OVERVIEW AND SCRUTINY COMMITTEE

Date: Thursday 14 March 2019
Time: 7.00 pm
Venue: Committee Room (B6) - Lambeth Town Hall, Brixton, London, SW2 1RW

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Members of the Committee

Councillor Tim Briggs, Councillor Danial Adilypour (Vice-Chair), Councillor David Amos, Councillor Donatus Anyanwu (Chair), Councillor Liz Atkins, Councillor Mary Atkins (Vice-Chair), Councillor Jonathan Bartley, Councillor Peter Ely and Councillor Maria Kay

Co-opted Members

Lynette Murphy-O'Dwyer and Mrs Penny Smith-Orr

Substitute Members

Councillor Marcia Cameron, Councillor Dr. Mahamed Hashi, Councillor Jennie Mosley and Councillor Iain Simpson

Further Information

If you require any further information or have any queries please contact:
Jacqueline Pennycook, Telephone: 020 7926 2167; Email: jpennycook@lambeth.gov.uk

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AGENDA

PLEASE NOTE THAT THE ORDER OF THE AGENDA MAY BE CHANGED AT THE MEETING

1. Minutes of Previous Meeting

   To agree the minutes of the meetings of 13 December 2018 and 30 January 2019 as accurate records of the meetings.

2. Declaration of Pecuniary Interests

   Under Standing Order 4.4, where any councillor has a Disclosable Pecuniary Interest (as defined in the Members’ Code of Conduct (para. 4)) in any matter to be considered at a meeting of the Council, a committee, sub-committee or joint committee, they must withdraw from the meeting room during the whole of the consideration of that matter and must not participate in any vote on that matter unless a dispensation has been obtained from the Monitoring Officer.

3. Lambeth Labour Market Review

   (All Wards)

   Contact for Information: John Bennett, Head of Economic Inclusion, 020 7926 6452, jbennett7@lambeth.gov.uk

4. Jobs for All Scrutiny Commission: Update

   (All Wards)

   Contact for Information: John Bennett, Head of Economic Inclusion, 020 7926 6452, jbennett7@lambeth.gov.uk

5. 2018-19 Overview and Scrutiny Committee Work Programme

   (All Wards)

   Contact for Information: Gary O’Key, Senior Democratic Services Officer, Corporate Resources; 020 7926 2183, gokey@lambeth.gov.uk
OVERVIEW AND SCRUTINY COMMITTEE

Thursday 13 December 2018 at 7.00 pm

MINUTES

PRESENT: Councillor Tim Briggs, Councillor David Amos, Councillor Donatus Anyanwu (Chair), Councillor Mary Atkins (Vice-Chair), Councillor Jonathan Bartley, Councillor Peter Ely, Councillor Maria Kay and Councillor Marcia Cameron (Substitute)

APOLOGIES: Councillor Danial Adilypour and Councillor Liz Atkins

ALSO PRESENT: Councillor Matthew Bennett, Councillor Lib Peck and Councillor Andy Wilson

1. INTRODUCTIONS AND DECLARATION OF PECUNIARY INTERESTS

Councillor Donatus Anyanwu, Chair of the Overview and Scrutiny Committee (OSC) welcomed everyone to the meeting.

Councillor David Amos declared that he was a member on the Homes for Lambeth Group Limited.

Councillor Mary Kay declared that her husband was a Director for Housing at Transport for London.

2. MINUTES OF PREVIOUS MEETING

In response to questions from the Sub-Committee regarding fees and charges, Christina Thompson, Director for Finance and Property confirmed that:

- Details were available regarding the service areas, budgets and income raised for the past three years. In terms of recovering costs from service providers, the Council considered this when looking at charges. Statutory charges applied for some service areas. She would be willing to share further information to members.
- The budget report to Cabinet in February 2019 would include the current and new fee rates.

RESOLVED: That the minutes of the meeting held on 1 November 2018 be approved and signed by the Chair as an accurate record of the proceedings.
4. DECEMBER FINANCIAL PLANNING AND MEDIUM TERM STRATEGY REPORT 2018-2023

Special Circumstances Justifying Urgent Consideration

The Chair is of the opinion that although this report had not been available for at least five clear days before the meeting, nonetheless it should be considered at the meeting on the 13 December 2018.

Councillor Lib Peck, Leader of the Council introduced the item by making the following points:

- She worked with the cross-party Local Government Association (LGA) which noted the problems that existed within children’s and adult social care which had effected all councils across the United Kingdom.
- The Council and LGA had continuously lobbied Parliament to increase funding for local government to invest in children's services and adult social care to preserve those services.
- As well as the budget, local government had pressures of Brexit which had implications for employees across the UK. A paper would be going to Cabinet on 17 December on this.
- Despite numerous campaigns not enough money existed within the Council to support vital services. Since 2010 the Council’s funding had been reduced by over £250m, with a further funding gap of £43.2m to be found over the next four year planning period 2019/20 to 2022/23, at a time when demand continued to increase.
- Since 2010 the Council worked hard by continuing to consider where cuts can be made and minimise impact on frontline and vulnerable services. The Council looked at reducing bureaucracy; making efficiencies for contracts and procurement and continued to reduce services.
- The report also addressed how the Council could raise income and where there were frontline impacts, an Equalities Impact Assessment had also been completed.
- The Council recognised further cuts were required for some service areas but prioritisation would be given to Children’s Services. Also, £500k had been provided to help address serious youth violence. Although a difficult time existed for the Council, it had done very well to cope with the limited resources available within the Council.

Councillor Andy Wilson, Cabinet Member for Finance, highlighted that:

- The report sets out the financial planning and medium term strategy which aimed to balance the budget for the next four years. Cuts from government funding had reduced the Council's budget by over £250m since 2010 and this was considered one of the highest cuts made within the country.
- Over the next four years further cuts of £43m needed to be achieved. However despite that challenge, the Council endeavoured to protect the most vulnerable services; invest in further housing; continue to work with vulnerable families to prevent children going into care; working with NHS and local care services to achieve better outcomes and savings.
- The impending issues with Brexit, the government’s inability to address domestic issues, an increased ageing population and increased demand for children services, particularly special educational needs, remained a challenge for the Council and also across the country.
- The Council’s budget proposals for the next four years were currently being consulted on until 14 January 2019 seeking residents’ views and a vast number of response had so far been received.
The Chair then invited questions from the Committee regarding the budget for Children’s Services and in responses the Strategic Director for Children’s Services, confirmed that:

- Although Ofsted found that Children’s Services in Lambeth were no longer inadequate, it was recognised that improvements within certain areas, such as adoption, were required.
- In order to ensure improvements continued staffing changes within Children’s Social Care regarding the establishment of social workers were unlikely to occur until years 3 and 4 when improvements had been achieved.
- If the Council were successful in reducing the amount of children coming into the care system over a period of time fewer social workers would be required.
- The Council remained committed to having sensible caseloads (currently averaging around 15 in total) for each social worker and those caseloads continued to be monitored to ensure they were not increased. Going forward there was a need to continue to make improvements in order to reduce savings.
- Conversations had taken place regarding the fostering service within the Council with emphasis on delivering the in-house fostering strategy. Over the years significant improvements had been made to children’s social care generally. The newly appointed Assistant Director for Children’s Social Care had great experience and expertise regarding fostering. As a result, the Council was working to deliver a coherent strategy to deliver an expanded and enhanced fostering service. Further dialogue with housing, communication teams, councillors, schools and partners, were required in order to recruit foster carers. Successful local authorities such as Greenwich had 75% of their fostering placements in-house compared to Lambeth which currently stood at 25%. It was noted that Southwark and Lewisham also had higher in-house fostering placements. Therefore, it was vital that the Council had the capacity and resources to make improvements which would be closely monitored.
- Regarding the Youth Offending Service dialogue had been held with the lead member and within the team, as an inspection of the service was expected in the next six months. It was expected that following improvements to the service, resources would be reduced in years 2 and 3 and the impact would be closely monitored.
- The St Giles contract with the YOS mentioned on page 64 was a for a specific YOS related service which in the event had not proved to be needed and was therefore being decommissioned. This was separate to the community safety contract with the same provider.
- It was considered that the Wells Centre health worker was no longer required in the wider context of other health services provided within YOS.
- The Council had considered the overall impact on Children’s Services taking a whole system approach and redesigning services as necessary. For example, the Early Help Service had been radically redesigned using resources from the council, community, health and schools that focused on providing targeted support to children and their families.
- As a result of the budget constraints the ‘Troubled Families Programme’ which was an important financial mainstay of the early help service, was due to end in December 2019.
- The structure within Children’s Social Care would remain very similar. However, resources within the budget would be used to deliver a service that worked with children on the edge of care, especially teenagers. However, if children came into care, the team would work intensively with families to ensure that those children could eventually be returned and reunited with their families when this was safe and possible to do so.
- A projected overspend in Children’s Social Care of £1m for placements and £1m for children with disabilities existed. Regarding the placement budget work was underway
to reduce the number of children in residential placements, which was considered to be the most expensive. It was hoped by the beginning of the next quarter improvements would be seen in the budget overspend.

- Regarding the £4.2m overspend pertaining to special educational needs and disabilities (SEND), for this year, the opportunity existed to use some of the Dedicated School Grant (DSG) reserves to offset some of the budget overspend. However, that option would not be available next year. Therefore, work was being undertaken to reduce the number of children placed out-of-borough and making sure that funding was deployed in the most efficient. Therefore various actions are being taken in the Council to manage the budget in year and next year. Although £1m savings had been identified it was expected that a budget overspend for SEND would exist.

Councillor Andy Wilson, Cabinet Member for Finance and Christina Thompson, Director for Finance and Property added that:

- The Society of London Treasurers were meeting with the ministry regarding the approach to SEND and the DSG. Regarding the areas directly funded from the General Fund (£2m), this would be a pressure on Children’s Services next year and it would be necessary to save more than currently identified.
- Apart from the General Fund Balances and General Fund Reserves, the Council had unallocated reserves that could be used for any purpose and allocated reserves that must be used for specific things. Over the next four years the plan was to increase the General Fund Balance from £23.7m to £29.5m to enable the funds to be used for unexpected scenarios.
- Capital investment was frontloaded principally because of the far greater certainty around finances in 2019/20 than in subsequent years. Up front capital investment would also reduce revenue demands. Further information on the capital programme would be included in the February budget report.

Members raised concerns regarding the potential frontline impact of moving from 7.5% to 10.1% reserves which was considered to be substantial. It was suggested that moving from 7.5% to 9% would provide the Council with £11m – a quarter of what the Council was required to save over four years which should be considered. It was also queried how Lambeth compared to other London Boroughs in terms of reserves.

The Cabinet Member for Finance and Director for Finance and Property responded that the difference was actually just under £6m; furthermore the 10% target for reserves was based on managing risks as per CIPFA guidance. The Council always looked to grow balances by around £1.5m pa. The frontloading of the cuts was a necessary response to the decreasing central government funding in a time of rising budget requirements due to issues such as inflation and demography. The Comprehensive Spending regime would end in 2019/20 and outcomes regarding the next Spending Review would not be known until next year. The local government settlement for 2019/20 had recently been received and further details would be presented at the Cabinet meeting in February 2019.

The Chair then invited the Committee to pose questions on other parts of the budget and in response the Director for Finance and Property and the Strategic Director for Adults and Health, confirmed that:

- A five-year modelling exercise to identify pressures related to the transition from Children’s Services to Adults’ Social Care, was being carried out. Although a deficit of £5.34m existed within Adults Social Care due to the receipt of additional grant funding for the service, no variance against the budget was forecast. However, it was noted
that huge pressures existed for children moving into adulthood (some with disabilities) within the service, especially as those cohorts were placed in accommodation out-of-borough. Therefore, work was being carried out by the service to work with families at an earlier stage so that the right packages could be designed to cope with their needs.

- The in-year pressure of £5.34m resulted mainly from home care provision and the Council was working with relevant providers such as Allied to reduce the cost of home care. Although pressure existed the additional grant funding received enabled the Council to manage the pressure and provided capacity to redesign the service to cope with the demand. The Council’s Health and Social Care Integration Programme, Lambeth Together ensued joint working with the Council, health and social care services to provide better support at home and earlier treatment in the community to prevent people needed emergency care in hospital or care homes. Also, the Living Well Network Alliance worked with the Council, Lambeth Clinical Commissioning Group (CCG) and other providers and commissioners to deliver support and services for those experiencing mental health issues in Lambeth. Therefore, despite those pressures, the service still managed to cope with the demand.

- A neighbourhoods based model was being developed to enable communities to provide support for people within their localities to prevent them going into hospital.

In response to further questions from the Committee, Andrew Travers, Chief Executive and Councillor Andy Wilson, Cabinet Member for Finance, confirmed that:

- It was vital to have a strategy for growth and change which drove the bottom line by increasing the tax base via both council tax and business rates.
- There would also be a more commercial approach regarding charges in Neighbourhoods & Growth.
- It was acknowledged that the Committee wished to scrutinise the Council’s commercial strategy to ensure a systematic approach to maximising income in order to mitigate against cuts, and this would be something to come back to in 2019.

Members felt that a strategy regarding procurement and the contract renewal process was required to achieve savings and determine the amount of staff required within the Council.

Fiona Connolly, Strategic Director, Adults and Health, Andrew Travers, Chief Executive and Councillor Lib Peck, responded that:

- Over 43% of the Domiciliary Care budget was being used by those who received 0-10 hours of care. The Council would explore opportunities to work with voluntary sector organisations to ascertain whether they could provide support that the Council was commissioning from Domiciliary Care providers, as the Council commissioned.
- Opportunities existed for the Council in terms of contract procurement. For example, the procurement for the delivery of housing repairs; the re-procurement of the waste and leisure contracts were important future contracts that needed to be considered. Councillor Lib Peck, Leader of the Council, also emphasised the importance of re-considering contracts which provided an opportunity to save money for the Council and its workforce. It was noted that the Procurement Annual Report would soon be going to Corporate Committee and this could be circulated to OSC Members.
- The charging policy within Social Care that included contributing towards the cost of transport for people using day services was being carried out. A full opportunities existed for the Council in terms of contract procurement. For example, the procurement for the delivery of housing repairs; the re-procurement of the waste and leisure contracts were important future contracts that needed to be considered. Councillor Lib Peck, Leader of the Council, also emphasised the importance of re-considering contracts which provided
an opportunity to save money for the Council and its workforce. It was noted that the Procurement Annual Report would soon be going to Corporate Committee and this could be circulated to OSC Members.

- The charging policy within Social Care that included contributing towards the cost of transport for people using day services was being carried out. A full consultation regarding the proposals was planned for 2019/20.

Members recognised that budget savings for Children’s Services and Adults Social Care were significant and whilst the proposals heard seemed reassuring, concern was expressed whether the budget cuts for those services would be achieved and suggested that it should be closely monitored by the Committee.

The Strategic Director for Adults and Health explained that when the ‘Adults Social Care Green Paper on Older People’s Care’ had been received, an update would be provided to the Committee.

**RESOLVED:**

1. To note the plans to raise revenue via increased fees and charges but to request information on the amounts raised from past such increases, and whether expected targets were met, in order to provide reassurance to the committee that the assumptions made are realistic.

2. To request more information regarding the rationale for seeking to increase reserves to 10% of the net general fund budget and how Lambeth’s reserves position compares to those of other London Boroughs.

3. To note the committee’s concern at the potential front line impact of moving from 7% to 10% reserves in the next four years and urge the Council to look again at the feasibility of this approach given the risks involved in the savings plans presented.

4. That, whilst reassured by the comprehensive answers given to the committee’s questions by the Strategic Director for Children’s Services and the Interim Strategic Director for Adults and Health, the committee remains extremely concerned at the level of service changes proposed in Children’s Services and Adult Social Care and the impact this could have on the borough’s most vulnerable residents, as well as the feasibility of delivering the savings proposed. In particular the committee wishes to highlight the projected savings related to children’s social care, adult social care (and the transition between the two), fostering and the Youth Offending Service as particular areas of concern and the need for future scrutiny of progress against savings target.

5. Arising from (4) above,
   
   (i) Noting that Children’s Services saving rely heavily on increasing in house foster care, the committee recommends that an action plan is developed with stakeholders including the foster carers association and monitored closely by Children’s Services Scrutiny Sub Committee with feedback on financial savings on a regular basis to CSSC.
   
   (ii) The committee recognises that adult social care savings are ambitious, are frontloaded and rely on a successful organisational redesign. The committee would recommend that monitored saving come to OSC on a 6 monthly basis.
6. That it is vital the Council does everything possible to systematically and strategically increase its income generation activity; accordingly the committee wishes to scrutinise the Council’s commercial strategy at a future OSC meeting.

7. To note the importance of contract management, renegotiation and procurement in delivering the savings plans and to urge the Council to redouble its efforts in this regard in order to ensure a robust strategic approach and take advantage of forthcoming opportunities (the committee notes that the Procurement Annual Report is due at Corporate Committee in the new year and wishes to see a copy of this when ready).

8. To request further detail in relation to the capital programme when this becomes available.

Guillotine
During the discussion of this item the guillotine fell at 9.00 pm.

MOVED by the Chair, and

RESOLVED: That the meeting continue for a further period of up to 30 minutes.

5. IMPACT OF THE REMOVAL OF THE HOUSING REVENUE ACCOUNT (HRA) BORROWING CAP

Special Circumstances Justifying Urgent Consideration

The Chair is of the opinion that although this report had not been available for at least five clear days before the meeting, nonetheless it should be considered at the meeting on the 13 December 2018.

Councillor Matthew Bennett, Cabinet Member for Planning, Investment and New Homes, introduced the report by highlighting the following:

- He was pleased that a cap on borrowing within the Housing Revenue Account (HRA) no longer existed. However, this was only part of the picture and issues existed pertaining to grants, capacity and land.
- He intended to focus on three main areas which he felt would be of interest to the Committee:
  1. Whether lifting of the borrowing cap changed the assumptions on affordability of refurbishment on estate regeneration that had been put forward by the Council?

The Council had borrowed significant money through the HRA to fund refurbishment with a peak debt of £398.5m and before the HRA borrowing cap was abolished the figure stood at £408m. The funding enabled the Council to invest £500m+ into Lambeth’s housing standard over the past few years that improved the quality of housing within the borough despite the significant reduction in grant funding.

The Council had anticipated a Decent Homes Grant (DHG) of £205m but this had been reduced to £123m. It was noted that Lambeth had not received a grant for housing to fund the Decent Homes Programme, which resulted in the high deficit. Although a 1% annual reduction in council rents had been introduced in 2015, it had been made to reduce the government’s housing benefit system. Therefore, £28m had been taken out of the HRA over four years which could have been invested into
carrying out further housing repairs and would have enabled the Council to borrow more money.

Additional demands on the HRA had occurred pertaining to the additional fire safety works carried out on estates as a result of the Grenfell Tower disaster in 2017.

The Council, as a result of the funding gap, had limited funds available which left the Council in a difficult position pertaining to the HRA.

2. As a consequence would that have changed the fundamental decisions that were made to rebuild those estates?

The decisions would remain the same as it did not address the fundamental point that the Council could no longer afford to carry out refurbishments on the estates included in the regeneration programme.

It was noted that in 2013/14 18,000 households were on the Council’s housing waiting list. During the past four years, it had increased to 28,000. Also, 2,000 residents were homeless, including 5,000 children that remained in temporary accommodation provided by Lambeth, which was costly. Therefore, permanent homes for those families were required. As a result of the Lollard Street regeneration scheme provided by Homes for Lambeth, 70 new homes in Kennington were expected to be completed in early 2019.

3. With the estate regeneration going ahead what would be the consequences for Homes for Lambeth a company established by the Council?

Considerable work had been undertaken during the past four years to ensure that Homes for Lambeth (HfL) would be solely owned and managed by the Council.

In order to deliver and build many homes quickly, it was recognized that a wider range of new affordable homes at social rent, intermediate rent and shared ownership for key workers were required. It was felt that HfL would be able to deliver this in terms of estate regeneration.

Opportunities also existed for the Council to borrow from the HRA to build housing on smaller sites as opposed to the HfL.

The Chair invited OSC members to pose questions and in response, Councillor Matthew Bennett, Cabinet Member for Planning, Investment and New Homes, and the Director for Finance and Property, confirmed that:

- The HRA ran on a 30 year business plan which was frequently remodelled (for example, when priorities were lost under right to buy). At the end of the Lambeth Housing Standard, the Council was required to invest £30m annually to ensure those homes were maintained to the required standard. However, resources did not exist to do more, particularly in light of additional fire risk works.
- A minimum of 27 social housing properties and not 13 were being proposed for Cressingham Gardens and the architects had been advised to consider increasing this. Therefore, it was expected that more than 27 affordable homes would be available once the scheme had been completed.
Consultation regarding major regeneration schemes was carried out in a number of ways over a long period of engagement with residents. Independent organisations were often used.

