do so.

With regard to the comment about the vast difference between the Basic Allowance for a Level 1 and Level 3 council, the Panel confirmed that the size of the council

determined the allowance; however parish/town councils could make their own decisions based on their precept.

Following discussion, the Panel **recommends** that a 3% increase in all the basic allowances for levels 1-3 is appropriate, rounded to the nearest £1. This is in line with the Panel's recommendations for Wealden District Council.

Regulation 29(2) requires that recommendations be expressed not only in cash terms but also as a percentage of the amount recommended by the Independent Remuneration Panel as the Basic Allowance for Wealden District Councillors. The Panel is recommending that the allowance is increased for District Councillors to £4,870 per annum for the financial year 2022/23. Based on that figure, the percentages have been incorporated into the attached Appendix A.

Chairman's Allowance

As indicated in previous reports, individual Town and Parish Councils are free to decide whether an allowance should be payable only to the Mayor or Chairman and/or to all of its members. The Chairman's Allowance, as recommended by this report, is intended to be paid as a substitute for the Basic Allowance rather than in addition to it, but this is at the discretion of each Town and Parish Council.

Town and Parish Councils are reminded that the Chairman's Allowance (again detailed in the attached Appendix A) is an allowance personal to the Parish/Town Councillor elected Mayor or Chairman. It is entirely separate to the allowance under the Local Government Act 1972, Sections 15(5) and 35(5), which is payable as the Parish/Town Council thinks fit to reasonably meet the expenses of the office of Mayor or Chairman.

The Panel **recommends** an increase to all Chairman's Allowances in Levels 1 to 3 on the same basis as increases to Parish/Town Council Basic Allowances, as detailed in Appendix A attached.

Travelling Allowance

The Panel wanted to clarify that under Regulation 26, Town and Parish Councils may pay travelling and subsistence allowances, including an allowance in respect of travel by bicycle or by any other non-motorised form of transport, undertaken or incurred in connection with the performance of any duty within one or more of the categories set out in that Regulation. This also includes provision for encouraging car sharing.

Councillors can receive up to a tax-free approved amount when using their own vehicles in carrying out their duties. These payments are known as Approved Mileage Allowance Payments (**AMAP**), and as from 6 April 2011 the following rules apply:

Car or Van – 45p per mile for the first 10,000 miles and 25p per mile thereafter;

Motor Cycle – 24p per mile (all miles);

Cycle – 20p per mile (all miles); and

A 5 pence per mile per passenger supplement for up to four passengers.

The Panel confirmed that the Travelling Allowance was in accordance with the official rates published by HM Revenue and Customs and used by the majority of other councils. It was noted that anything paid above this amount would be subject to taxation and would require tax forms to be completed

The Panel recommends that travelling allowances continue to be paid in line with the HM Revenue & Customs 'Approved Mileage Allowances Payments' (AMAP). The Panel

observed that there was no mention of claims for other travel costs within the Allowance Scheme, such as public transport and taxis. It was suggested that this category be included and reimbursed in full, subject to the Council's approval.

The Panel **recommends** that the policy to fix Travelling Allowances in line with AMAP be re-affirmed.

Subsistence Allowance

The Panel **recommends** that the current level of subsistence rates for 2022/23 be amended to increase the evening meal allowance and remove the reference to a tea allowance, as follows:

Breakfast	£6.50	When away from home on approved Parish/ Town Council business before 8 am.
Lunch	£8.50	When away from home on approved Parish/ Town Council business between 12 noon and 2 pm.
Evening Meal	£15.00	When away from home on approved Parish/ Town Council business after 7 pm.

In addition, subsistence for overnight absence other than London or specified conferences should remain at £85, and for London or specified conferences should be £95.00.

It was confirmed that payment should still be subject to Parish/ Town Councillors certifying that they had actually and necessarily incurred the amount being claimed. The Panel commented that subsistence allowance was a 'top up' on the amount it would cost a councillor to eat at home.

Co-opted Members

As set out above, under the relevant legislation co-opted members of Town and Parish Councils are not eligible to be paid Parish/Town Council Basic Allowances nor Chairman's Allowances, but may claim Travelling and Subsistence Allowances. It is not in the Panel's remit to make any recommendations that this change.

Communication of Allowances

On receipt of this report, Town and Parish Councils must advertise receipt of the report in line with Regulation 30 (2003 Regulations).

In setting the levels of allowances, Town and Parish Councils must show they have regard to the IRP's recommendations, but it is entirely up to each Town and Parish Council what scheme of allowances is adopted. The Panel has expressed its preference that an allowance scheme is adopted by all Councils, even if not claimed by individual Councillors. When adopting a scheme, Parish and Town Councils must under the Regulations publish its scheme by public notice.

Other Business

The Panel did not consider that it was appropriate to make a recommendation for more than one year.

The Panel would like to express its thanks to the Parish and Town Councils and Officers who had assisted it in its work and the preparation of this report.

Edward Stone
Chairman

Dated: 15 November 2021

Appendix A

	LEVEL1	LEVEL2	LEVEL3	
Basic Allowance	£175	£434	£1,384	
Chairman's Allowance	£ 303	£682	£ 1,912	
PARISH	No. of Cllrs	Maximum Basic Allowance	Maximum Chairman's Allowance	% of Recommended District Basic Allowance
<u>Level 1</u>				
Alciston	n/a	n/a	n/a	n/a
Little Horsted	n/a	n/a	n/a	n/a
Selmeston	n/a	n/a	n/a	n/a
Cuckmere Valley	7	£175	£303	3.59%
Berwick	7	£175	£303	3.59%
Wartling	7	£175	£303	3.59%
Long Man	7	£175	£303	3.59%
Hooe	7	£175	£303	3.59%
Arlington	7	£175	£303	3.59%
Laughton	7	£175	£303	3.59%
Isfield	7	£175	£303	3.59%
Chiddingly	9	£175	£303	3.59%
Hellingly	15	£175	£303	3.59%
Hadlow Down	7	£175	£303	3.59%
Fletching	9	£175	£303	3.59%
Warbleton	11	£175	£303	3.59%
Frant	11	£175	£303	3.59%
Alfriston	7	£175	£303	3.59%
East Hoathly/Halland	9	£175	£303	3.59%
Chalvington/Ripe	7	£175	£303	3.59%
Horam	11	£175	£303	3.59%
East Dean/Friston	9	£175	£303	3.59%
Framfield	11	£175	£303	3.59%
Hartfield	13	£175	£303	3.59%
Ninfield	9	£175	£303	3.59%
Danehill	9	£175	£303	3.59%
Buxted	15	£175	£303	3.59%
Withyham	13	£175	£303	3.59%
Herstmonceux	11	£175	£303	3.59%
Mayfield/ Five Ashes	15	£175	£303	3.59%
Maresfield	14	£175	£303	3.59%
Rotherfield	13	£175	£303	3.59%

Westham	13	£175	£303	3.59%
Pevensey	13	£175	£303	3.59%
Wadhurst	15	£175	£303	3.59%
<u>Level 2</u>				
Forest Row	15	£434	£682	8.91%
Willingdon/Jevington	19	£434	£682	8.91%
Polegate	15	£434	£682	8.91%
Heathfield/Waldrone	21	£434	£682	8.91%
<u>Level 3</u>				
Hailsham	24	£1,384	£1,912	28.42%
Uckfield	15	£1,384	£1,912	28.42%
Crowborough	16	£1,384	£1,912	28.42%