The HfL was fully funded by the Public Works Loan Board and it was within HfL’s gift to make the right ethical decisions regarding its borrowing plans.

The Council had borrowed £398m to invest in housing but the opportunity existed for additional borrowing when further homes were developed. However, extra grant funding from the mayor and private receipts from the GLA would be received by the Council.

As a result of the HRA deficit homes would only be built through HfL but opportunities existed to building on smaller sites.

The Director for Finance Property endeavoured to provide further information regarding the income that would be made over a particular period from HfL versus debt repayments.

The key issue was prudence and being able to afford to repay any debt incurred. It was noted that current interest payments amounted to 16% of total rental income.

The Chair suggested that the HfL business plan should be circulated to the Committee. In response, the Cabinet Member explained that the business plan would was public document that was also consider by Cabinet.

**RESOLVED:**

1. To request that the Homes for Lambeth business plan be circulated to the Committee.

2. To urge Homes for Lambeth to prioritise ethical considerations when deciding its future borrowing plans.

3. **2018-19 OVERVIEW AND SCRUTINY COMMITTEE WORK PROGRAMME**

   **RESOLVED:**

1. That the work programme as drafted and the status of actions (Appendix 1) be noted.

The meeting ended at 9.00 pm

CHAIR

OVERVIEW AND SCRUTINY COMMITTEE

Wednesday 30 January 2019

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INTRODUCTION AND DECLARATION OF PECUNIARY INTERESTS

Councillor Donatus Anyanwu, Chair of the Overview and Scrutiny Committee (OSC) welcomed everyone to the meeting.

The Chair explained that the minutes of the previous meeting were not ready at the time of publication. They had since been published and would appear on the 14 March meeting agenda for confirmation.

There were no declarations.

DRAFT LAMBETH TRANSPORT STRATEGY

Councillor Claire Holland, Cabinet Member for Environment and Clean Air introduced the report by highlighting the following:

- The strategy was a very comprehensive document devised in draft form for the first time on transport in Lambeth, although commissions, reports and action plans had been previously produced.
- The strategy aimed to deliver a healthier and cleaner Lambeth, despite the Council being the leader on cycling within the borough. However, the Council wanted to promote more walking and accessible
public transport for residents in order to consider air pollution.

- The consultation for the strategy carried out by the Council produced significant and good responses from residents. Through those responses, for example, the Council learned that Lambeth’s own evaluation and discussions with Transport for London (TfL) around making road safety more prominent. Also, Lambeth signed up to Vision Zero that seeks to eradicate all fatal and serious road accidents on the streets of London, which would be a priority for Lambeth.

- The Council were in the process of considering those responses, aimed at developing a Transport Implementation Plan (TIP) to set out the Council’s intentions and timelines. The TIP, when published, would be made available to the Committee.

The Chair then invited residents who wished to speak on the Transport Strategy to address the Committee.

Antony Garvey, local resident, said that:

- He was trying to become involved in the Quietway implementation in Thurlow Park Ward for a number of years.
- Despite living in an area where numerous school children travelled to school, the roads were considered to be unsuitable for pedestrians and cyclists with the 20mph limit totally being ignored.
- The roads were dangerous with inadequate crossings which put children at risk and prevented them cycling when they travelled to and from school. Also, the temporary Turney/Rosendale Road junction created many years ago remained impossible for pedestrians to cross safely.
- Although funding had been put aside, issues existed regarding the Quietway plans.
- Residents had dedicated their time in the consultation process and he hoped that their efforts would be recognised.

Clare Neely, Lambeth Cyclists/Loughborough Junction Forum, made reference to comments made in the consultation response and said that:

- **The LIP 3 year investment programme**
The Healthy Routes Plan described as the leading programme had only been allocated 7% of the budget, despite evidence shown from TfL’s “Travel in London” report that cycling mode share in Lambeth had fallen from 5% to 4% over five years. However, evidence showed that TfL’s Healthy Routes, low traffic neighbourhood, approach was delivering real, measurable, change to cycling and walking in boroughs such as Waltham Forest and in Croydon the first school streets had delivered a 28% fall in trips by car and a 35% increase in active travel.

Traffic calming as a spending area remained an issue in Lambeth. Despite problematic roads, such rat running and high speed roads being identified, the Council tended to invest funding in further traffic-calming measures, which had no effect. Therefore Lambeth Cyclists welcomed a different approach.
Transport and social justice
Lambeth Cyclists emphasised the importance of ensuring space for walking, cycling and public transport on all Lambeth roads to reduce transport inequality for residents should be introduced.

Motor Traffic reduction/Car Ownership
Lambeth Cyclists welcomed an explicit statement in the Strategy that it is council policy to discourage car ownership and use.

Motor Vehicle Parking
Lambeth Cyclists welcomed a commitment in the Strategy to ensure that the cost of parking was increased and the number of parking spaces reduced.

Councillor Jon Davies, Councillor for Prince’s ward, highlighted that:

- He welcomed the policy/previous policies, the quality of work carried out by officers and Councillor Claire Holland. However, the Council lacked the courage to implement policies and the Council needed to be bold in their approach to ensure that polices were implemented.
- Apart from the roads being filled with traffic air pollution remained an issue for the Council. Therefore, he posed the following question: “The Council had just declared air quality measurements this month and new targets had been set by the Council to become carbon neutral by 2030. Are the actions and timescales set out in the Draft Transport Plan aligned to those targets, or would those targets need to be revised by the Council”?

The Transport and Public Realm Strategy Manager, responded as follows:

- In relation to Quietway 7, the Council are aware and frustrated with the hiatus made regarding the project. The Council realised that much needed improvements were required at particular junctions which the Council had maintained should be progressed beforehand. However, TfL believed that the whole scheme should be agreed before the project could be delivered. Despite this, officers continued to work with TfL regarding the scheme and proposals would be taken to Councillor Holland in due course to be considered.
- The Council had considered feedback received from the consultation and proposed to make changes to the funding allocation within the Local Implementation three-year delivery plan. This would be discussed with Councillor Holland in due course.
- The Climate Action Plan had only recently been adopted but when changes were being made to the Transport Strategy it would be considered.

Councillor Claire Holland, Cabinet Member for Environment and Clean Air, highlighted that:

- All strategies and polices implemented by the Council would continue to be reviewed to ensure they worked and adapted to any changes to the Climate Action Plan.
- The first pilot for Lambeth’s School’s Streets programme aimed at making journeys to school safer for pupils, would be launched at
Immanuel and St Andrews CE Primary School in due course. Also, a second pilot with another school was being considered and the Council look forward to working with the school, community and parents. Following implementation of the pilot, further schools would be approached by the Council.

- She agreed with comments made by Councillor Jon Davies that a firmer approach by the Council was required to ensure that polices were implemented. However, she believed the Council did not lack the courage to implement polices but welcomed any suggestions.
- The Council implemented schemes that were not popular with residents but they were considered essential in terms of road safety and clean air. There was a need to consult and work with the community regarding other schemes.

The Chair then opened up the discussion to members of the Committee and in response to questions, the following points from the Transport and Public Realm Strategy Manager, were noted:

- The key element of the Transport Strategy aimed to tackle rat-running in local streets. Responses from the first stage consultation carried out last year showed that residents raised strong concerns regarding rat-running. It was hoped to tackle the issue through low traffic neighbourhoods. If the liveable neighbourhoods bid for Brixton proved successful, the Council proposed to reduce rat-running in Brixton and the surrounding area. It also aimed to deliver better cycling.
- An implementation plan for the Transport Strategy would be developed which would involve examining other parts of the borough where problems existed.
- A criteria had been outlined in the draft strategy which would be used to prioritise neighbourhoods, such as rat-running, schools, air quality and collision issues. The criteria was also supported in the feedback received from residents. Therefore, the Council endeavoured to work with the community and councillors to map out problematic roads.
- Following consultation with the Cabinet Member for Environment and Clean Air, the implementation plan would be developed over the next few months and funding would be available from 2020 onwards for that purpose.
- The first tranche of various electric charge points were being made available in Lambeth. Negotiations were in place to arrange for over 100 lamp column electric charge points to be implemented across the borough. Charge points would be positioned 5 minutes’ walk away in Lambeth. There was a commercial need to ensure that charge points were placed in locations where they would be regularly used. The Council had worked with charge point suppliers to identify appropriate locations. Also, work with stakeholders and councillors would be undertaken to examine other areas where charge points should be located. Members requested that the map showing locations of charge points for the first tranche be provided to the Committee when available.
- The Council would be willing to accept alternative parking solutions on
estates. It was proposed that allocated funding for cycling parking from the LIP three-year plan would be made available mainly for bike hangars. The Council continued to work with colleagues on estates to determine viable ways to ensure secure cycle parking on estates could be delivered in a cost-effective manner.

- Secure motor cycle parking (ground anchors), although costly, was also being considered but a decision was yet to be determined on whether it could be funded from the Local Implementation Plan.
- Positive feedback was received from participants who attended the 'Pedestrian Bus Days' training delivered by the Council that encouraged vulnerable young people to use public transport. However, it was uncertain whether data on the training’s success, was available and officers endeavoured to investigate and provide an update to the Committee.
- A lot of uncertainty existed on the accuracy of data available in relation to the workplace parking levy. The Council had examined the Nottingham and Hounslow models, including other boroughs that were considering a workplace parking levy. It was felt that not enough workplaces with sufficient car parking spaces existed in Lambeth to make the scheme viable. Although some places existed such as in hospitals, the Council might exclude the levy being applied, similar to Nottingham. A decision was still to be determined on whether the scheme had potential in Lambeth and TfL had indicated it might be willing to provide funding to obtain better data to assess this. Further analysis is required to determine the level of workplace parking in the borough and TfL had indicated that it was willing to provide funding for this purpose.
- The Council were aware of the overcrowding issues that existed in Clapham Common tube station and the matter had been discussed with TfL, who had suggested that the new CrossRail 2 service would remove passengers from the congested Northern Line onto that service.
- The Transport Strategy detailed that the Council desired more trains stopping at Clapham High Street to ease congestion. It was hoped that the Mayor would be able to provide assistance.
- The Clapham Transport Users Group provided a comprehensive response to the recent bus consultation from TfL which the Council found very useful. The Council had also argued for new bus services in the east and west of the borough which were currently poorly served. The Council had also met with the Users Group to discuss issues.
- On being referred to page 27 of the agenda papers, it was noted that the statement made was to ensure that residents on housing estates had access to the same services as everyone else and how improvements to walking and cycling could be made on estates. However, the wording would be considered.
- The GLA had carried out Impact Assessments to ascertain the implications for vulnerable groups having to pay the new Ultra Line Emission Zone (ULEZ) charge to TfL. However, details regarding its
impact were awaited by the Council. Although the Council supported the scheme in principle as it contributed to air quality benefits for people, there was a need to ensure that certain groups would not be adversely affected by the scheme. Therefore, the Council intended to contact TfL regarding the issue. Members also emphasised the need to consider Blue Badge Holders, who would only be exempt from paying the ULEZ charge if their vehicles were registered as disabled.

- Joint work with the Community Safety Team had been undertaken to consider violence, especially violence carried out on public transport, around school start and end times. Additional work with educational establishments and campaigners to examine would could be included in the strategy was required.
- Discussions with TfL were currently being carried out to ensure that a cycle route along the A23 for people to encourage additional cycling within the borough was delivered.

Councillor Claire Holland further highlighted that:

- A workplace parking levy had not been ruled out in Lambeth. Further assessment of the level of workplace parking in Lambeth is needed before deciding whether a feasibility study is appropriate.
- Accessibility to cycling and walking was essential to enable everyone to make a choice on their preferred travel. Therefore further cycling routes would be made available for vulnerable families, especially on estates. Joint work with the Council and schools throughout Lambeth regarding active travel and having bike markets had been carried out. Also joint meetings with housing and officers had taken place to discuss issues, as it was important the Strategy ensured that cycling was available to many people, including looking at innovative ways of bicycle storage on estates.

The Chair expressed his thanks to everyone who had attended and contributed at the meeting. The Chair summed up the issues highlighted by the discussion and important issues for recommendations.

RESOLVED:

1. To request details of the revised funding allocations within the Transport Strategy delivery plan once agreed, to provide reassurance that key aspirations such as the Healthy Routes Plan and the motion passed by full Council on 23 January 2019 (as amended) regarding climate change and carbon neutrality, are sufficiently supported.

2. To note and endorse the focus in the Transport Strategy on areas of high deprivation and urge officers to actively explore innovative solutions regarding bike storage, particularly for children (for example, by using/converting old pram sheds).
3. To endorse efforts to tackle rat running and reduce traffic and pollution around schools, and request sight of the Transport Strategy Implementation Plan when this becomes available to see more detail on how these and other measures are to be taken forward.

4. To ensure that a robust framework is put in place for monitoring progress against the Transport Strategy objectives and associated Implementation Plan, to include targets for emissions and carbon neutrality.

5. To request a map showing the locations of the first tranche of electric vehicle charging points.

6. To support the work being done to explore the feasibility of introducing a workplace parking levy in the borough and request to be kept updated throughout the evidence gathering and decision making process.

7. To express concern at the potential effect of the Ultra-Low Emission Zone (ULEZ) on low income groups and request further information regarding the detail of the scheme, including any accompanying impact assessments, as and when obtained from Transport for London.

8. To ensure that the business community is consulted on impacts to small businesses of the ULEZ.

9. To note the issues raised regarding violence on public transport, and encourage officers to work closely with colleagues in Community Safety to ensure firm links between the Serious Youth Violence and Transport Strategies.

10. To request qualitative and quantitative data regarding the independent travel training programme.

11. That the Transport Strategy be amended to include guidance on motor cycle parking provision and criteria for interested residents.

3. EQUALITY STREETS SCRUTINY COMMISSION - ACTION PLAN UPDATE

Councillor Nigel Haselden, Commission Co-Chair, introduced the report and explained the rationale for the Commission and provided an update on developments, outlined in the Action Plan, since its implementation in 2015.

The Assistant Director for Highways further explained that:

- The Council worked to eradicate uneven pavements wherever possible when all footways were being resurfaced when it was economical viable to do so. Under the Highway Improvement Programme all streets were checked and walks with ward councillors undertaken to ensure that streets were examined.
- Christiania Cargo Bikes were costly and the Council felt owners would be unwilling to leave them parked outside in the open but the Council
continued to work with its suppliers Cycle Hoop to make this happen.

The Chair invited speakers to address the Committee.

Robert Hill, former councillor and co-chair of the Commission, said that:

- He was delighted with the achievements made since the Commission had been implemented four years ago.
- He was pleased that two-way cycling in one-way streets had been progressed which would reduce traffic issues in Streatham. Also, that staff training had been delivered to recognise the impact of uneven road surfaces and provide support for people with mobility difficulties.

Claire Clare Neely, Lambeth Cyclists/Loughborough Junction Forum said that:

- Reduced car ownership was key to reducing car use.
- New CPZs imposed in Hackney, reduced car parking to include cycle hangars and parklets.
- Lambeth Cyclists wished to see existing CPZ spaces close to retail parades reallocated for deliveries and heavy goods vehicle pick-up.
- On behalf of the Loughborough Junction Forum a 24-hour bus clearway on Coldharbour Lane through the junction, reallocating side street CPZ space for servicing retail should be considered.
- In relation to two-way working streets, if parking occurred on both sides, this puts cycling in the car dooring zone which could lead to collisions or accidents being caused. Therefore, walking and cycling should always be prioritised when CPZs were created to ensure that sufficient space was available for people.

Councillor Claire Holland, Cabinet Member for Environment and Clean Air, expressed her thanks to all officers and Commission Councillors for all their hard work.

The Chair then opened up the discussion to members of the Committee and in response to questions, the following points from the Transport and Public Realm Strategy Manager, and the Assistant Director for Parking and Enforcement, were noted:

- It was believed that on-street charge points as part of the planning applications process had been secured by the Council for the Metropolitan Clapham Park Estate development but the matter would be investigated. The new Local Plan would ensure that such initiatives were acquired from developers for future developments.
- Work by the Council to consider the impact of parking for local businesses and shops would be commissioned as part of the Brixton Liveable Neighbourhood bid, should the Council be successful. Although TfL had carried out research, it was appreciated that a Lambeth study in that area was required.
- Technology to ensure that both Penalty Charge Notices (PCNs) and Fixed Penalty Notices (FPNs) could be issued by an officer from the
same device now existed. It was hoped that street issues, such as pot holes and signage could also be reported. A two week pilot was in the process of being carried out and, if successful, would be rolled out across the borough.

- It was appreciated that further work was required on the Council’s website to increase awareness of enforcement issues for businesses within the borough. Although the Council engaged with local businesses, a much more joined-up approach was required to ensure businesses complied with enforcement regulations.

Members of the Committee then raised the following issues:

- It was strongly felt that enforcement of engine idling (recommendation 4, page 125) should be robustly enforced, especially as new technology (discussed above) was currently being piloted. As no PCNs had been issued last year, the scheme, if enforced, would provide investment opportunities for the Council, whilst ensuring that vulnerable people were protected from air pollution. Concern had also been previously raised regarding the Council’s own enforcement vehicles idling their engines but a response was still awaited and requested an update from officers.

- Shared transport initiatives, such as shared taxi services, should be considered to assist disabled people, which could also reduce the need for disabled parking spaces though it was reiterated that parking was prioritised for disabled drivers.

- Although increased parking enforcements in CPZ areas for Lambeth was welcomed, concern was expressed on how CPZ displacement in Lambeth and neighbouring boroughs would continue to be measured and monitored.

In response to the issues raised, the following points from the Transport & Public Realm Strategy Manager and Assistant Director for Parking and Enforcement, were noted:

- Parking for disabled residents and Blue Badge parking would continue to be prioritised and provided where needed within the borough. The Council continued to work with TfL to provide Dial-a-Ride services for people. Also most TfL buses were now accessible for wheelchair users.

- The Council anticipated introducing enforcement for engine idling within the next 12 months. An investigation concerning the Council’s enforcement vehicles would also be carried out. However, engines might be left running to ensure that the CCTV equipment worked.

- Work was underway to replace mopeds where possible with electronic bicycles and discussions were being held with contractors.

The Chair expressed his thanks to all officers and speakers for the valuable contributions.
RESOLVED:

1. To request further detail regarding installation of electric vehicle charging points on new and refurbished housing estates (in particular Clapham Park estate).

2. To endorse the work being done to combine and broaden enforcement functions and request that the outcomes/learning from the two week pilot referred to be shared with the committee when available.

3. To urge officers to take measures to increase awareness of the scope and parameters of the enforcement service. This should include clear guidance on the council’s website regarding enforcement functions, processes and appeal procedures.

4. To note and welcome the intention to step up enforcement of engine idling and to ensure council officers and contractors lead by example in this regard.

4. ACCESSIBILITY OF COUNCIL DIGITAL SERVICES SCRUTINY COMMISSION - ACTION PLAN UPDATE

Councillor Jim Dickson, Cabinet Member for the Voluntary Sector, Partnerships & Community Safety (Job Share), introduced the report by making the following points:

- He welcomed that the Action Plan was again being considered by the Committee because:
  1. As further services by the Council were being digitalised, there was a need to ensure that access and inclusion for residents was correct;
  2. The recommendations made from the scrutiny commission had proved useful and provided assistance when the Council’s new Digital Strategy had been formed.
  3. During the past 18 months the Council worked hard to provide adequate training and ensure microsites were removed, to guarantee that those remaining sites adhered with the new Digital Strategy. Also, ensuring that IT equipment placed in Lambeth’s libraries and the Customer Service Centre, be tested to ensure Members were satisfied and he welcomed feedback on that aspect.

The Senior IT Manager for Client Services, highlighted that:

- He echoed the points made by Councillor Dickson.
- He paid tribute to Commission Members past and present, and Gary O’Key, for their contributions and hard work.
- Although improvements to digital services were ongoing, the Council were in a better place to move forward.
The Chair invited Members to raise any issues and in response, the following matters were highlighted:

- The Council’s website appeared to be unsuitable for some residents despite having a Digital Strategy. It was suggested that the Council’s website should be more easily accessible for residents similar to the gov.uk website.
- Some residents preferred not to use MyLambeth to access their information, to prevent junk emails being received.
- There was a need to consider data protection for people using the website.
- Access to the website for residents that did not speak English should be considered to ensure they received digital services.

The Senior IT Manager for Client Services, responded to the points raised as follows:

- He appreciated that residents received numerous junk emails as a result of accessing MyLambeth. This had occurred as a result of a new tool being installed that allowed users to self-select content.
- The MyLambeth account provided residents with secure and flexible access to their information and data protection regulations had been complied with. The updated module, expected within a few years, would ensure sign-in was restricted solely to accessing services. This would ensure materials relating to the Council are segregated and made available in another area of the website.
- A mobile app was now available that provided translation to residents with limited English and was very effective. A google search translate also existed on the website, although not always effective. The new website build would comprise of a suitable translation tool to assist that service. Members emphasised the importance of the app also being made available on the Council’s website, to ensure residents would be able to use the service.
- Once funding became available the website would be improved to encompass British Sign Language/English for Speakers of other Languages (ESOL) videos.
- He endeavoured to provide an update to the Committee on recommendation 17 (workplace assessments for new staff). The Digital Strategy aimed to provide countless tools for people to use but it was recognised further skills in the organisation for staff/members were required, including providing appropriate training and ensure people are supported.
- Digital use in customer centres and new libraries were being monitored daily by staff. The new website would consist of in-built monitoring tools requesting people to ask for assistance if required. The Call Centre would eventually be upgraded to include a video chat environment to assist people.
- The Digital Strategy aimed to work with partnership organisations, retail outlets and the voluntary sector to provide support for people with disabilities, vulnerable people and other people across the borough.
Robert Hill, former councillor and member of the commission, highlighted that:

- Digital equipment and access was monitored by some staff in the Civic Centre.
- The ICT team had worked with a range of individuals and organisations throughout the Strategy to consider their needs, including staff with disabilities.

Councillor Jim Dickson, Cabinet Member for the Voluntary Sector, Partnerships & Community Safety (Job Share), emphasised the need for clear KPIs and qualitative data around digital usage, problems encountered and how to rectify, should be included in the new Digital Strategy.

The Chair thanked officers and Robert Hill for their contributions.

**RESOLVED:**

1. To request that a clearer distinction be made for people opting in to communications via MyLambeth between transaction-related information and council news, and ensure that such communications comply with the Council's data protection obligations.

2. To request a further update on recommendation 17 (workplace assessments for new staff), specifically in relation to the new intake of councilors following the May 2018 local elections.

3. Reinforcing recommendation 16, to urge officers to work with voluntary sector organisations and interest groups in the borough to monitor progress and provide feedback on digital development in Lambeth, via 'mystery shopping' and other means as appropriate.

4. To ensure the forthcoming Digital Strategy is accompanied by a comprehensive performance monitoring regime including appropriate KPIs in order that progress and achievement can be properly assessed.

**Guillotine**

During the discussion of this item the guillotine fell at 9.00 pm.

MOVED by the Chair, and

**RESOLVED:** That the meeting continue for a further period of up to 30 minutes.
5. **2018-19 OVERVIEW & SCRUTINY COMMITTEE WORK PROGRAMME**

The Committee discussed the work programme.

Opposition Councillors felt that the next meeting scheduled for 14 March 2019 should not solely focus on employment as there were limited levers available to the Council in this regard and unemployment figures were currently very low; at the same time there were many other issues worthy of scrutiny such as Homes for Lambeth or contract management/procurement. The Chair clarified that committee agenda items were decided in consultation with relevant Members and officers and there were many factors to take into account, but that all committee Members’ views would be listened to.

**RESOLVED:**

1. That the work programme as drafted and the status of actions be noted (Appendix 1).

The meeting ended at 9.25 pm

CHAIR
OVERVIEW AND SCRUTINY COMMITTEE
Thursday 14 March 2019

Date of Despatch: Monday 4 March 2019
Contact for Enquiries: Jacqueline Pennycook
Tel: 020 7926 2167
E-mail: jpennycook@lambeth.gov.uk
Web: www.lambeth.gov.uk

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Report summary

Overview and Scrutiny Committee requested an overview of the local labour market and economy. This report presents an analysis of the available data covering topics including demographics, employment, qualifications, unemployment, welfare reforms and low pay.

Finance summary

There are no financial implications associated with this report.

Recommendations

1. To note the analysis of the local economy and labour market.
1. **CONTEXT**

1.1 Overview and Scrutiny Committee have asked for an overview of the local economy and labour market.

1.2 There are a number of nationally available datasets from sources such as the Annual Population Survey (APS), DWP Claimant Count and UK Business Register and Employment Survey (BRES). The data analysis presentation included as Appendix One draws on these sources to offer the overview requested.

2. **PROPOSAL AND REASONS**

2.1 A number of findings have been drawn from the data included in the review of the local economy and labour market:

- Lambeth’s population has grown over the last decade and will continue to grow further over the coming years
- The borough’s population comprises a significantly higher proportion of residents aged 20-34 than other London boroughs and nationally
- Lambeth has a significantly higher proportion of residents with higher levels of qualifications, and conversely a lower proportion of those with low/no qualifications
- This is reflected in a high proportion of Lambeth residents working in higher paid occupations
- But qualification levels differ considerably by ethnicity, which impacts on the type of occupations that people from different ethnicities work in (and therefore levels of pay)
- The employment rate has risen significantly and moved above regional and national averages, with the female employment rate one of the highest in the country
- There remains an ethnicity employment gap and a disability employment gap
- Unemployment is similar to the London average, but the claimant count is higher, reflecting that those who are out of work in the borough are more likely to claim benefits (rather than having alternative sources of household income)
- There is a significantly higher proportion of those aged 50-64 who are claiming unemployment benefits, and also a higher proportion of people who have been claiming for more than one year
- The number of people on Employment Support Allowance (out-of-work health-related benefit) has remained constant despite a decrease in unemployment
- There are significant levels of commuting to and from Lambeth
- The number of jobs in Lambeth has increased over the last decade, and is forecast to increase further over the coming years – jobs growth is particularly expected in health, hospitality, professional services and creative & digital industries
- Low pay and in-work poverty remains an issue, especially amongst people working in the hospitality sector, those with low qualification levels, and those from Black and Minority Ethnic (BME) backgrounds

2.2 Overview and Scrutiny Committee requested data on the following issues. Unfortunately, due to limitations in the data that is published by national or regional sources, it is not possible to provide this:

- Gig economy – workers in the gig economy get paid for each work task or “gig” that they complete, for example a delivery, car journey, cleaning job. It isn’t possible to provide figures at a London level with any degree of certainty. ‘Good Work: The Taylor Review of Modern Working Practices’ finds that “Current limitations on Labour Force Survey data means that we do not know with any certainty how many people are undertaking gig
economy work and whether they are doing so to supplement other work or substituting employment totally with this type of work. The Chartered Institute of Personnel and Development (CIPD) estimate that there are approximately 1.3 million people (4% of all in employment) working in the gig economy in the UK. CIPD’s research suggests that a high proportion of gig economy workers (58%) are permanent employees, engaging in gig economy activity on top of their more ‘traditional’ employment, which could indicate that this type of work is used to top-up income. The research also suggests that the gig economy will continue to grow, with 12% of UK working-age adults who have not participated in gig economy work in the last 12 months saying they are thinking about trying different forms of gig economy activity over the next year."

- Job vacancies – DWP ceased providing data on job vacancies notified to Jobcentre Plus in 2012, so it is not possible to estimate the current number of job vacancies in Lambeth. The Employer Skills Survey, conducted in 2017, estimated that there were 4,635 job vacancies in Lambeth at the time of the survey (although not all those jobs were necessarily being advertised). The largest number of those vacancies were in Business Services (1,165), followed by Hotels & Restaurants (513) and Information & Communication (465). Employers reported that 16% of those vacancies were caused by skills shortages.

- Further detail on unemployed residents aged 50-64 – The unemployment data does not provide a more detailed picture of this group of residents. An alternative is to look at benefit claimant data and an analysis of Job Seeker’s Allowance claimants who are aged 50-64 shows that of the 990 claimants in August 2018, 510 were black, 340 white, 40 Chinese, 30 Asian and 20 mixed ethnicity with 50 not disclosed. Similar numbers for each ethnicity are seen in the profile of JSA claimants aged 25-49. Only 110 of the 990 claimants had dependent children. 62% were male and 38% female.

3. **FINANCE**

3.1 There are no financial implications associated with this report.

4. **LEGAL AND DEMOCRACY**

4.1 Section 149 of the Equality Act 2010 requires the Council in the exercise of its functions to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and other form of conduct prohibited under the act; and,
- to advance equality of opportunity and to foster good relations between persons who share a relevant protected characteristic (age, disability, gender re-assignment, pregnancy and maternity, race, religion and belief, sex, and sexual orientation) and persons who do not share it.

4.2 Having regard to the need to advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it involves having due regard, in particular, to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of the persons who share that characteristic that are different from the needs of persons who do not share it; and,
- encourage persons of the relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
4.3 The Equality Duty must be complied with before and at the time that a particular policy is under consideration or decision is taken – that is, in the development of policy options, and in making a final decision. A public body cannot satisfy the Equality Duty by justifying a decision after it has been taken.

5. CONSULTATION AND CO-PRODUCTION
5.1 There are no consultation or co-production activities related to this report.

6. RISK MANAGEMENT
6.1 There are no risks related to this report. Risks relating to the local economy and labour market are outlined in the data analysis.

7. EQUALITIES IMPACT ASSESSMENT
7.1 The data analysis includes consideration of disparities based on age, gender, disability and ethnicity where that information is available.

8. COMMUNITY SAFETY
8.1 N/A

9. ORGANISATIONAL IMPLICATIONS
9.1 Environmental
   N/A

9.2 Staffing and accommodation
   N/A

9.3 Procurement
   N/A

9.4 Health
   N/A

10. TIMETABLE FOR IMPLEMENTATION
10.1 There are no further actions planned.
## Audit Trail
### Consultation

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## Report History

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Labour market and economy in Lambeth

February 2019

John Bennett, Head of Economic Inclusion,
Lambeth Council, jbennett7@lambeth.gov.uk
Outline

• Demographic profile and changes
• Lambeth residents
  – Qualifications
  – Employment
  – Unemployment and benefits
• Businesses in Lambeth
• Low pay
Lambeth has seen significant population growth in the last decade – mainly among ‘working age’ residents

Lambeth’s total population increased by **46,800** in the last decade, rising from 277,600 in 2005 to 324,400 in 2015...

... the rate of growth exceeded both the London and England averages – due to an increase in the number of **16-64 year olds**

Source: ONS MYPE
High proportion of people in their late twenties and early thirties

Profile of working age population by broad age group (% aged 15-64)
Young working age people move to the borough whilst older working age residents with children leave.

Net internal migration by five year age group (year ending June 2013)

Source: ONS Internal Migration Estimates
Migration is the major driver of change for Lambeth’s resident population

Source: ONS Migration Indicators Tool (2015)
People move to Lambeth from more expensive parts of London or cities with large universities; and leave to go to more affordable neighbouring boroughs

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<td>- 200</td>
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<tr>
<td>Cambridge</td>
<td>+ 150</td>
<td>Wandsworth</td>
<td>- 200</td>
</tr>
</tbody>
</table>

Source: ONS Internal Migration Estimates 2017
**International migration to Lambeth from Mediterranean EU countries has increased**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Country</th>
<th>Number</th>
<th>Rank</th>
<th>Country</th>
<th>Number</th>
<th>Rank</th>
<th>Country</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Poland</td>
<td>7,750</td>
<td>1</td>
<td>Spain</td>
<td>5,520</td>
<td>1</td>
<td>Spain</td>
<td>5,521</td>
</tr>
<tr>
<td>2</td>
<td>Australia</td>
<td>4,730</td>
<td>2</td>
<td>Italy</td>
<td>4,790</td>
<td>2</td>
<td>Italy</td>
<td>4,620</td>
</tr>
<tr>
<td>3</td>
<td>France</td>
<td>2,630</td>
<td>3</td>
<td>Poland</td>
<td>4,550</td>
<td>3</td>
<td>Portugal</td>
<td>2,628</td>
</tr>
<tr>
<td>4</td>
<td>Portugal</td>
<td>2,440</td>
<td>4</td>
<td>Australia</td>
<td>3,980</td>
<td>4</td>
<td>Poland</td>
<td>2,488</td>
</tr>
<tr>
<td>5</td>
<td>Italy</td>
<td>2,020</td>
<td>5</td>
<td>Portugal</td>
<td>3,810</td>
<td>5</td>
<td>France</td>
<td>2,159</td>
</tr>
<tr>
<td>6</td>
<td>New Zealand</td>
<td>1,590</td>
<td>6</td>
<td>France</td>
<td>3,690</td>
<td>6</td>
<td>Romania</td>
<td>2,045</td>
</tr>
<tr>
<td>7</td>
<td>Jamaica</td>
<td>1,590</td>
<td>7</td>
<td>Ireland</td>
<td>1,980</td>
<td>7</td>
<td>Australia</td>
<td>1,915</td>
</tr>
<tr>
<td>8</td>
<td>Nigeria</td>
<td>1,470</td>
<td>8</td>
<td>Nigeria</td>
<td>1,540</td>
<td>8</td>
<td>Ireland</td>
<td>1,108</td>
</tr>
<tr>
<td>9</td>
<td>Spain</td>
<td>1,350</td>
<td>9</td>
<td>New Zealand</td>
<td>1,410</td>
<td>9</td>
<td>Bulgaria</td>
<td>844</td>
</tr>
<tr>
<td>10</td>
<td>Ghana</td>
<td>1,270</td>
<td>10</td>
<td>Brazil</td>
<td>1,250</td>
<td>10</td>
<td>New Zealand</td>
<td>696</td>
</tr>
</tbody>
</table>

Leading nationalities for National Insurance Number Registrations (NINo) to overseas nationals in Lambeth (pre vs. post-recession)

Source: ONS MYPE
Significant further population growth expected in North Lambeth, as well as Brixton and Streatham.

Source: GLA population projections - based on 2013 SHLAA data
The employment rate has also risen significantly, surpassing the London average...

- **78.0% of 16-64 year olds in Lambeth were in employment** in the year to June 2018, compared to 75.0% nationally and 74.2% across London.
- Overall, the *number* of working age residents in employment has increased by **35,700 or 22%** since the year to December 2010, similar to 21% for London as a whole.

**Employment Rate (% aged 16-64)**

Source: ONS APS
... with a particularly sharp increase in employment among female residents...

Employment rate by gender (% aged 16-64)

Source: ONS APS
... bringing the employment rate for Lambeth residents among the highest in London

Employment rate by London Borough (% aged 16-64, Jan 2016-Dec 2016)

- Lambeth recorded the highest employment rate in London in the year to December 2016, followed by Wandsworth (80.5%) and Sutton (79.5%).
- While survey data fluctuates slightly, employment rates are generally highest among the boroughs in the southwest of the capital...
- ...and Lambeth has a particularly high employment rate when compared to ‘central’ London (CLF) boroughs.

Source: ONS APS. Note: this does not include the City of London.
The employment rate varies significantly by ethnicity, but with some signs of improvement

- It is estimated that 85.8% of ‘white’ Lambeth residents aged 16-64 were in employment in the 12 months to July 2015 vs. 70.1% of ‘ethnic minority’ residents in the same age group.
- While the employment gap remains considerable, the ethnic minority employment rate in Lambeth appears to have moved in-line with the London average in recent years.

Source: ONS APS. Note: data for 2009/2010 is missing.
Most Lambeth residents in employment are still working as full-time employees

A relatively high share of those in employment are working full-time (84%) and a lower share work part-time (16%).

Most residents in work are employees (82%), but self-employment and other flexible employment are above the national average.

% in employment working full time and part-time – aged 16-64

% in employment by type – aged 16+

Source: ONS APS
Rising participation reflects the changing skills profile among the borough's population...

- 64.4% of 16-64 year olds were qualified at NVQ Level 4 or above in 2016, compared to 52.0% of working age residents across London and 37.9% nationally (and 40.5% in 2006).
- While there are still 23,700 Lambeth residents qualified at NVQ1 or below - at 9.7% of working age residents, this is below the London (14.2%) and national (19.1%) averages.

Source: ONS APS
...with significant changes in the qualifications held by the borough’s residents in the last decade...

Residents with NVQ4+ quals (% aged 16-64)

Residents with no quals (% aged 16-64)

Source: ONS APS
... and residents increasingly employed in higher-paid occupations...

Lambeth: employment by major occupation group (2006-2016)

- **Higher-paid: +53,000 (2006-2016)**
- **Lower-paid: +19,800 (2006-2016)**
- **Mid-paid: +900 (2006-2016)**

Occupation group ranked by median wage (2016) (<- lowest to highest ->)

Source: ONS APS / ONS ASHE
The link between skills and employability is particularly strong among Lambeth residents

- The employment rate for working age residents in Lambeth qualified at NVQ4+ (92%) was almost three times higher than for residents qualified at NVQ1 or below (34%) in 2016 (compared to less than two-times higher for both London and England).

Source: ONS APS

Employment rate by highest qualification level (aged 16-64, 2016)

Source: ONS APS
Qualifications and attainment varies considerably by ethnic group in Lambeth...

Highest qualification of WA population by ethnic group (% aged 16-64) (2011)

- **White**: 58.6% Level 4+, 17.1% Level 3; Trade App; Level 2, 14.9% Level 1 or below, 9.4% Other quals
- **Mixed/multiple ethnic group**: 37.8% Level 4+, 27.1% Level 3; Trade App; Level 2, 24.8% Level 1 or below, 10.3% Other quals
- **Asian/Asian British**: 48.1% Level 4+, 20.1% Level 3; Trade App; Level 2, 20.0% Level 1 or below, 11.8% Other quals
- **Black/African/Caribbean/Black British**: 29.5% Level 4+, 32.3% Level 3; Trade App; Level 2, 29.1% Level 1 or below, 9.1% Other quals
- **Other ethnic group**: 30.9% Level 4+, 20.7% Level 3; Trade App; Level 2, 24.8% Level 1 or below, 23.6% Other quals

Source: ONS Census 2011
...impacting the kinds of employment opportunities available...

Share of employment by occupation and ethnic group (% aged 16-64) (2011)

<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>Higher skilled</th>
<th>Intermediate</th>
<th>Lower skilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>64.6</td>
<td>15.7</td>
<td>19.7</td>
</tr>
<tr>
<td>Mixed/multiple ethnic group</td>
<td>49.9</td>
<td>16.7</td>
<td>33.3</td>
</tr>
<tr>
<td>Asian/Asian British</td>
<td>55.8</td>
<td>16.6</td>
<td>27.6</td>
</tr>
<tr>
<td>Black/African/Caribbean/Black British</td>
<td>33.3</td>
<td>19.4</td>
<td>47.3</td>
</tr>
<tr>
<td>Other ethnic group</td>
<td>33.6</td>
<td>16.8</td>
<td>49.6</td>
</tr>
</tbody>
</table>

Source: ONS Census 2011
Economic inactivity is below the London average, especially among female residents

- There were 44,500 economically inactive residents aged 16-64 in the 12 months to June 2018.
- This is equivalent to 17.8% of working age residents, compared to 21.7% across London and 21.6% for England.
- As the chart (left) shows, the proportion of economically inactive females is particularly low compared to the London average.

Source: ONS APS
With a relatively large proportion of economically inactive students in the borough

**Economic inactivity, aged 16-64 (Jul 2017-Jun 2018)**

<table>
<thead>
<tr>
<th>Category</th>
<th>Lambeth</th>
<th>London</th>
<th>Great Britain</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>44,500</td>
<td>17.8%</td>
<td>21.7%</td>
</tr>
<tr>
<td><strong>Student</strong></td>
<td>18,200</td>
<td>41%</td>
<td>32%</td>
</tr>
<tr>
<td><strong>Looking After Family/Home</strong></td>
<td>7,300</td>
<td>16.4%</td>
<td>28.8%</td>
</tr>
<tr>
<td><strong>Temporary Sick</strong></td>
<td>!</td>
<td>!</td>
<td>2.4%</td>
</tr>
<tr>
<td><strong>Long-Term Sick</strong></td>
<td>9,200</td>
<td>20.7%</td>
<td>16.8%</td>
</tr>
<tr>
<td><strong>Discouraged</strong></td>
<td>!</td>
<td>!</td>
<td>0.4%</td>
</tr>
<tr>
<td><strong>Retired</strong></td>
<td>#</td>
<td>#</td>
<td>6.5%</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>6,400</td>
<td>14.5%</td>
<td>13.1%</td>
</tr>
<tr>
<td><strong>Wants A Job</strong></td>
<td>7,900</td>
<td>23.1%</td>
<td>25.7%</td>
</tr>
<tr>
<td><strong>Does Not Want A Job</strong></td>
<td>26,400</td>
<td>76.9%</td>
<td>74.3%</td>
</tr>
</tbody>
</table>

% is a proportion of those economically inactive, except total, which is a proportion of those aged 16-64 (numbers are for those aged 16-64)

Source: ONS APS. # = Sample size too small for reliable estimates; ! = estimate is not available since sample size is disclosive.
Lambeth’s overall unemployment rate is in-line with the London average

- An estimated **11,500 Lambeth residents were unemployed** in the year to June 2018 – equivalent to 5.5% of economically active residents aged 16 and over.
- This was slightly higher than London as a whole (5.1%), and above the national average (4.2%).

Unemployment rate
(% economically active population aged 16+, model-based)

Source: ONS APS – note: ILO unemployment refers to anyone aged 16 and over without a job who are: a) available to start work within two weeks; and b) looking for work.
But despite a significant decline in the number of unemployment benefits claimants...

- There were **7,525 working age residents claiming benefits principally for the reason of being unemployed** in Lambeth in November 2018.

Source: ONS Claimant Count
...the Claimant Count rate remains higher than London and England rates...

- **3.1% of 16-64 year olds were claiming unemployment benefits** in Lambeth in November 2018, compared to 2.3% of working age residents across London and nationally.
- This is because a higher proportion of unemployed people in Lambeth claim benefits

Source: ONS Claimant Count
... particularly for the long-term unemployed and especially older residents

Lambeth has one of the **highest rates of unemployment** among 50-64 year olds in London... ... and one of the **highest rates of long-term JSA unemployment** in London (>12 months)

Source: ONS Claimant Count

**Claimant Count – % by age group**
(March 2017)

**JSA by duration – % aged 16-64**
(March 2017)
People with a disability are much less likely to be in employment, although the level is similar to the London and national average.

Employment Rate (% aged 16-64, September 2018)

Source: ONS APS
There is a strong link between unemployment and housing tenure

Unemployment by tenure (aged 16-64, household reference person)

Source: ONS Census 2011
There are a large number of people claiming incapacity benefits in Lambeth…

- The largest group of **out-of-work benefit claimants** (12,350 people) are claiming benefits for reasons for incapacity.
- While **ESA/IB, JSA and IS (Lone Parents) claimants** are all relatively high in Lambeth

**Working-age client group - main benefit claimants (November 2016)**

<table>
<thead>
<tr>
<th>By Statistical Group</th>
<th>Lambeth</th>
<th>London</th>
<th>England</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Claimants</td>
<td>23,720</td>
<td>9.9</td>
<td>9.3</td>
</tr>
<tr>
<td>Job Seekers</td>
<td>4,110</td>
<td>1.7</td>
<td>1.2</td>
</tr>
<tr>
<td>ESA And Incapacity Benefits</td>
<td>12,350</td>
<td>5.1</td>
<td>4.8</td>
</tr>
<tr>
<td>Lone Parents</td>
<td>2,750</td>
<td>1.1</td>
<td>1.0</td>
</tr>
<tr>
<td>Carers</td>
<td>2,220</td>
<td>0.9</td>
<td>1.3</td>
</tr>
<tr>
<td>Others On Income Related Benefits</td>
<td>530</td>
<td>0.2</td>
<td>0.2</td>
</tr>
<tr>
<td>Disabled</td>
<td>1,510</td>
<td>0.6</td>
<td>0.7</td>
</tr>
<tr>
<td>Bereaved</td>
<td>230</td>
<td>0.1</td>
<td>0.1</td>
</tr>
<tr>
<td><strong>Main Out-Of-Work Benefits†</strong></td>
<td>19,750</td>
<td>8.2</td>
<td>7.2</td>
</tr>
</tbody>
</table>

Source: DWP benefit claimants - working age client group. *Main out-of-work benefits includes the groups: job seekers, ESA & incapacity benefits, lone parents and others on income related benefits. Note: % is a proportion of resident population aged 16-64.; figures do not yet include claimants of Universal Credit.*
... and, while the total stock of out-of-work benefits claimants has declined recently, the numbers on ESA/IB have remained flat.
Lambeth residents continue to be affected by welfare reforms

Source: DWP benefit cap statistics
With single parent households and those with more than 2 children particularly impacted

Currently 406 households in Lambeth are benefit capped

<table>
<thead>
<tr>
<th>No. of children</th>
<th>Households</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>48</td>
</tr>
<tr>
<td>1</td>
<td>37</td>
</tr>
<tr>
<td>2</td>
<td>95</td>
</tr>
<tr>
<td>3</td>
<td>115</td>
</tr>
<tr>
<td>4</td>
<td>73</td>
</tr>
<tr>
<td>5+</td>
<td>34</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Amount capped per week</th>
<th>Households</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; £50</td>
<td>230</td>
</tr>
<tr>
<td>£50-£100</td>
<td>100</td>
</tr>
<tr>
<td>£100-£150</td>
<td>42</td>
</tr>
<tr>
<td>£150-£200</td>
<td>11</td>
</tr>
<tr>
<td>£200-£250</td>
<td>13</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Household composition</th>
<th>Households</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adult, no children</td>
<td>48</td>
</tr>
<tr>
<td>Single adult, with children</td>
<td>319</td>
</tr>
<tr>
<td>Couple, no children</td>
<td>0</td>
</tr>
<tr>
<td>Couple, with children</td>
<td>34</td>
</tr>
</tbody>
</table>

Source: DWP benefit cap statistics (November 2018)
The number of households on Universal Credit in Lambeth is steadily increasing.

Source: DWP Stat-Xplore
There are significant levels of commuting to and from Lambeth

Lambeth commuting patterns (2011)

Workplace population

- Live and work in Lambeth: 20,700
- Home workers: 14,000
- No fixed place of work: 16,500
- Out-commuter (other LAs): 14,000
- Outside UK or offshore: 16,500
- In-commuter: 87,000

Working age resident population

- Live and work in Lambeth: 20,700
- Home workers: 14,000
- No fixed place of work: 16,500
- Out-commuter (other LAs): 14,000
- Outside UK or offshore: 16,500
- In-commuter: 115,500

Source: ONS Census 2011
The main destinations for out-commuters are inner London boroughs and the City of London.

Main destinations for out-commuters from Lambeth (2011)

Source: ONS Census 2011
...while in-commuters largely travel from neighbouring boroughs

Main origins for in-commuters to Lambeth (2011)
There were 184,000 jobs in the Lambeth economy in 2015, up 30% in the last decade compared to 22% growth across London.

But – at 0.76 jobs per resident – jobs density is still below the London (0.98) and England (0.84) averages (reflecting commuting trends).

Source: ONS Jobs Density. Total jobs includes employees, self-employed, government-supported trainees and HM Forces.
The number of businesses in Lambeth has increased (but trend needs to be monitored closely)

Source: ONS UK Business Counts;
... with business growth around average for London (2010-2018)

Source: ONS UK Business Counts;
Key sectors in the local economy include Health and Business Administration & Support

Jobs by industry in Lambeth (2017)

Source: ONS BRES
With the same industries, along with arts and public administration, reflecting specialisms in Lambeth

Employment by sector, Location Quotient to London (2013)

Source: ONS BRES (edited for 2013)
The most significant increases in jobs in Central London have been in the more highly skilled industries.
And employment growth is projected to continue in a number of industries where Lambeth has a specialism.
Businesses in Lambeth are concentrated in the north of the borough, reflecting this area’s role as part of the Central Activities Zone.

Source: ONS UK Business Count
On average, wage levels are relatively high in Lambeth – but stagnant in recent years...

- The median annual wage for employees living in Lambeth was **£29,200** in 2016, in-line with the London average (£28,900) and above the England average (£23,400).
- Median earnings rose by 2.0% in *nominal* terms between 2015 and 2016, but slow growth in recent years means that average pay still remains below 2012 levels (£30,200).

Source: ONS ASHE.
... and, despite a slight improvement, low pay and in-work poverty remain important issues...

Proportion of residents that are low-paid

20% of Lambeth residents who are in work are low paid
16% of jobs in Lambeth are low paid
... with significant differences in the incidence of ‘low-pay’ by sector across London

- Across London, sectors with above average rates of low pay are: hotels and restaurants (64%); retail and wholesale (29%); and arts and entertainment (25%).
- Only 10% of jobs in private sector services were low paid in 2016, but because this is a large sector of employment, these make up around 1 in 5 of all low-paid jobs.

**London: low paid jobs by industry (2016)**

- **Hotels and restaurants**: 64%
- **Retail, wholesale, transport and storage**: 29%
- **Arts, entertainment and other personal services**: 25%
- **Manufacturing and construction**: 10%
- **Public sector and community services**: 15%
- **Private sector services**: 10%

Source: London’s Poverty Profile / ONS ASHE
Low pay by qualification

Data source: Labour Force Survey, ONS.

Proportion of workers who are low paid

- Degree or equivalent
- Higher education
- GCE A level or equivalent
- GCSE grades A*-C or equivalent
- Other qualification
- No qualifications or don't know

2010/2011
2015/2016

Chart Source: trustforlondon.org.uk/data
Low pay by ethnicity
Data source: Labour Force Survey, ONS.

Proportion of group that are low paid/proportion of low-paid Londoners that are in each group

- Proportion who are low-paid
- Share of all low-paid
Summary

• Lambeth is home to a young, highly qualified population, with high employment levels
• But not everyone is benefiting from the economic growth
• Long-term unemployment linked to health issues and low qualifications is a significant issue
• The future jobs market will require higher levels of qualifications
• Getting a job is no longer the goal – it needs to be a well paid job
Overview and Scrutiny Committee 14 March 2019

Report Title: Jobs for All Scrutiny Commission: Action Plan Update

Wards: All

Portfolio: Leader of the Council (also responsible for Jobs, Skills & Performance): Councillor Jack Hopkins

Report Authorised by: Emma Peters: Strategic Director Sustainable Growth and Opportunity

Contact for enquiries: John Bennett, Head of Economic Inclusion, jbennett7@lambeth.gov.uk, 020 7926 6452

Report summary

The Jobs For All Scrutiny Commission focused its inquiry on how the council can help improve prospects for people furthest from the jobs market. The Commission submitted its report and recommendations to Cabinet in June 2018 alongside an action plan setting out the response to the Commission’s findings. This report provides an update on the implementation of the action plan.

Finance summary

The action plan that relates to Economic Inclusion will be funded through agreed s106 budgets and grant applications.

Recommendations

1. To note the updates provided in the action plan (attached at Appendix 1).
1. **Context**

1.1 In October 2017 Overview and Scrutiny Committee agreed the recommendations from the Jobs For All Scrutiny Commission. The Commission was proposed and chaired by former Cllr Matt Parr, with members Cllr Fred Cowell and Cllr Mary Atkins. The Commission sought to assess council policy relating to helping people into work and to identify opportunities that might expand or augment the range of support available.

1.2 The Commission's report, along with an action plan to support implementation of the 32 recommendations, was agreed by Cabinet in June 2018.

1.3 This report provides a progress update on the recommendations in the Commission’s report.

2. **PROPOSAL AND REASONS**

2.1 The Commission's report contained a wide range of recommendations to address its findings focusing on the Council’s various roles – employer, purchaser, influencer, housing provider, planning authority, leader of partnerships and a landowner/developer.

2.2 There has been progress in implementing many of the recommendations. However there are resource constraints which have led to slower progress against some of the recommendations.

2.3 Progress against the 32 recommendations is set out in the Action Plan included as Appendix 1.

2.4 A new Inclusive Growth Strategy is currently being developed, alongside the new Borough Plan. This will set out the Council’s ambitions for further economic growth in the borough, and make a clear link with how local people will benefit from the opportunities created. A key aspect of this is through ensuring local people have the skills and access to the new jobs being created in the borough. This includes those residents who are long-term unemployed. The new strategy will reflect the recommendations of the Jobs For All Scrutiny Commission and the Equalities Commission.

3. **FINANCE**

3.1 The action plan that relates to Economic Inclusion will be funded through agreed s106 allocations and grant applications.

3.2 There is no general fund budget to fund the action plan for Economic Inclusion.

4. **LEGAL AND DEMOCRACY**

4.1 Section 149 of the Equality Act 2010 requires the Council in the exercise of its functions to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and other form of conduct prohibited under the act; and,
- to advance equality of opportunity and to foster good relations between persons who share a relevant protected characteristic (age, disability, gender re-assignment, pregnancy and maternity, race, religion and belief, sex, and sexual orientation) and persons who do not share it.
4.2 Having regard to the need to advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it involves having due regard, in particular, to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of the persons who share that characteristic that are different from the needs of persons who do not share it; and,
- encourage persons of the relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

4.3 The Equality Duty must be complied with before and at the time that a particular policy is under consideration or decision is taken – that is, in the development of policy options, and in making a final decision. A public body cannot satisfy the Equality Duty by justifying a decision after it has been taken.

4.4 There are no further comments from Democratic Services.

5. CONSULTATION AND CO-PRODUCTION

5.1 The engagement carried out by the Scrutiny Commission is outlined in Section 3 of the Jobs For All Scrutiny Commission report submitted to Cabinet in June 2018.

6. RISK MANAGEMENT

6.1 Risks associated with the recommendations are detailed in the action plan responses (Appendix 1).

7. EQUALITIES IMPACT ASSESSMENT

7.1 The Jobs For All Scrutiny Commission report includes a consideration of the equalities issues arising from the current labour market and employment programmes. The commission’s report was considered by the Equalities Impact Assessment (EIA) Panel on 11 June 2018. The Commission’s recommendations include specific reference to groups with protected characteristics and how council and partner activity can be better targeted to have a positive impact in supporting people into work.

8. COMMUNITY SAFETY

8.1 N/A

9. ORGANISATIONAL IMPLICATIONS

9.1 Environmental

N/A

9.2 Staffing and accommodation

Specific implications and actions relating to council staffing are detailed in the actions outlined in Appendix 1.

9.3 Procurement

Specific implications and actions relating to procurement are detailed in the actions outlined in Appendix 1.
9.4 **Health**
Implementation of these recommendations would be expected to have a positive impact on health outcomes given the positive correlation between being in employment and good health and wellbeing.

10. **TIMETABLE FOR IMPLEMENTATION**
10.1 The timetable is as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 June 2018</td>
<td>Commission report, recommendations and action plan to be presented to Cabinet for consideration/approval</td>
</tr>
<tr>
<td>14 March 2019</td>
<td>First update report to OSC on progress against recommendations</td>
</tr>
<tr>
<td>Late 2019</td>
<td>Second update report to OSC on progress against recommendations</td>
</tr>
</tbody>
</table>
### Audit Trail

**Consultation**

<table>
<thead>
<tr>
<th>Name/Position</th>
<th>Lambeth directorate/department or partner</th>
<th>Date Sent</th>
<th>Date Received</th>
<th>Comments in para:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emma Peters</td>
<td>Interim Strategic Director Sustainable Growth and Opportunity</td>
<td>25/02/2019</td>
<td>06/03/2019</td>
<td></td>
</tr>
<tr>
<td>Sandra Roebuck</td>
<td>Director Development, Planning and Housing Growth</td>
<td>25/02/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hannah Jameson</td>
<td>Head of Policy and Partnerships</td>
<td>01/02/2019</td>
<td>19/02/2019</td>
<td>Appendix 1</td>
</tr>
<tr>
<td>Rachel Willsher</td>
<td>Head of Procurement</td>
<td>01/02/2019</td>
<td>13/02/2019</td>
<td>Appendix 1</td>
</tr>
<tr>
<td>Matt Blades</td>
<td>Head of Business, Culture and Investment</td>
<td>25/02/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Andrew Ramsden</td>
<td>Finance</td>
<td>25/02/2019</td>
<td>05/03/2019</td>
<td></td>
</tr>
<tr>
<td>Andrew Pavlou</td>
<td>Legal Services</td>
<td>25/02/2019</td>
<td>27/02/2019</td>
<td>4.1-4.3</td>
</tr>
<tr>
<td>Gary O'Key</td>
<td>Democratic Services</td>
<td>25/02/2019</td>
<td>05/03/2019</td>
<td></td>
</tr>
<tr>
<td>Cllr Jack Hopkins</td>
<td>Leader of the Council</td>
<td>28/02/2019</td>
<td>06/03/2019</td>
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</tbody>
</table>

### Report History

<table>
<thead>
<tr>
<th>Original discussion with Cabinet Member</th>
<th>Report deadline</th>
<th>Date final report sent</th>
<th>Part II Exempt from Disclosure/confidential accompanying report?</th>
<th>Key decision report</th>
<th>Date first appeared on forward plan</th>
<th>Key decision reasons</th>
<th>Background information</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
<td>No</td>
<td>n/a</td>
<td>n/a</td>
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### Appendices

<table>
<thead>
<tr>
<th>Appendices</th>
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<tbody>
<tr>
<td>Appendix 1: Jobs for All Scrutiny Commission Action Plan – update March 2019</td>
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LAMBETH SCRUTINY COMMISSION ACTION PLAN

Report title: Jobs for All Scrutiny Commission

Report commissioned by: Overview and Scrutiny Committee

Date adopted by Cabinet: 25 June 2018

Review process: 14 March 2019
### The Council as Employer

The Council should lead by example and be a good employer of those who face barriers to employment. It should also seek to share good practice with other local employers. Specifically:

<table>
<thead>
<tr>
<th>Project/Activity</th>
<th>Employment and Skills S106: ES 106 (and SPD) monitoring and negotiations to support our ambitions.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1.</strong> In line with the findings of the Equalities Commission, the Council should look at how it might recruit individuals who are further away from the labour market ensuring that the appropriate support is put in place for them to secure and sustain themselves in work.</td>
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<tr>
<td><strong>Steps to Success</strong></td>
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<tr>
<td>- The Council’s employment support programme for Care Leavers, supporting 40 care leavers into employment, education or training</td>
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<tr>
<td>- <strong>Workforce Plus</strong></td>
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<tr>
<td>- A 2-week pre-apprenticeship programme designed for residents who have faced multiple and complex barriers to entering and sustaining employment including NEETs.</td>
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<tr>
<td>- The Workforce Plus programme will be targeted at priority groups aged 18+ identified within the Equality Commission. It is anticipated that 15 – 20 people will progress into apprenticeships on average annually</td>
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<tr>
<td>- <strong>LIFE (Lambeth’s Inclusive Futures Employment Project)</strong></td>
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<tr>
<td>- An innovative public/private initiative focused on improving the paid employment rate of our residents with Learning Disabilities and Disabilities in partnership with Capita and Mencap to support 10 people into</td>
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<tr>
<td><strong>In February 2018, Cabinet agreed an approach to recruiting local people further away from the labour market. This was referred to as “Aspirational Futures” and included the range of projects set out in the June 2018 response. The annual target for apprentices to be started within the council is 60-80.</strong></td>
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<tr>
<td>These projects continue to be delivered and have had some success in recruiting people to council job opportunities.</td>
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<tr>
<td>Apprenticeships – there have been two recruitment rounds to council apprenticeships since the last update. 10 people from the projects listed in June 2018 have secured council apprenticeships through Workforce Plus and Steps to Success.</td>
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<tr>
<td>The LIFE project has achieved the following outcomes to date:</td>
<td></td>
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<tr>
<td>- Paid role (Parks, 16 hours per week). This began with a traineeship at the beginning of September 2018 with the candidate successfully transitioning to a paid role from the 12th December</td>
<td></td>
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<tr>
<td>- Paid role (Apprenticeship, Education &amp; Learning). Candidate was supported</td>
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<thead>
<tr>
<th>Economic Inclusion lead</th>
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</thead>
<tbody>
<tr>
<td>John Bennett</td>
</tr>
</tbody>
</table>

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<tr>
<th>Lead Officer</th>
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<tbody>
<tr>
<td>John Bennett</td>
</tr>
<tr>
<td>Apprenticeships or traineeships within the council and Capita</td>
</tr>
<tr>
<td>-------------------------------------------------------------</td>
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<tr>
<td>YOLO (Young Opportunity Lambeth)</td>
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<tr>
<td>- The YOLO project is being delivered to a cohort of 60 Year 9 students across 2 schools (Norwood and Elmgreen). The students will be identified using a range of ‘at risk’ criteria which have been agreed to suggest that they may not be on track for a successful post-school destination. Outcomes will be tracked at the end of the first year and the programme will be run again for two following years, tracking the first cohorts and bringing on new ones. The intention is to be able to evidence the positive impacts of an employer-led, in school vocational offer on long term EET post-school destinations.</td>
</tr>
</tbody>
</table>

Young Opportunity Lambeth Offer (YOLO) has completed its first cohort of 60 students. Feedback from participants, their parents and schools has been positive. An independent evaluation of the project is currently being completed and its findings will be used in making decisions about any further funding awards to the project.

Steps to Success – 44 care leavers have been supported by the programme since April 2018, each receiving at least six hours of information, advice and guidance. 10 of those have moved into education, employment or training – 3 into council apprenticeships, 3 into full time employment, 1 part time employment, 2 full time education and 1 into training.
2. The council should ensure Steps to Success is being implemented with annual reports to the Children’s Services Scrutiny Sub-Committee.

The Steps to Success Project is a partnership between The Virtual School, Social Work (Leaving Care Team) and Economic Inclusion. The partnership has also identified DWP funding which is being used to commission a delivery partner, Drive Forward.

Drive Forward will receive referrals from the council from the Looked After Children (LAC)/Children Leaving Care (CLC) cohort aged 16-24, identified by the council as NEET or at risk of being NEET.

Annual reports can be provided to the Children’s Services Scrutiny Sub-Committee. Steps to Success is currently funded from March 2018 to March 2019.

Funding in place from DWP for next 12 months

The Steps to Success project continues to be delivered by a partnership of internal teams, alongside a commissioned provider (Drive Forward). This year 40 Care Leavers have been supported by Drive Forward with a target of 14 to move into employment. The outcomes to date are listed above.

Funding has been secured from the Economic Inclusion team and DWP to be able to continue the employment support in 2019/20. Following a review of the project, greater emphasis will be given to outreach and engagement of Care Leavers to encourage greater take-up of the employment support offer.

A progress report was provided to the Corporate Parenting Board in December 2018.

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### The Council as Purchaser

<table>
<thead>
<tr>
<th>3. There should be a coherent Social Value Strategy which includes guidance for commissioners and procurement on what outcomes the Council expects from purchasing, with links to relevant strategies and helpful information such as lists of cohorts we are trying to assist, and organisations which can be involved.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Procurement is now at the final stage of approving new Responsible Procurement guidance which requires tendering officers to look into all deliverable Social Value aspects. The Performance Team in Policy and Communications will work with the Procurement team to develop a measurement and reporting system for delivery of social value through this guide.</td>
</tr>
<tr>
<td>Within the existing procurement and performance resource</td>
</tr>
<tr>
<td>Consultation and engagement has been extensive but taken longer than expected. Approach broadly accepted by Informal Cabinet. Draft priorities include supported employment and apprentices for disadvantaged groups but not yet agreed. Framework to support delivery and discussions with policy teams and performance are ongoing.</td>
</tr>
</tbody>
</table>

Steps to Success Partnership:
Economic Inclusion
Virtual School
Children’s Social Care

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Policy & Communication lead
Hannah Jameson
|   | Delivery of Social Value (SV) must be tracked to ensure suppliers are complying, through a Council-wide, systematic mechanism. | Procurement is now at the final stage of approving new Responsible Procurement guidance which requires tendering officers to look into all deliverable Social Value aspects. The Performance Team in Policy and Communications will work with the Procurement team to develop a measurement and reporting system for delivery of social value through this guide. | Within the existing procurement and performance resource | As above. | Policy & Communication lead  
Hannah Jameson |
|---|---|---|---|---|---|
| 4. | Procurement and commissioning processes should where appropriate give suppliers the option of subcontracting delivery of apprenticeships and supported employment to social enterprises (SEs). | Procurement is now at the final stage of approving new Responsible Procurement guidance which requires tendering officers to look into all deliverable Social Value aspects including apprenticeship. The new RP Guide will now include specific prompts around sub-contracting where relevant. Part of Embedding Responsible Procurement. Planned to complete end June 2018 | Within the existing procurement resource | Consultation and engagement has been extensive but taken longer than expected. The new Policy is due to be considered by Informal Cabinet in February 2019 and implemented thereafter. | Procurement lead  
Rachel Willsher |
| 5. | Procurers should consider the importance of supply chains and subcontractors in large contracts; officers should investigate whether social value requirements can be placed on subcontractors as well as the primary contractor. | This will be most relevant to contracts where substantial volume is going to be subcontracted. Procurement is working with corporate policy team to design a Social Value statement that would be included in all large value tenders and would encourage dissemination of the social value elements throughout the supply chain. Part of Embedding Responsible Procurement. Planned to complete end June 2018 | Within the existing procurement resource | As above, this will be incorporated in the new policy. | Procurement lead  
Rachel Willsher |
7. Where procurement delivers lower cost than expected, consideration should be given to diverting the available funds to directly support SV outcomes; it is recognised that these decisions would need made through the Medium Term Financial Strategy and financial planning process of the council.

Savings achieved through procurement are reported corporately for inclusion in budget consideration.

Within the existing procurement resource

No further update.

Procurement lead
Rachel Willsher

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8. Council priorities for employment and skills should include access to a wide range of potential opportunities for our residents targeting those identified in the Equalities Commission and we should consider how to promote the range of opportunities available to these priority groups.

Opportunity Lambeth is the primary mechanism through which all available opportunities can be made available to residents. This is a website where employment support and jobs can be promoted.

The system has the ability to prioritise certain groups of residents to enable them to get access before the opportunities are publicised more widely. The prioritisation allows for a focus on the equalities commission priority groups but can be adapted as appropriate.

Any resident registering on Opportunity Lambeth will be reviewed to see if they meet our priority groups. If so, they will be supported by a personal adviser who will ensure they access appropriate services to respond to their employability needs as well as tackling any other relevant barriers to employment (e.g. housing, debt).

Fully funded by Employment and Skills S106 obligations

The council’s employment priorities and resulting services continue to focus on those who are furthest away from the labour market including those identified in the Equalities Commission report (disabled residents, residents with mental health issues, and residents with complex needs). In addition to the projects listed under recommendation 1, a number of other employment programmes are in place:

Pathways to Employment - aims to prevent residents with complex needs from becoming or staying long term unemployed and cycling in and out of different employment programmes. Individuals are supported by a key worker who works with them to address barriers to work. Commissioned jointly with Southwark and Lewisham Councils, it has supported 433 Lambeth residents of whom 174 have got a job (95 of whom sustained their employment).

Central London Works - will help people who have physical or mental health barriers to employment, with the majority of participants

Fully funded by Employment and Skills S106 obligations

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Central London Works - will help people who have physical or mental health barriers to employment, with the majority of participants

Economic Inclusion lead
John Bennett
The Council should review its contracts register to identify possible contract opportunities that could be used to deliver employment support to disadvantaged groups. Procurement teams should be advised of any available options for the use of providers of employment support provision to facilitate a wider range of targeted social value outcomes.

The 3-year Procurement Plan is refreshed and published quarterly. Category Managers will be working with the Economic Inclusion team to identify opportunities. Specific responsibility for this work is included in job descriptions for roles created through the recent Neighbourhoods and Growth restructure. Quarterly meetings between procurement and economic inclusion teams will be scheduled to review upcoming opportunities.

Officer time funded from within existing resources

The new structure in Neighbourhoods and Growth has now been implemented, with recruitment taking place for vacant posts in the Economic Inclusion team. This will provide some resource to improve the connections between procurement and local employment opportunities.

Regular meetings between the Head of Procurement and Head of Economic Inclusion are scheduled to review the Procurement Plan and identify any specific upcoming opportunities.

The Economic Inclusion team are also in discussions with the Vocational Services team.

| 9. | The Council should review its contracts register to identify possible contract opportunities that could be used to deliver employment support to disadvantaged groups. Procurement teams should be advised of any available options for the use of providers of employment support provision to facilitate a wider range of targeted social value outcomes. The 3-year Procurement Plan is refreshed and published quarterly. Category Managers will be working with the Economic Inclusion team to identify opportunities. Specific responsibility for this work is included in job descriptions for roles created through the recent Neighbourhoods and Growth restructure. Quarterly meetings between procurement and economic inclusion teams will be scheduled to review upcoming opportunities. Officer time funded from within existing resources | having a diagnosed condition. Other participants will have been unemployed for 2+ years or be a local priority for engagement (e.g. ex-offenders, carers, homeless people, care leavers). Participants will receive up to 15 months personalised support to help them into work, and 6 months support in employment, or to make a meaningful step towards employment through taking up training, work experience or managing their health condition(s).

Opportunity Lambeth – feedback on the website is leading to changes in the design and usability of the site in April 2019. St Giles Trust have been commissioned to provide employment support to people who register with the website and are seeking help.

Plans for a more comprehensive portfolio of commissioned services, including outreach and promotion, are outlined in the accompanying report. | Economic Inclusion lead
*John Bennett*
Procurement lead
*Rachel Willsher* |
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<td><strong>10.</strong></td>
<td>The Council should benchmark against other Local Authority areas in relation to best practice within Procurement strategies focusing on Social Value impacts, for example reviewing the City of London Procurement Strategy specifically in relation to how social enterprises could be targeted for contracts.</td>
<td>Lambeth procurement is a permanent member and an active participant of London Responsible Procurement Network and have recently presented its new Responsible Procurement Guide for consultation and comments. Sustainability leads in other London Councils, including the Corporation of London provided very positive feedback on Lambeth approach and have acknowledged that Lambeth is a lead in this area. Targeting of Social Enterprises within relevant markets will be addressed within the new Responsible Procurement Guide. Part of Embedding Responsible Procurement. Planned to complete end June 2018</td>
<td>Still to be addressed as part of the new policy.</td>
</tr>
<tr>
<td><strong>11.</strong></td>
<td>If the Council commissions Social Enterprises to deliver employment support it needs to consider whether there is a need for the contract to be for extended periods of time with evaluation of outcomes suitably constructed.</td>
<td>Procurement would develop appropriate performance metrics in collaboration with the Economic Inclusion team and sufficient time to deliver outcomes would be a factor in determining contract term.</td>
<td>No further update</td>
</tr>
<tr>
<td><strong>12.</strong></td>
<td>Council should develop a KPI (key performance indicator) for measuring the local multiplier effect</td>
<td>Responsible Procurement Guide currently utilises KPIs that have been agreed in the Borough Plan. Additionally, Sustainable Development Indicators in</td>
<td>Not planned to be implemented.</td>
</tr>
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</table>
| 13. | The Procurement Strategy should show how contracts are being packaged, sized and advertised so as to enable small and medium sized enterprise (SMEs) and Social Enterprises to bid for them or to become part of the supply chain. | Lotting process is already required by PCR2015 and justification for not doing it is already included in the procurement processes. Consideration of the benefits of early engagement is already provided in procurement guidance. Lambeth Commercial Advertising guidance already includes the requirement to obtain one quote from a local supplier for under £100k and to include advertising approach in the Procurement Strategy report for higher values. | Within the existing procurement resource | No further update | Procurement lead  
Rachel Willsher |
|---|---|---|---|---|---|
| 14. | There should be a progress review on the NEF Consulting/Numbers for Good: Lambeth Supported Employment and Social Enterprise Model (March 2016). | There is no current intention to deliver specifically against this. The only activity undertaking supported employment is the LIFE project, although the new DWP Work and Health programme – Central London Works – may have some relevant outcomes. | No resource requirement | No further update | Economic Inclusion lead  
John Bennett |
The Council should, wherever possible, through contacts developed by its employment support services and other means, support public and private sector employers to develop opportunities for disadvantaged residents, for example:

- The Council should have a lead role in overseeing the development of good practice in the delivery of the Apprenticeship levy;

- The Council should inform employers of the benefits of recruiting from more disadvantaged groups and refer them to sources of information and support in order to encourage them to consider it. Including occasional awareness raising events.

In February 2018 Cabinet agreed the Aspirational Futures programme. This sets out the council’s approach to apprenticeships, and includes projects such as YOLO, LIFE and Workforce Plus (as outlined in Recommendation 1). These activities are set in the strategic context of the Borough Plan and Equalities Commission priorities in targeting disadvantaged residents.

Whilst the council can promote the benefits of employing local people, including those from disadvantaged groups or apprentices, there are only a limited number of levers available for the council to use in doing so. For example, through our procurement policy (as already outlined above) and through Section 106 planning obligations. Other methods of support and promotion would involve voluntary cooperation by employers which is sometimes more difficult to achieve. Officers from many teams within the council, particularly the Growth, Planning and Employment division, seek to build relationships with local employers with the promotion of employing local disadvantaged residents one of the main topics of discussion.

Further opportunities may arise from sector specific engagement with employers, especially where the council is seeking to attract external funding that will benefit the sector. A specific example is the Creative and Digital Industries (CDI) where the council has been successful in securing funding for “Next Generation project funded by the Mayor of London through their commissioned contracts, many local employment support providers engage directly with local businesses to encourage them to recruit from our priority groups.

For example, the charity Drive Forward are currently commissioned to provide employment support to Care Leavers. A key element of their delivery is engaging with employers to promote the importance of employing people from a range of backgrounds, in this case particularly care leavers. They also provide support to managers and employers in outlining some of the challenges that a care leaver might face when moving into employment and what kind of support they might need beyond that provided by Drive Forward.

The council has recently been successful in bidding for funding for the South London Innovation Corridor. As well as funding new workspace for creative and digital industries, it also includes funding for employment and skills projects such as pre-apprenticeship training and support for in-work progression. This will involve working with employers in the creative and digital industries to help them understand the benefits of employing people from disadvantaged backgrounds as well as providing some direct employment support to those residents.

Economic Inclusion lead
John Bennett
Next Generation project lead
Matthew Blades
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<tr>
<td>16.</td>
<td>The Council should, along with partners including through Lambeth First, support the Mayor of London’s promotion of the ‘Good Work Standard’.</td>
<td>The council welcomes the development of a Good Work Standard by the Mayor of London. Consultation on a draft standard took place in 2017 and an update from the Mayor on when the final Good Work Standard will be published is awaited. The council has already been active in promoting some elements of the Good Work Standard. The council is already a Living Wage accredited employer and Friendly Funder, and seeks to promote payment of the Living Wage by local employers (e.g. celebration event during Living Wage week). The council has also been an active support and promoter of the Step Up programme, funded by Walcot Foundation and Trust for London, which seeks to support residents to progress in work (e.g. seek more hours, promotion, pay rise). Awaiting publication of the Good Work Standard by Mayor of London – no date currently announced.</td>
<td>The council welcomes the development of a Good Work Standard by the Mayor of London. Consultation on a draft standard took place in 2017 and an update from the Mayor on when the final Good Work Standard will be published is awaited. To be reviewed following publication of Good Work Standard. Promotion of the Living Wage continues to be a significant priority for the council. Recent activity includes celebrating Living Wage Week with an event at the Kia Oval for local employers who are, or are considering becoming, Living Wage accredited; adding Living Wage branding to all council vehicles to improve the promotion of the living wage; and an agreement to provide a Business Rate discount for employers who become Living Wage accredited in 2019/20. The Mayor has only recently published the Good Work Standard. This will now be reviewed to see whether the council feels it goes far enough in promoting fair employment practices.</td>
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<td></td>
<td>Economic Inclusion lead John Bennett</td>
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</table>

17. | The Council should consider how to promote the availability of all employment and skills provision to residents and businesses using digital and offline platforms, and networks such as the BIDs. | Opportunity Lambeth is the primary mechanism through which all available opportunities can be made available to residents. This is a website where employment support and jobs can be promoted. The system has the ability to prioritise certain groups of residents to enable them to get access before the opportunities are publicised more widely. | The council continues to promote employment and skills provision through a variety of channels including the council website and Opportunity Lambeth; as well as more traditional channels such as posters, leaflets etc in community venues. St Giles Trust, through their Opportunity Lambeth contract, do outreach in the Civic Centre to engage residents. |
<p>|   |   |   | Economic Inclusion lead John Bennett |</p>
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<th>The prioritisation allows for a focus on the equalities commission priority groups but can be adapted as appropriate. Any residentregistering on Opportunity Lambeth will be reviewed to see if they meet our priority groups. If so, they will be supported by a personal adviser who will ensure they access appropriate services to respond to their employability needs as well as tackling any other relevant barriers to employment (e.g. housing, debt).</th>
<th>Many referrals for employment support come through Jobcentre Plus advisors, so ensuring these staff have up-to-date knowledge of the local employment support available is a priority for the council and all employment support providers. The Lambeth Made programme is also working with local businesses and BIDs to better promote employment of young people.</th>
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<tr>
<td>18</td>
<td>The Council should discuss with the BID network ways in which they can inform member employers of the benefits of recruiting from more disadvantaged groups including, for example, holding open days where employers can meet a range of employment support providers.</td>
<td>This will be discussed at a BID Forum meeting later in 2018. It should be noted that local employment outcomes are not included in the majority of BID manifestos and therefore is unlikely to be a significant priority for many of the BIDs.</td>
<td>It has not been possible to get this on the agenda for a BID Forum meeting yet, but we will seek to discuss it in 2019. Positive discussions have taken place with some individual BIDs, notably Brixton, Vauxhall and South Bank, who have particular ideas in promoting positive local employment opportunities.</td>
</tr>
<tr>
<td></td>
<td>The Policy Team will work with HR, Procurement and Neighbourhoods &amp; Growth to identify and access guidance on employment projects available to suppliers.</td>
<td>Within existing officer resources</td>
<td>The Policy Team will work with HR, Procurement and Neighbourhoods &amp; Growth to identify and access guidance on employment projects available to suppliers.</td>
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</table>
| 19. | The Council should support the development of capacity in the Voluntary and Community Sector, for example by facilitating relationships with the business community and developing guidance to support employers to develop their employment support offer including how to make recruitment processes accessible. | Within existing officer resources | Policy & Communication lead  
Hannah Jameson |
|   | The Council as Housing Provider | The Work Wise programme for tenants should consider modifying its objectives and reporting to ensure it supports those groups identified by the Equalities Commission as being particularly in need. | The Workwise project was specifically commissioned in order to support those affected by welfare reform and/or at threat of eviction through rent arrears. There is significant crossover between these groups and those identified by the Equalities Commission as being in need. The 2017/18 Workwise Annual Report has recently been published and includes an analysis of clients by equalities group. For example, in 2017/18 66% of people supported were Black or Black British and 12% reported having a disability. | Workwise continues to support Lambeth Council tenants affected by welfare reforms and/or at threat of eviction through rent arrears. The scope of the project also now includes private sector tenants and those in temporary accommodation. The latest participant data shows that 11% of service users report having a disability, and that 76% are from Black or Minority Ethnic communities. | Policy & Communication lead
Hannah Jameson |
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<tr>
<td>20.</td>
<td>The Council should engage with community leadership groups to develop our understanding of the specific barriers faced by their members; this should focus on those communities identified within the Equalities Commission recommendations.</td>
<td>This will form part of the continued delivery of the Equalities Commission.</td>
<td>Within existing officer resources</td>
<td>The Equality Commission has been extending our understanding of labour market barriers. In September Commissioners held a specific evidence gathering session on low-pay, the factors driving this, and its impacts on different communities. The Commission heard directly from different community groups and organisations. As a result of this, there will be a continued focus on low pay and progression by the Commission this year.</td>
<td></td>
</tr>
</tbody>
</table>
|   | The Council as Planning Authority | The revised Employment and Skills Supplementary Planning Document (SPD) is currently going through the required approval | The Employment and Skills SPD was approved by Cabinet in February 2018. Any major developments now seeking planning permission will need to ensure | Funded from Section 106 employment | Economic Inclusion lead
John Bennett |
| 21. | | | | | |

The Work Wise programme for tenants should consider modifying its objectives and reporting to ensure it supports those groups identified by the Equalities Commission as being particularly in need. The Workwise project was specifically commissioned in order to support those affected by welfare reform and/or at threat of eviction through rent arrears. There is significant crossover between these groups and those identified by the Equalities Commission as being in need. The 2017/18 Workwise Annual Report has recently been published and includes an analysis of clients by equalities group. For example, in 2017/18 66% of people supported were Black or Black British and 12% reported having a disability. Workwise continues to support Lambeth Council tenants affected by welfare reforms and/or at threat of eviction through rent arrears. The scope of the project also now includes private sector tenants and those in temporary accommodation. The latest participant data shows that 11% of service users report having a disability, and that 76% are from Black or Minority Ethnic communities.
| Process; when the final SPD is adopted then the Council should monitor and review its impact on the employment and skills development of disadvantaged groups. | they deliver the obligations set out in this document. Given the length of time between awarding planning permission, construction work beginning and the final development being occupied it may be several years before the impact of the revised approach is properly evidenced. However annual monitoring reports will be produced to show the outcomes achieved through Section 106 employment and skills planning obligations, including their impact on disadvantaged groups. | and skills contributions | New quarterly monitoring arrangements have been put in place with all developments to ensure we are receiving timely information and we are able to take remedial action with any developers who are not meeting their targets. The impact of the revised Employment and Skills SPD is still difficult to judge as many of the developments which have been approved since its adoption have not yet started construction. |

| Where industrial development sites are brought forward, or where meanwhile sites or other currently unused properties or pieces of land are identified, the Council should look for opportunities to help self-employed residents take advantage of them. The Council should ensure that Planning, Inclusion and Business Development functions work closely together to achieve this. | Where the council is a promoter of the development, the need to make opportunities available to local self-employed residents and/or locally owned businesses will be included in the Service Level Agreements. This is already the case in a number of projects including Pop Brixton, Granby Place and Your New Town Hall enterprise space. Additionally, affordable workspace is also a topic being explored through the Local Plan Review (and the London Plan). | Within existing officer resources | A recent example of this recommendation being enacted is with the opening of International House. This 11 storey office block in Brixton town centre is council-owned and being run by 3space for the next five years. The building will operate as affordable workspace, focusing on organisations in the creative and digital industries. It will also provide free and affordable workspace for local community organisations. |

| 23. Where industrial development sites are brought forward, or where meanwhile sites or other currently unused properties or pieces of land are identified, the Council should look for opportunities to help self-employed residents take advantage of them. The Council should ensure that Planning, Inclusion and Business Development functions work closely together to achieve this. | 24. The Council, working through Lambeth First and other partnerships, should encourage partner | The council is already working with Lambeth First partners on the specific issue of employing local disadvantaged young people through apprenticeship | Opportunity Lambeth and Workforce Plus are | The council continues to work with Lambeth First partners on recruiting local disadvantaged young people to |

### The Council as leader of Partnerships

| 24. The Council, working through Lambeth First and other partnerships, should encourage partner | The council is already working with Lambeth First partners on the specific issue of employing local disadvantaged young people through apprenticeship | Opportunity Lambeth and Workforce Plus are | The council continues to work with Lambeth First partners on recruiting local disadvantaged young people to | Economic Inclusion lead John Bennett |
organisations and suppliers to recognise the value of recruiting from disadvantaged groups and should provide information as to the help available from employment support providers to employers.

programmes. This led to the development of the Workforce Plus project, as outlined above. The council will be promoting the Opportunity Lambeth website to partner organisations and suppliers as the route to advertise job vacancies locally and to understand the employment support that is available in the borough.

funded from Section 106 employment and skills contributions apprenticeships in the public sector. This is through the Workforce Plus project.

The council continues to promote local employment support through the Opportunity Lambeth website.

Local employment support organisations also work closely with many local partners and suppliers. Different organisations have different relationships with partners. For example, Green Man Skills Zone in Loughborough Junction work closely with Kings College Hospital.

Council should work with Lambeth Clinical Commissioning Group (CCG) through the Health and Wellbeing Board to investigate the benefits of providing employment advice at GP surgeries, and enabling doctors to refer patients to employment support services. This should take into consideration the work undertaken in Islington.

A number of employment support programmes have established links (including co-location) with health partners. These include Central London Works (the Work and Health Programme for Central London), Working Capital and Work Well.

A review of the employment support that the council commissions is currently underway. This will look at good practice from other boroughs as well as any gaps or opportunities arising from the council’s current provision (as outlined above). The potential to include employment advice offered in GP surgeries will be included as one of the options explored in that review. In the meantime officers will look at how GP surgeries and other health partners can be helped to understand what employment support is available (e.g. through the Opportunity Lambeth website).

Current employment programmes are already funded; and further activity identified through the employment support review will require consideration in light of available resources Integration between health services and employment support is important in supporting people with disabilities and health conditions into employment. Currently this relies on signposting and referrals.

There are some examples of co-location of employment and health services. For example Mosiac Clubhouse and The Harbour both have employment support available from their premises.

Discussions about whether GPs are interested in having employment support located in their practices has not yet been advanced.

| 25. Council should work | A number of employment support programmes have established links (including co-location) with health partners. These include Central London Works (the Work and Health Programme for Central London), Working Capital and Work Well. A review of the employment support that the council commissions is currently underway. This will look at good practice from other boroughs as well as any gaps or opportunities arising from the council’s current provision (as outlined above). The potential to include employment advice offered in GP surgeries will be included as one of the options explored in that review. In the meantime officers will look at how GP surgeries and other health partners can be helped to understand what employment support is available (e.g. through the Opportunity Lambeth website). | Current employment programmes are already funded; and further activity identified through the employment support review will require consideration in light of available resources | Integration between health services and employment support is important in supporting people with disabilities and health conditions into employment. Currently this relies on signposting and referrals. There are some examples of co-location of employment and health services. For example Mosiac Clubhouse and The Harbour both have employment support available from their premises. Discussions about whether GPs are interested in having employment support located in their practices has not yet been advanced. | Economic Inclusion lead John Bennett |
### Improving our Practice

| Council priorities for employment and skills should include access to a wide range of potential opportunities for our residents targeting those groups identified in the Equalities Commission. The council should set out clearly what its employment and skills support offer is and we should consider how to | A review of employment support is currently underway in light of this recommendation, and the recommendations of the Equalities Commission. This review will lead to an Employment and Skills Plan which clearly sets out the council’s priorities for employment and skills over the coming three years, and how these will be delivered. As well as including current projects that are evidenced to be having an impact, it will also include the | Officer time from within existing resources | A new commissioning model for employment support is proposed which reflects this recommendation. The new model will provide a “front door” to employment support through the Opportunity Lambeth website and outreach in the community. This will be supported by personalised employment support provided by specialist agencies working with the following groups of residents:

- Care leavers | Economic Inclusion lead John Bennett |

| The Council, working in partnership with DWP, should ensure that when job seekers being helped by Employment and Skills experience difficulty in obtaining identification documents, a protocol exists whereby assistance can be obtained from DWP. | DWP can provide letters confirming entitlement to welfare benefits which can be used for evidence of current address (e.g. for opening bank accounts). However this recommendation relates to a broader issue with employers requiring new starters to provide a passport or biometric ID card. As has been seen with the recent Windrush scandal, the difficulty with people being able to get these documents (aside from the high cost involved) is more related to issues with Home Office policy and processes. It is suggested the council waits to see what, if any, changes are made as a result of the Windrush scandal and review whether these have any positive impact on the identification issues faced by some residents. | DWP remain open to providing benefit entitlement letters that can be used as proof of address. When commissioning employment support, the council includes a discretionary fund which can be used by the provider to pay for any items that clients need and cannot access through other sources. This could include ID documents, as well as items such as clothing or tools. Where residents are struggling to obtain appropriate identification documents they are signposted to local advice services, such as Lambeth Law Centre, who may be able to provide support. However the council does not currently commission advice provision related to immigration or nationality issues. Council officers will raise the issue of support with identification with local DWP officers to see if anything further can be done at a local level to ensure that residents are able to obtain appropriate identification documents. | Economic Inclusion lead John Bennett |
28. The Council should ensure that at our libraries and other locations where internet access is available, support is available to help residents – especially those who are digitally excluded or who have learning difficulties or mental health issues – to carry out online job applications. This should be tested through mystery shopping.

Lambeth Libraries provide a wide range of support for the unemployed. There is a general but comprehensive offer across the whole service at all 10 libraries as well as more specific and targeted support at many branches as detailed below:

**Lambeth Libraries:**
- Book-a-librarian sessions. One hour bookable librarian time to help with anything online from job searching, CV building, or general IT help

The employment support will include employability support, addressing wider barriers to work (e.g. housing, debt, health), and support when someone gets into work. The employment support will be supplemented by jobs brokerage (i.e. working with employers to secure suitable vacancies).

| promote the range of opportunities available to these priority groups. The Council should continue to review, evaluate and develop all its employment support programmes to develop good practice and support the Equalities Commission recommendations. | commissioning of new employment programmes that are required to fill gaps in existing provision. This review will link with what services are promoted through the Opportunity Lambeth website and any other relevant promotional channels. | • Young people 18-25 not in employment, education or training
• Council tenants in arrears (or at risk of arrears)
• Parents using Children’s Centres
• Ex-offenders and those at risk of gang involvement
• Disability and long-term health conditions
• Mental health
• In temporary accommodation, homeless, or at risk of homelessness
• Wards with the highest claimant count
• Seeking apprenticeships

The provision as outlined is currently funded from existing resources or partnerships. Any further support offered would require funding. | The council continues to provide this wide range of support at libraries across Lambeth.

Libraries lead Susanna Barnes
Economic Inclusion lead John Bennett |
- Stock relevant to job searching such as writing CVs, interview skills and completing assessment tests
- Professional library staff who have completed national library training module on supporting unemployed
- ESOL classes at several libraries
- Access to online resource Universal Skills to help with basic computer skills, job hunting skills, CV creation

Brixton
- Digital Champions - Mondays 1-4pm, Fridays 10am-1pm and Sundays 1.30-3.30pm
- Employment and CV support – Thursdays 1-3.30pm
- Renaisi information stall every Wednesday 10am-1pm offering appointments to help support people back into work
- SLaM – Work Well – new employment service about to start holding stalls in library

Durning
- Friday morning IT skills session
- Friday 1.30 - 4pm Job Shop

Minet
- Beginner IT class (14 week course) starts 14 June

Streatham
- Monday morning support for people with Visual Impairments with IT and to become work ready
- Location for One-to-One Job Centre advice sessions

Tate South Lambeth
<table>
<thead>
<tr>
<th>29</th>
<th>The Council should continue to review, evaluate and develop all its employment support programmes to develop good practice and support the Equalities Commission recommendations. Information on initiatives should be made available to elected members.</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>A review of employment support is currently underway in light of this recommendation, and the recommendations of the Equalities Commission. This review will lead to an Employment and Skills Plan which clearly sets out the council’s priorities for employment and skills over the coming three years, and how these will be delivered. As well as including current projects that are evidenced to be having an impact, it will also include the commissioning of new employment programmes that are required to fill gaps in existing provision.</td>
</tr>
<tr>
<td></td>
<td>Officer time from within existing resources A new commissioning model for employment support is proposed which reflects this recommendation. The new model will provide a “front door” to employment support through the Opportunity Lambeth website and outreach in the community. This will be supported by personalised employment support provided by specialist agencies working with the following groups of residents:</td>
</tr>
<tr>
<td></td>
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<td>• Council tenants in arrears (or at risk of arrears)</td>
</tr>
<tr>
<td></td>
<td>• Parents using Children’s Centres</td>
</tr>
<tr>
<td></td>
<td>Economic Inclusion lead John Bennett</td>
</tr>
</tbody>
</table>
Information on employment support projects is available to elected members through Opportunity Lambeth. Elected members will be identified as a specific audience in the communications plan for promoting Opportunity Lambeth from September 2018 onwards.

- Ex-offenders and those at risk of gang involvement
- Disability and long-term health conditions
- Mental health
- In temporary accommodation, homeless, or at risk of homelessness
- Wards with the highest claimant count
- Seeking apprenticeships

The employment support will include employability support, addressing wider barriers to work (e.g. housing, debt, health), and support when someone gets into work.

The employment support will be supplemented by jobs brokerage (i.e. working with employers to secure suitable vacancies).

Once this support is commissioned, Elected Members will be provided with information about where to direct people for employment support. In the meantime, Opportunity Lambeth website remains the best place to direct residents.

Graduates of Pathways to Employment are currently being encouraged to access a new project, Routeways, which seeks to support people who are in work to progress in their careers.

Any employment programme commissioned by the council will include requirements for employment to be sustained, generally for at least 6 months. It is therefore in the interests of the employment support provider to use a range of techniques to continue to support graduates of Pathways to Employment.

Graduates of Pathways to Employment continue to be supported through the Routeways project where appropriate.

The Council, working with Job Centre Plus (JCP) should help graduates of employment schemes such as Pathways to Employment to provide peer support to each other through a network of former service users. This could be facilitated via an online forum and/or offline activities such as drop-in sessions.

Graduates of Pathways to Employment continue to be supported through the Routeways project where appropriate. From within existing resources

Economic Inclusion lead

John Bennett
support clients even when they have found employment. In some cases this may include forms of peer-to-peer support. However it is considered that is best left to the discretion of the employment support provider as to how this is provided/facilitated as it will depend on the needs and circumstances of the client group.

**The Council as Developer / Landowner / Property Owner**

| 31. | In circumstances where the Council carries out developments on land which it owns which result in commercial spaces or employment / self-employment opportunities, efforts should be made to encourage participation by groups identified by the Equalities Commission as being particularly in need. These opportunities will be identified on a case-by-case basis. Participation will be encouraged by groups identified by the Equalities Commission as being particularly in need. An example of this include the "LJ Works" project currently in development which will provide workspace and employment opportunities specifically targeted at local residents. | Within existing resources for individual projects and subject to overall project viability. | International House, the 11 storey office block in Brixton town centre owned by the council, has been let to 3space. One whole floor of the building is being used by community and not-for-profit organisations who rent the space for free. The rest of the building is aimed at organisations from the creative and digital industries, with a particular focus on local people and social value. Also any businesses located in the building must pay at least the London Living Wage to its employees and contractors. Other opportunities will continue to be identified on a case-by-case basis. |

**Conclusion**

| 32. | The council should commit to focus on the employment support needs of those priority groups of residents highlighted within the Equalities Commission who are long-term unemployed or at risk of being so. This will include people with mental and A review of employment support is currently underway in light of this recommendation, and the recommendations of the Equalities Commission. This review will lead to an Employment and Skills Plan which clearly sets out the council’s priorities for employment and skills over the coming three years, and how these will be delivered. As well as including current Officer time from within existing resources. | In the first three quarters of 2018/19, 385 residents have been supported into employment through council activities. These residents are reflective of the groups listed in the recommendations as they have come through the programmes such as Pathways to Employment, Central London Works, Workwise, Workforce Plus and Steps to Success. | Economic Inclusion lead John Bennett |
| Physical health conditions, people with learning difficulties and learning disabilities, residents from our most excluded minority ethnic groups, older residents aged 50+yrs, our young people leaving care and young people at risk of being out of education, training and employment. Through coordinating, facilitating and delivering a range of support interventions over the next four years the council will enable the employment of 1500 residents who face multiple barriers to entering employment thus improving their wellbeing, economic and social situation and quality of life. | Projects that are evidenced to be having an impact, it will also include the commissioning of new employment programmes that are required to fill gaps in existing provision. | The target of 1,500 residents is included within the corporate performance indicators which are reported to senior management and Cabinet on a quarterly basis. The new proposed commissioning model of employment support for local residents outlined in recommendation 27 will further help to deliver this recommendation. |
Overview & Scrutiny Committee 14 March 2019

Report title: 2018-19 Overview and Scrutiny Committee Work Programme

Wards: All

Portfolio: Cabinet Member for the Voluntary Sector, Partnerships and Community Safety: Councillor Mohammed Seedat

Report Authorised by: Director of Legal and Governance: Alison McKane

Contact for enquiries:
Gary O'Key, Senior Democratic Services Officer, Corporate Resources; 020 7926 2183, gokey@lambeth.gov.uk

Report summary

This report sets out the committee’s draft work programme, provides an update on and record of actions or recommendations arising from previous meetings, and provides councillors with information relevant to the management of the committee.

Finance summary

There are no additional capital or revenue implications arising as a direct result of this report. The work programme will be undertaken within the existing budget provision for Scrutiny within the Legal & Governance Directorate.

Recommendations

1. That the work programme as drafted and the status of actions be noted (Appendix 1).
1. CONTEXT
1.1 The Overview and Scrutiny Committee (OSC) is responsible for overseeing and scrutinising the whole range of the Authority’s functions and responsibilities, as well as other public service providers’ work and its impact on the local community. The committee’s remit extends to all matters which impact on the economic, social and environmental wellbeing of those who live, work, study or use services in the borough.

1.2 OSC also exercises the council’s statutory scrutiny functions in relation to health, and crime and disorder. The committee has responsibility for the review and scrutiny of matters relating to the planning, provision and operation of health and related services in Lambeth (and any substantial variation thereof) in accordance with the Health and Social Care Act 2012 and relevant regulations. The committee is also the borough’s designated ‘Crime and Disorder Scrutiny Committee’ in accordance with the Police and Justice Act 2006 and has responsibility for scrutinising the work of the Safer Lambeth Partnership.

1.3 At the AGM on 23 May 2018, Council agreed minor changes to Lambeth’s scrutiny arrangements, with the Overview & Scrutiny Committee moving to a fixed membership of nine permanent Members (comprising seven from the majority Labour Group, one from the minority Green Group and the sole Conservative councillor).

1.4 The Children’s Services Scrutiny Sub-Committee (CSSC) established in April 2017 is continuing in 2018/19, meeting four times over the course of the year. The Chair of CSSC, Councillor Liz Atkins, also sits on OSC in order to ensure coordination of work between the two bodies, eliminate any potential duplication and feed in findings from CSSC into OSC, and vice versa, where relevant.

2. PROPOSAL AND REASONS
2.1 The Overview and Scrutiny Committee is invited to consider its work programme at each meeting. Although some flexibility needs to be retained to enable items to be added at relatively short notice, planning the committee’s work programme assists in the commissioning of reports and helps to ensure that planned work is considered in a timely manner.

2.2 The committee’s draft work programme and action monitoring table is attached at Appendix 1. The work programme is updated following completion of any actions or recommendations arising or timetabling of new items. It should be monitored at each meeting to ensure that previous actions and requests have been completed in full.

2.3 Overview & Scrutiny Committee is continuing the same approach to its meetings in 2018/19 as in the previous municipal year, whereby meetings will have lead agenda items but a portion of each meeting will also be retained to take updates on themes of ongoing or particular interest or concern in order to ensure a flexible approach. Indicative lead items are outlined in Appendix 1.

2.4 The 14 March meeting will focus primarily on the Jobs and Skills agenda, to include a Lambeth Labour Market Review (as recommended at the July 2018 OSC meeting – see Appendix 1 for details) and the first action plan update in relation to the Jobs For All Scrutiny Commission, which reported to Cabinet in June 2018.

2.5 Arrangements for the May OSC are still under discussion but a provisional decision has been made to dedicate the meeting to Health-related matters.
Scrutiny Commissions

2.6 All proposals for scrutiny commissions should be submitted to the Scrutiny Team and will be considered by the OSC Chair and Vice Chairs in the first instance. Councillors submitting a proposal for a commission are asked to provide outline information using the commission scoping template. Commissions can only be progressed when adequate resource has become available in the Scrutiny Team.

2.7 A Joint Overview and Scrutiny Committee (JOSC) is established across the six south east London boroughs to scrutinise the work and consider proposals arising from the NHS SEL programme ‘Our Healthier South East London’ (OHSEL). OHSEL is the NHS Sustainability and Transformation Plan (STP) for south east London aiming to improve the health of people in the region, reduce health inequalities and deliver a healthcare system which is clinically and financially sustainable. Nine formal meetings of the JOSC have been held so far, and proposed models of care for the programme’s priorities have been subject to discussion with the committee. The JOSC most recently met on 26 September 2018 to consider a partnership update on the OHSEL Programme and plans going forward. The next meeting is due to be held in March 2019 with an indicative focus on population health and life expectancy/long term planning reflecting age and pressures in different boroughs; and roll out of hubs and locality based care provision.

2.8 Cllr Danny Adilypour (OSC Vice Chair leading on Health & Adult Social Care) and Cllr Philip Normal (CSSC member) are the Lambeth representatives of the OHSEL JOSC. At the 26 September 2018 JOSC meeting Cllr Normal was appointed Vice Chair of the committee.

2.9 At the OSC meeting held on 12 July 2018 the committee agreed to establish a short term scrutiny commission aimed at complementing the council’s Events Strategy review. Following discussions with councillors and officers regarding the scope of this commission and how best scrutiny can add value, a proposal was drawn up by Cllr Mary Atkins, OSC Vice Chair, focusing on the community benefits that are, or could be, delivered via major commercial events held in the borough, and how these can be maximised. Councillors Nigel Haselden, Philip Normal and Becca Thackray were appointed to the commission in October 2018 alongside Cllr Atkins. The commission has met informally three times to discuss the precise terms of reference, consider a variety of research evidence, and draw up plans for stakeholder input.

2.10 As a result of issues raised at the 20 September 2018 housing-themed OSC meeting in relation to the Private Rented Sector (PRS) item, committee members expressed an interest in establishing a commission which could dovetail into the forthcoming PRS Strategy. The precise focus for such a commission, were it to be taken forward, has not yet been determined.

2.11 The table included in Appendix 1 summarises the status of all current commissions.

Borough Plan and Forward Plan

2.12 In considering its future work programme and in agreeing commissions the committee may wish to take into account the Council’s priorities as outlined in Future Lambeth: Our Borough Plan 2016-2021, which was approved by Cabinet on 19 September 2016. This is the Council and partners’ vision for the borough over the next five years and sets out three strategic priorities that all partners will work towards in order to make Lambeth a stronger, fairer and more prosperous borough: Inclusive Growth; Reducing Inequality; and Strong and Sustainable Neighbourhoods.

2.13 The Forward Plan lists all key decisions that the Council (including the Health and Wellbeing Board) will take over the coming months. A key decision is defined as an executive decision which will:
(1) Require an amendment to the Community Plan Outcomes Framework or require a recommendation to Council to amend the Budget and Policy Framework; and/or
(2) Result in the local authority incurring expenditure, raising income or making savings in excess of £500,000; and/or
(3) Have a significant impact on:
   (a) communities living or working in an area comprising two or more wards in Lambeth; or
   (b) wellbeing of the community or the quality of service provided to a significant number of people living or working in an area; or
   (c) communities of interest

2.14 The plan is therefore a useful tool for identifying forthcoming decisions where the committee might add value. The Forward Plan can be found at: https://moderngov.lambeth.gov.uk/mgListPlanItems.aspx?PlanId=702&RP=137

3. FINANCE
3.1 There are no additional capital or revenue implications arising as a direct result of this report. The work programme will be undertaken within the existing budget provision for Scrutiny within the Legal & Governance Directorate.

4. LEGAL AND DEMOCRACY
4.1 There are no legal implications, but advice on specific work programme items may be provided in the future.
4.2 There are no further democratic implications arising from this report.

5. CONSULTATION AND CO-PRODUCTION
5.1 All members of the council are entitled to suggest items for scrutiny work programmes in accordance with the council’s scrutiny procedure rules (Constitution Part 3, Section 6). Suggestions are also invited specifically from scrutiny members as part of their community leadership role and from members of the public. The council’s website includes a form for the submission of suggestions and for public notice questions.

6. RISK MANAGEMENT
6.1 None.

7. EQUALITIES IMPACT ASSESSMENT
7.1 An equalities impact assessment of the work programme has not been undertaken. Reports commissioned by the committee will be expected to address any equalities issues. Any recommendations arising from commissions will have equalities implications considered at the drafting stage.

8. COMMUNITY SAFETY
8.1 None.

9. ORGANISATIONAL IMPLICATIONS
9.1 None.

10. TIMETABLE FOR IMPLEMENTATION
10.1 See Appendix 1.
### Audit Trail

<table>
<thead>
<tr>
<th>Name/Position</th>
<th>Lambeth directorate/ department or partner</th>
<th>Date Sent</th>
<th>Date Received</th>
<th>Comments in para:</th>
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<tr>
<td>Councillor Donatus Anyanwu</td>
<td>Chair, Overview &amp; Scrutiny Committee</td>
<td>19.02.19</td>
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<td>Alison McKane, Director</td>
<td>Legal &amp; Governance</td>
<td>19.02.19</td>
<td>04.03.19</td>
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<td>Nisar Visram, Assistant Director Corporate Finance</td>
<td>Finance &amp; Investment</td>
<td>19.02.19</td>
<td>25.02.19</td>
<td>Section 3 &amp; Finance Summary</td>
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<td>Andrew Pavlou, Legal Services</td>
<td>Legal &amp; Governance</td>
<td>19.02.19</td>
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<td>Jacqueline Pennycook, Democratic Services</td>
<td>Legal &amp; Governance</td>
<td>19.02.19</td>
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### Report History

| Original discussion with Cabinet Member | N/A |
| Report deadline | 01.03.19 |
| Date final report sent | |
| Part II Exempt from Disclosure/confidential accompanying report? | No |
| Key decision report | No |
| Date first appeared on forward plan | N/A |
| Key decision reasons | N/A |
| Background information | Future Lambeth: Our Borough Plan 2016-2021 Forward Plan of Key Decisions Lambeth Council Constitution 23.05.18 |

### Appendices

| Appendix | Appendix 1: OSC Work Programme 2018/19 |
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<table>
<thead>
<tr>
<th>Date</th>
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<tr>
<td>12 July 2018</td>
<td>Scheduled</td>
<td>• Council Strategy&lt;br&gt;- Organisational Priorities&lt;br&gt;- Budget Update Report&lt;br&gt;- Our Healthier South East London Joint health OSC: Appointment of Members</td>
</tr>
<tr>
<td>20 Sept 2018</td>
<td>Scheduled</td>
<td>• Housing&lt;br&gt;- Resident Engagement&lt;br&gt;- Major Works&lt;br&gt;- Private Rented Sector&lt;br&gt;- Housing Performance reports</td>
</tr>
<tr>
<td>1 Nov 2018</td>
<td>Scheduled</td>
<td>• Crime and Disorder&lt;br&gt;- 2018 Safer Lambeth Partnership Scrutiny Report (inc update on Serious Youth Violence)</td>
</tr>
<tr>
<td>13 Dec 2018</td>
<td>Scheduled</td>
<td>• Budget&lt;br&gt;- December Finance Planning and Medium Term Strategy report 2018 to 2023</td>
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<tr>
<td>23 May 2019 (Provisional)</td>
<td>Scheduled</td>
<td>• Health &amp; Social Care (TBC)</td>
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**OUTSTANDING ITEMS**

- Commercial Strategy: Autumn 2019
- Accessibility of Council Digital Services Commission: 2nd action plan update due Jan 2020
- Jobs For All Commission: 2nd action plan update due March 2020
**Scrutiny Commissions**

*(More information on current commissions is contained in the OSC work programme report)*

<table>
<thead>
<tr>
<th>Title/Proposal</th>
<th>Status</th>
<th>Co-Chairs/Lead Member(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joint Health Overview &amp; Scrutiny Committee ‘Our Healthier South East London’</td>
<td>In progress.</td>
<td>Cllr Danny Adilypour &amp; Cllr Philip Normal</td>
</tr>
<tr>
<td>Jobs For All</td>
<td>Complete. Final report presented to Cabinet in June 2018. First action plan update March 2019; second update early 2020</td>
<td>Former Cllr Matt Parr &amp; Cllr Mary Atkins</td>
</tr>
<tr>
<td>Burst Water Mains</td>
<td>Meeting held April 2017; further follow-up in March 2018. Thames Water / Ofwat to potentially be invited back to future meeting.</td>
<td>Cllr Andy Wilson &amp; Former Cllr Jack Holborn</td>
</tr>
<tr>
<td>Maximising Benefits from Events</td>
<td>Informal meetings held to define scope, consider background research and plan stakeholder input.</td>
<td>Cllr Mary Atkins</td>
</tr>
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</table>
## Overview & Scrutiny Committee Action Monitoring

### 22 March 2018: Burst Water Mains / Outstanding OSC Work Programme Items

<table>
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<th>Item</th>
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<tbody>
<tr>
<td>Burst Water Mains</td>
<td>To invite Thames Water to a future meeting to report back on progress.</td>
<td>Accepted</td>
<td>Scrutiny Team to monitor situation, feeding back to committee members and stakeholders where appropriate, and invite TW/Ofwat back if desired.</td>
<td>Ongoing</td>
<td>Gary O'Key</td>
<td>A</td>
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### 12 July 2018: Council Strategy / Budget / Work Planning

<table>
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<tr>
<td>Organisational Priorities &amp; Corporate Strategy</td>
<td>To endorse the principle of participatory budgeting and call on the Administration to increase its engagement with local residents to drive and inform budgeting decisions</td>
<td>Accepted</td>
<td>The Engagement and Consultation team will support an extensive stakeholder liaison programme ahead of formal consultation on the MTFS. This will focus on the four pillars of the MTFS as outlined in the Cabinet Report. Engagement will initially focus on the scale of the funding challenge that the council faces, the need for the council to build its local tax base and the potential that growth gives us to generate the income needed to create a sustainable income to support vulnerable people in the borough. We will also be working with services to identify any potential statutory consultations that may need to be run in parallel with the MTFS consultation</td>
<td>2019 budget report</td>
<td>Chris Palmer</td>
<td>G</td>
</tr>
<tr>
<td>Organisational Priorities &amp; Corporate Strategy</td>
<td>To request further detail and data on the state of Lambeth’s labour market with a view to potential future scrutiny input into how best to maximise the quality of jobs in the borough</td>
<td>Accepted</td>
<td>A labour market data review can be prepared and presented to a future OSC meeting. It will include data on employment/unemployment levels in the borough, skills, welfare benefits and jobs in the borough. Report on 14/3/19 agenda.</td>
<td>March 2019</td>
<td>John Bennett</td>
<td>G</td>
</tr>
<tr>
<td>Organisational Priorities &amp; Corporate Strategy</td>
<td>That the committee wishes to be kept informed of developments with regards to the Borough Plan review, with a view to scheduling a follow up item at a future meeting for the committee to influence the review whilst still at a formative stage</td>
<td>Accepted</td>
<td>Accepted in full – the Policy and Partnerships team will share a forward plan for development of the Borough Plan once this has been agreed with Cabinet, and arrange further discussions with OSC accordingly.</td>
<td>Spring 2019</td>
<td>Hannah Jameson</td>
<td>A</td>
</tr>
<tr>
<td>Draft Medium Term Finance Strategy</td>
<td>To encourage officers to explore the concept of a voluntary top rate of council tax as a means of raising extra income and request that financial modelling be carried out in an attempt to ascertain how much this may contribute to the council’s finances</td>
<td>Accepted</td>
<td>Officers have completed an initial assessment and will undertake detailed financial modelling to ascertain how much extra income could be generated as well as options for administering the collection arrangements</td>
<td>2019</td>
<td>Christina Thompson</td>
<td>A</td>
</tr>
<tr>
<td>Draft Medium Term Finance Strategy</td>
<td>To request details of the methodology used to benchmark expenditure against other authorities (such as payroll [per head] and costs per invoice settled)</td>
<td>Accepted in part</td>
<td>There is no formal methodology written down but benchmarking expenditure and income is regularly undertaken using a range of tools and information collated by professional bodies and will vary on type of expenditure or income. Information will be included in Financial Planning and Performance reports as appropriate</td>
<td>Ongoing</td>
<td>Christina Thompson</td>
<td>A</td>
</tr>
<tr>
<td>Draft Medium Term Finance Strategy</td>
<td>To urge officers to seek to widen procurement pooling arrangements where these can be shown to achieve savings and/or social value</td>
<td>Accepted</td>
<td>We continue to engage with and explore opportunities for collaboration and information sharing</td>
<td>Ongoing</td>
<td>Christina Thompson</td>
<td>A</td>
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<tr>
<td>Draft Medium Term Finance Strategy</td>
<td>To urge the authority to continue to ring fence an appropriate portion of its income to be spent on Public Health once the dedicated Public Health Grant is rolled into the Business Rates Retention scheme</td>
<td>Rejected</td>
<td>Ring fencing would reduce the flexibility to effectively plan and deliver services within the total income envelope. However, investment in public health is important and reducing inequalities is a key tenant of the Health and Wellbeing Strategy and Borough Plan. The Public Health Grant has been cut year on year by Central Government since 2015. As part of the changes to Business Rate Retention, the Public Health Grant will come to an end be rolled into the increased retention. The Public Health Grant is currently ring-fenced for expenditure on the delivery of the Public Health duties on local government as described in the Health and Social Care Act 2012 and in the conditions of the Grant. The Council reviews its expenditure plans as a whole on an annual basis and seeks to ensure that resources are used in the most efficient way possible and considers the impact on the health of residents as part of this.</td>
<td>N/A</td>
<td>Christina Thompson / Hamant Bharadia</td>
<td>R</td>
</tr>
<tr>
<td>Draft Medium Term Finance Strategy</td>
<td>To request further details regarding the evidenced assurances referred to (para. 2.7 of the report) in relation to the financial state of Capita</td>
<td>Accepted in part</td>
<td>The material shared by Capita and the Cabinet Office is commercially confidential and cannot be shared further but procurement checks carried out through Dunn &amp; Bradstreet, which give an indication of financial health and risk, will be shared with Members</td>
<td>Info circulated 21/9/18</td>
<td>Christina Thompson / Andy Ralphs</td>
<td>G</td>
</tr>
<tr>
<td>Draft Medium Term Finance Strategy</td>
<td>To request regular budget tracker information in order to monitor delivery of savings</td>
<td>Accepted</td>
<td>Quarterly budget monitor to OSC members</td>
<td>Ongoing</td>
<td>Christina Thompson</td>
<td>A</td>
</tr>
<tr>
<td>Draft Medium Term Finance Strategy</td>
<td>To request a further budget update at a relevant point in the autumn in order that the committee can input into decisions regarding savings proposals</td>
<td>Accepted</td>
<td>The December Financial Planning report is scheduled for OSC</td>
<td>December 2018</td>
<td>Christina Thompson</td>
<td>G</td>
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## 20 September 2018: Housing

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<tr>
<td>Resident Involvement in Housing Scrutiny Commission Update</td>
<td>That communications between TRAs, Councillors and Area Boards be systematically improved to enable appropriate flow of information between them and ensure all are aware of pertinent issues such as attendance rights, business to be discussed and decisions made.</td>
<td>Accepted</td>
<td>Board info in every monthly TRA newsletter. All Board packs on website from December 2018</td>
<td>Completed</td>
<td>Mark Howarth</td>
<td>G</td>
</tr>
<tr>
<td>Resident Involvement in Housing Scrutiny Commission Update</td>
<td>That the agendas, minutes and Terms of Reference of Area Boards and Resident/Homeowner Assemblies be uploaded onto the Council’s website as soon as practicable, and that meetings be appropriately publicised, including on social media.</td>
<td>Accepted</td>
<td>All meetings already on the meeting calendar and documents will be added from January 2019</td>
<td>Completed</td>
<td>Mark Howarth</td>
<td>G</td>
</tr>
<tr>
<td>Resident Involvement in Housing Scrutiny Commission Update</td>
<td>That, while noting the continuing budgetary pressures affecting the council, including the focus on fire safety works following the Grenfell disaster, the committee reiterates its support for the principle of Area Boards having delegated budgets (in line with commission recommendation 9) and requests that this be revisited, taking account of best practice elsewhere.</td>
<td>Accepted</td>
<td>Notwithstanding the budgetary restraints a review on delegating some budgets to Area Boards will take place after one year.</td>
<td>Sept 2019</td>
<td>Mark Howarth</td>
<td>A</td>
</tr>
<tr>
<td>Resident Involvement in Housing Scrutiny Commission Update</td>
<td>That the committee requests more data with regards to the Lambeth 500+, including information on demographics and geographical spread (both for the membership as a whole and the cohort who are considered to be the most active members).</td>
<td>Accepted</td>
<td>Info circulated to Members in Oct 2018</td>
<td>Oct 2018</td>
<td>Mark Howarth</td>
<td>G</td>
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<tr>
<td>Resident Involvement in Housing Scrutiny Commission Update</td>
<td>That the committee notes the intention to ensure details of all estate walkabouts and action plans are published on the website and wishes to see this take place as soon as practicable.</td>
<td>Accepted</td>
<td>New target to complete 70 EAPs by Jan 19. Delays in publishing due to need to source externally to write. Target April 2019</td>
<td>April 2019</td>
<td>Mark Howarth</td>
<td>A</td>
</tr>
<tr>
<td>Resident Involvement in Housing Scrutiny Commission Update</td>
<td>That the committee wishes to see the council lobby central government regarding reforming TMO governance in order to promote greater transparency and accountability while ensuring local authorities have appropriate powers to intervene if TMOs are failing.</td>
<td>Accepted</td>
<td>The Council has already fed into the Government’s Green Paper on Social Housing specifically commenting on the need to strengthen TMO governance and transparency.</td>
<td>Complete</td>
<td>Mark Howarth</td>
<td>G</td>
</tr>
<tr>
<td>Resident Involvement in Housing Scrutiny Commission Update</td>
<td>That the committee wishes to maintain oversight of how the new resident engagement structures pilot progresses with a view to further input at an appropriate juncture, within a timescale to be agreed with relevant Members and officers.</td>
<td>Accepted</td>
<td>Review due to start imminently and to report back to Cabinet by May 19</td>
<td>May 2019</td>
<td>Mark Howarth</td>
<td>A</td>
</tr>
<tr>
<td>Lambeth Housing Standard (LHS) Update</td>
<td>That the committee requests information on the estimated savings in the responsive repairs budget which have resulted from the LHS programme since its inception, broken down by financial year, also detailing the extent to which such savings are projected to continue in future years.</td>
<td>Accepted</td>
<td>Having assessed pre and post LHS order volumes on three sample estates /schemes, the number of repair orders dipped following LHS but went back to pre-LHS volumes within 2 years – although the order costs were typically lower. That said, borough-wide benchmarking data supplied by Housemark shows that both repair volumes and average repair order costs have reduced post LHS. To achieve a conclusive picture, a more comprehensive assessment over a longer period of time (i.e. 5 years) would be needed. In summary therefore, the data from the three sample estates and Housemark benchmarking data shows that average repair cost have reduced in the 2-3 years following LHS. Data from the three sample estates suggests that repair volumes may revert back to pre-LHS volumes over time but with</td>
<td>TBC</td>
<td>Su Gomer / Andrew Jacques</td>
<td>A</td>
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<td>Lambeth Housing Standard (LHS) Update</td>
<td>That the committee is concerned at the low level of leaseholder satisfaction (KPI SE113: p155-6 of the agenda pack) and wishes to see a copy of the improvement plan referred to, as well as details of the contract overspend mentioned (amount overspent, reasons for this, and the average increase in bills).</td>
<td></td>
<td>lower average costs - but again a broader sample over a longer period would be needed to test whether this is a general borough-wide trend. The reported spend at O&amp;S against the LHS budget was correct but the commentary supplied in the performance report was inaccurate and should not have said that there has been an overspend. What it should have said was that Leasehold satisfaction can be adversely affected when final accounts exceed estimates. The final accounts for Roupell, Poynders and Loughborough are likely to be in excess of estimates due to unforeseen works arising/identified within the estimate invoice. The final costs of a project will only ever reflect the actual costs incurred. Variation in the amount of works required may result in the final accounts to leaseholders being higher or lower than estimates. The original LHS budget was based on estimates, and as individual projects begin and surveys take place it may be apparent that more works are required – for example instead of roof repair, roof renewal was needed. To help reduce the variance between estimate and actual our Capital works team are carrying out more robust site surveys at estimate stage, and are also now using drone surveys to provide greater transparency. Improvement Plan circulated to Members Dec 2018.</td>
<td>Su Gomer / Chris Flynn</td>
<td>G</td>
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<tr>
<td>Lambeth Housing Standard (LHS) Update</td>
<td>That the committee believes KPI information regarding leaseholder satisfaction is too broad and that consideration be given to splitting up the existing KPI (SE113) into a number of subsets (e.g. major works, estate management, billing etc) to give a clearer picture.</td>
<td>Accepted</td>
<td>We would agree with splitting up the existing KPI (SE113) to have a more reflective performance measure in each area. Options to be considered in time for implementation in next financial year.</td>
<td>April 2019</td>
<td>Chris Flynn</td>
<td>A</td>
</tr>
<tr>
<td>Lambeth Housing Standard (LHS) Update</td>
<td>That the committee requests information regarding the proportion of leaseholders who challenge their S20 notice and the result of any such challenges, together with details of the finance options available to leaseholders to help meet the cost of major works and the extent to which each of these options is taken up.</td>
<td>Accepted in part</td>
<td>Homeownership &amp; Rent Services do not hold specific data on who “challenges” their S20 notice. The business receives enquiries regarding section 20 observations, general enquiries regarding the notices, dispensation enquiries, first tier tribunal applications etc. Payment options: <a href="https://www.lambeth.gov.uk/council-tenants-and-homeowners/homeowners/major-works-to-your-home">https://www.lambeth.gov.uk/council-tenants-and-homeowners/homeowners/major-works-to-your-home</a></td>
<td>Dec 2018</td>
<td>Chris Flynn</td>
<td>G</td>
</tr>
<tr>
<td>Lambeth Housing Standard (LHS) Update</td>
<td>That the committee is concerned at the comments made in relation to Macintosh Court and supports an investigation into the issues raised, the results of which should be reported back to OSC.</td>
<td>Accepted</td>
<td>Residents’ concerns are acknowledged. Report circulated to committee. This notes that there has been no evidence of breaches in Health and Safety statutory obligations.</td>
<td>TBC</td>
<td>Su Gomer / Paul Ingram</td>
<td>A</td>
</tr>
<tr>
<td>Private Sector Housing</td>
<td>That the committee supports in principle the establishment of a scrutiny commission to assist with the development of the Private Rented Sector Strategy expected in Spring 2019 and requests that this be further explored with relevant members and officers to establish where OSC may best add value.</td>
<td>Accepted</td>
<td>Scrutiny chairs and officers to discuss with Cabinet Member in first instance.</td>
<td>TBC</td>
<td>OSC Members / Scrutiny Team</td>
<td>A</td>
</tr>
<tr>
<td>Private Sector Housing</td>
<td>That the committee requests relevant performance data relating to the private rented sector enforcement carried out by the Environmental Health Team.</td>
<td>Accepted</td>
<td>Data circulated to Members Oct 2018</td>
<td>Complete</td>
<td>Tom Tyson</td>
<td>G</td>
</tr>
<tr>
<td>Private Sector Housing</td>
<td>That the committee supports the establishment of a tenants’ forum and a landlords’ forum (building on existing mechanisms where appropriate) to enable sharing of information and best practice and collaborative problem solving.</td>
<td>Accepted</td>
<td>There is an existing landlords’ forum. Setting up a tenants’ forum would be difficult, and we are not aware of any local authority which has done this successfully. The relatively short term nature of</td>
<td>April 2019</td>
<td>Tom Tyson</td>
<td>A</td>
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| Private Sector Housing | That the committee requests details of the bond scheme operated by Lambeth as referred to. | Accepted          | There are two aspects to this. Lambeth offers tailor made financial packages to encourage landlords to work with us. These include:-  
- A non-refundable incentive  
- Deposit guarantee bonds  
- Rent in advance  

The amounts are demand led, with larger payments for larger properties and longer tenancies. In addition we also offer the “Homefinder's Deposit”. This is a written guarantee (bond) of £800 available to anyone who has a local connection to Lambeth and is eligible. Front line staff verify eligibility and issue these bonds by printing them out. | Oct 2018 | Tom Tyson | G           |
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<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>To endorse the Public Health approach to tackling serious youth violence as set out in the papers but to recommend that further work be done regarding the collection of performance information and statistical analysis to inform, and measure the progress of, the strategy, on a much broader scale than has traditionally been the case</td>
<td>Accepted</td>
<td>The violence needs assessment is currently being updated by Public Health, and will use multiple longer term data sets to inform the work.</td>
<td>Summer 2019</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>To ensure the development of the Public Health model of tackling youth violence in Lambeth involves the community at every stage. Examples of how this is being achieved should be included in the 2019 Safer Lambeth Partnership report to Overview &amp; Scrutiny</td>
<td>Accepted</td>
<td>Community involvement and leadership is at the heart of our new strategy. All of our pilot projects involve community leadership (e.g. the Tulse Hill work). This will be included in every aspect of the strategy.</td>
<td>Ongoing</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>To request statistics on the success or otherwise of knife bins and amnesties, including the number of knife bins in the borough and how many knives have been recovered</td>
<td>Accepted</td>
<td>Request passed to police to respond.</td>
<td>March 2019</td>
<td>Kristian Aspinall</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>To recognise and commend the excellent work done by members of the community to provide diversionary activities and support for those affected by, or potentially at risk of becoming involved in, youth violence, such as the St Matthews Project and Dwaynamic, and to encourage the Safer Lambeth Partnership to support and empower such community-led initiatives, which are vital to the success of the long term youth violence strategy outlined, in every way possible.</td>
<td>Accepted</td>
<td>Third sector involvement and work is an essential part of any community led response to serious youth violence. We have invited several umbrella organisations to participate in the strategy development (YLC, Black Thrive, LVAC and SNB) and will be working directly with local providers as we tailor our approaches.</td>
<td>Ongoing</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>To note the proliferation of agencies engaged in work to prevent youth violence and request that the SLP seeks to better coordinate and publicise the services available.</td>
<td>Accepted</td>
<td>This is an ongoing issue for work in the borough, and the SLP is working to engage with all providers, not just those funded through Safer Lambeth.</td>
<td>Ongoing</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny</td>
<td>To request to see the evaluation of the Streatham Early Help project as soon as this is available.</td>
<td>Accepted</td>
<td>When evaluation is produced will be circulated to Scrutiny.</td>
<td>Summer 2019</td>
<td>Annie Hudson</td>
<td>A</td>
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<tr>
<td>Report (Serious Youth Violence)</td>
<td>To recommend that funding is made available for preventative/early intervention measures which have been shown to make a difference in tackling youth violence, both in terms of the budget setting process and leveraging in extra funding from other sources.</td>
<td>Accepted</td>
<td>We are reassessing all funding opportunities and provision as part of our wider strategic work. Although council funding continues to reduce due to central government reductions, we are actively supporting third sector agencies in securing additional funding, including bid writing, letters of partnership support etc.</td>
<td>Ongoing</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>That more engagement and support work needs to be done in schools to harness and act on community intelligence regarding the possession and use of knives/offensive weapons, and wider issues regarding youth violence (the committee notes and appreciates the fact that the new Borough Command Unit model is to result in an uplift of schools officers, which should assist with this, but urges the SLP to align such work with existing programmes and funding models wherever possible).</td>
<td>Accepted</td>
<td>Schools are an essential part of our new approach to youth violence. We are meeting with schools in the new year to being the process of school engagement, and one of our initial pieces of work is to co-ordinate and align all of our schools provision with.</td>
<td>April 2019</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
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<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>To note the importance of celebrating the achievements of the borough’s young people and to better publicise opportunities for young people to become engaged in positive civic-focused activities, such as via the Young Lambeth Cooperative/Youth Council.</td>
<td>Accepted</td>
<td>Lambeth celebrates young people success as part of our mainstream children’s services work. Part of our schools based work is to encourage greater young people’s participation in civic activities.</td>
<td>Ongoing</td>
<td>Annie Hudson</td>
<td>A</td>
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<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>To note the Offensive Weapons Bill currently making its way through Parliament and, in tandem with this, to encourage the SLP to work with suppliers to explore how best to prevent young people obtaining bladed items.</td>
<td>Accepted</td>
<td>Trading standards prioritises underage knife crime sales as part of their core work, and will continue to do so following several successful prosecutions in 2018. Young people obtain knives more often from online sellers than in previous years, and the team is exploring options as to how this can be successfully tackled.</td>
<td>Ongoing</td>
<td>Calvin McClean</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>That front line staff be kept abreast of developments with regards to drug-related issues, including illegal drugs, prescription drugs and ‘legal highs’, in order to better identify when such issues may be prevalent and report these via established channels.</td>
<td>Accepted</td>
<td>More robust information sharing and training on the changing drugs markets and systems to be considered in 2019.</td>
<td>Summer 2019</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
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<tr>
<td>Item</td>
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<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>That a clear and easily understood protocol be developed across partners to support those who are moved out of the area for their own protection having been involved in, or affected by, violence (to include a named lead contact responsible for the move).</td>
<td>Accepted</td>
<td>To be developed with Director of Housing and Registered Social Landlord partners.</td>
<td>April 2019</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (Serious Youth Violence)</td>
<td>To recommend that the Children’s Services Scrutiny Sub-Committee considers whether the educational/training programmes offered by the Youth Offending Services are sufficiently targeted, up to date and meeting clients’ needs.</td>
<td>Accepted</td>
<td>CSSC to consider when determining future work programme</td>
<td>TBC</td>
<td>Scrutiny Team</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (SLP Performance and Priorities)</td>
<td>To note the concern at the potential for the Prevent counter-terrorism strategy, and the expectations this creates of front line professionals such as social workers and teaching staff, to build barriers and undermine trust between such staff and those who may be at risk of radicalisation, and those connected to them, and request that officers provide further information/evidence to the committee to explore whether or not such concern may be justified in Lambeth.</td>
<td>Accepted in part</td>
<td>Further feedback and information on the Prevent training programme will be provided to the panel when completed.</td>
<td>March 2019</td>
<td>Kristian Aspinall / Annie Hudson</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (SLP Performance and Priorities)</td>
<td>To request a detailed analysis of hate crime figures (including a breakdown of religious hate crime).</td>
<td>Accepted</td>
<td>To be provided by March 2019.</td>
<td>March 2019</td>
<td>Kristian Aspinall</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (SLP Performance and Priorities)</td>
<td>To note the CCG’s vision to improve mental health services and request an update regarding how this is progressing, including performance information where relevant.</td>
<td>Accepted</td>
<td>Scrutiny Team to explore possibility of scheduling into formal committee work programme</td>
<td>TBC</td>
<td>Scrutiny Team</td>
<td>A</td>
</tr>
<tr>
<td>2018 Safer Lambeth Scrutiny Report (SLP Performance and Priorities)</td>
<td>To note the difficulties regarding bringing prosecutions for Female Genital Mutilation (FGM) but to request details of how many of the 29 cases referred to in the report were logged as crimes.</td>
<td>Accepted</td>
<td>To be provided by March 2019</td>
<td>March 2019</td>
<td>Kristian Aspinall / Annie Hudson / Helen Lyons</td>
<td>A</td>
</tr>
<tr>
<td>OSC Work Programme</td>
<td>To request that officers revisit the decision not to carry out financial modelling to ascertain how much could be raised by a voluntary top rate of council tax.</td>
<td>Accepted</td>
<td>This has now been accepted.</td>
<td>Completed</td>
<td>Scrutiny Team</td>
<td>G</td>
</tr>
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</table>
### OSC Work Programme

**To request that officers reconsider the recommendation to continue to ring fence an appropriate portion of its income to be spent on Public Health once the Public Health Grant is rolled into the Business Rates Retention scheme.**

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<tbody>
<tr>
<td>TBC</td>
<td>The final position on the ring fenced Public Health Grant being rolled into the Business Rates retention scheme has not been agreed. However, the Council reviews its expenditure plans as a whole on an annual basis and seeks to ensure that resources are used in the most efficient way possible.</td>
<td>TBC</td>
<td>Scrutiny Team</td>
<td>A</td>
</tr>
</tbody>
</table>

**To note the request from Cllr Bartley to add an item on the estate regeneration programme to the agenda of the next available meeting (in accordance with the Constitution [Part 3, Section 6, para. 14.1]) in light of the Government’s decision to lift the Housing Revenue Account borrowing cap.**

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<tbody>
<tr>
<td>Accepted</td>
<td>Issue to be addressed in December report; members to then decide whether further scrutiny is needed.</td>
<td>Completed</td>
<td>Scrutiny Team</td>
<td>G</td>
</tr>
</tbody>
</table>

### 13 December 2018: Budget

**To note the plans to raise revenue via increased fees and charges but to request information on the amounts raised from past such increases, and whether expected targets were met, in order to provide reassurance to the committee that the assumptions made are realistic**

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</thead>
<tbody>
<tr>
<td>Accepted</td>
<td>Responded to in Council budget report Appendix 3.</td>
<td>Christina Thompson</td>
<td>G</td>
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**To request more information regarding the rationale for seeking to increase reserves to 10% of the net general fund budget and how Lambeth’s reserves position compares to those of other London Boroughs**

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<tbody>
<tr>
<td>Accepted</td>
<td>Responded to in Council budget report</td>
<td>Christina Thompson</td>
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</table>

**To note the committee’s concern at the potential front line impact of moving from 7% to 10% reserves in the next four years and urge the Council to look again at the feasibility of this approach given the risks involved in the savings plans presented**

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<tr>
<td>Accepted</td>
<td>Responded to in Council budget report</td>
<td>Christina Thompson</td>
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<td></td>
<td>That, whilst reassured by the comprehensive answers given to the committee’s questions by the Strategic Director for Children’s Services and the Interim Strategic Director for Adults and Health, the committee remains extremely concerned at the level of service changes proposed in Children’s Services and Adult Social Care and the impact this could have on the borough’s most vulnerable residents, as well as the feasibility of delivering the savings proposed. In particular the committee wishes to highlight the projected savings related to children’s social care, adult social care (and the transition between the two), fostering and the Youth Offending Service as particular areas of concern and the need for future scrutiny of progress against savings target.</td>
<td>Accepted</td>
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<td></td>
<td>Arising from the above:</td>
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</table>
|      | (i) Noting that Children’s Services saving rely heavily on increasing in house foster care, the committee recommends that an action plan is developed with stakeholders including the foster carers association and monitored closely by Children’s Services Scrutiny Sub Committee with feedback on financial savings on a regular basis to CSSC.  
(ii) The committee recognises that adult social care savings are ambitious, are frontloaded and rely on a successful organisational redesign. The committee would recommend that monitored savings come to OSC on a 6 monthly basis. | Accepted         |          |          | Annie Hudson / Fiona Connolly                                        |            |
<p>|      | That it is vital the Council does everything possible to systematically and strategically increase its income generation activity; accordingly the committee wishes to scrutinise the Council’s commercial strategy at a future OSC meeting.                                                                                                                                                                                                                   | Accepted         |          |          | Sandra Roebuck                                                        | A          |
|      | To note the importance of contract management, renegotiation and procurement in delivering the savings plans and to urge the Council to redouble its efforts in this regard in order to ensure a robust strategic approach and take advantage of forthcoming opportunities (the committee notes that the Procurement | Accepted         |          |          | Christina Thompson                                                   | G          |</p>
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<tr>
<td>Annual Report is due at Corporate Committee in the new year and wishes to see a copy of this when ready).</td>
<td></td>
<td></td>
<td>Capital Programme included in Council Budget papers</td>
<td></td>
<td>Christina Thompson</td>
<td>G</td>
</tr>
<tr>
<td>December Financial Planning and Medium Term Financial Strategy 2018-2023</td>
<td>To request further detail in relation to the capital programme when this becomes available.</td>
<td>Accepted</td>
<td></td>
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</tr>
<tr>
<td>Impact of the Removal of the Housing Revenue Account Borrowing Cap</td>
<td>To request that the Homes for Lambeth business plan be circulated to the committee.</td>
<td>Accepted</td>
<td>Info circulated to Members Jan 2019</td>
<td>Completed</td>
<td>Gary O’Key</td>
<td>G</td>
</tr>
<tr>
<td>Impact of the Removal of the Housing Revenue Account Borrowing Cap</td>
<td>To urge Homes for Lambeth to prioritise ethical considerations when deciding its future borrowing plans.</td>
<td></td>
<td></td>
<td></td>
<td>Sandra Roebuck</td>
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30 January 2019: Transport / Digital Accessibility

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<tr>
<th>Item</th>
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<tbody>
<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To request details of the revised funding allocations within the Transport Strategy delivery plan once agreed, to provide reassurance that key aspirations such as the Healthy Routes Plan and the motion passed by full Council on 23 January 2019 (as amended) regarding climate change and carbon neutrality, are sufficiently supported</td>
<td>Accepted</td>
<td>July 2019</td>
<td>Simon Phillips</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To note and endorse the focus in the Transport Strategy on areas of high deprivation and urge officers to actively explore innovative solutions regarding bike storage, particularly for children (for example, by using/converting old pram sheds)</td>
<td></td>
<td></td>
<td></td>
<td>Andrew Burton</td>
<td></td>
</tr>
<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To endorse efforts to tackle rat running and reduce traffic and pollution around schools, and request sight of the Transport Strategy Implementation Plan when this becomes available to see more detail on how these and other measures are to be taken forward</td>
<td>Accepted</td>
<td>July 2019</td>
<td>Simon Phillips / Andrew Burton</td>
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<tr>
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<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To ensure that a robust framework is put in place for monitoring progress against the Transport Strategy objectives and associated Implementation Plan, to include targets for emissions and carbon neutrality</td>
<td>Accepted</td>
<td></td>
<td>July 2019</td>
<td>Simon Phillips</td>
<td></td>
</tr>
<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To request a map showing the locations of the first tranche of electric vehicle charging points</td>
<td></td>
<td></td>
<td></td>
<td>Andrew Burton</td>
<td></td>
</tr>
<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To support the work being done to explore the feasibility of introducing a workplace parking levy in the borough and request to be kept updated throughout the evidence gathering and decision making process</td>
<td>Accepted</td>
<td></td>
<td>July 2019</td>
<td>Simon Phillips</td>
<td></td>
</tr>
<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To express concern at the potential effect of the Ultra-Low Emission Zone (ULEZ) on low income groups and request further information regarding the detail of the scheme, including any accompanying impact assessments, as and when obtained from Transport for London</td>
<td>Accepted</td>
<td></td>
<td>July 2019</td>
<td>Simon Phillips</td>
<td></td>
</tr>
<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To ensure that the business community is consulted on impacts to small businesses of the ULEZ</td>
<td>-</td>
<td>Action for TfL</td>
<td></td>
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<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To note the issues raised regarding violence on public transport, and encourage officers to work closely with colleagues in Community Safety to ensure firm links between the Serious Youth Violence and Transport Strategies</td>
<td>Accepted</td>
<td></td>
<td>Ongoing</td>
<td>Simon Phillips / Kristian Aspinall</td>
<td>A</td>
</tr>
<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>To request qualitative and quantitative data regarding the independent travel training programme</td>
<td></td>
<td></td>
<td></td>
<td>Andrew Burton</td>
<td></td>
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<tr>
<td>Draft Lambeth Transport Strategy</td>
<td>That the Transport Strategy be amended to include guidance on motor cycle parking provision and criteria for interested residents</td>
<td>-</td>
<td>This is covered by the Local Plan process</td>
<td></td>
<td>Simon Phillips</td>
<td></td>
</tr>
<tr>
<td>Equality Streets Scrutiny Commission Action Plan Update</td>
<td>To request further detail regarding installation of electric vehicle charging points on new and refurbished housing estates (in particular Clapham Park estate)</td>
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<td></td>
<td>Andrew Burton</td>
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<tr>
<td>Equality Streets Scrutiny Commission Action Plan Update</td>
<td>To endorse the work being done to combine and broaden enforcement functions and request that the outcomes/learning from the two week pilot referred to be shared with the committee when available</td>
<td></td>
<td></td>
<td></td>
<td>Neil Fenton</td>
<td></td>
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<tr>
<td>Equality Streets Scrutiny Commission Action Plan Update</td>
<td>To urge officers to take measures to increase awareness of the scope and parameters of the enforcement service. This should include clear guidance on the council’s website regarding enforcement functions, processes and appeal procedures</td>
<td></td>
<td></td>
<td></td>
<td>Neil Fenton</td>
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<tr>
<td>Equality Streets Scrutiny Commission Action Plan Update</td>
<td>To note and welcome the intention to step up enforcement of engine idling and to ensure council officers and contractors lead by example in this regard</td>
<td></td>
<td></td>
<td></td>
<td>Neil Fenton</td>
<td></td>
</tr>
<tr>
<td>Accessibility of Council Digital Services Scrutiny Commission Action Plan Update</td>
<td>To request that a clearer distinction be made for people opting in to communications via MyLambeth between transaction-related information and council news, and ensure that such communications comply with the Council’s data protection obligations</td>
<td>Accepted</td>
<td>2 parts: (i) Communications colleagues will be asked to immediately desist using the MyLambeth mailing list for items not relating to transaction. (ii) The upcoming MyLambeth replacement mailing list will be held separately from any promotional software or mailing lists, and the registration process will make this clear, while also providing an optional ‘opt-in’ on council news</td>
<td>Sept 2019</td>
<td>Matt Cooper</td>
<td>A</td>
</tr>
<tr>
<td>Accessibility of Council Digital Services Scrutiny Commission Action Plan Update</td>
<td>To request a further update on recommendation 17 (workplace assessments for new staff), specifically in relation to the new intake of councillors following the May 2018 local elections</td>
<td>Accepted</td>
<td></td>
<td>March 2019</td>
<td>Wayne Chandai</td>
<td></td>
</tr>
<tr>
<td>Accessibility of Council Digital Services Scrutiny Commission Action Plan Update</td>
<td>Reinforcing recommendation 16, to urge officers to work with voluntary sector organisations and interest groups in the borough to monitor progress and provide feedback on digital development in Lambeth, via ‘mystery shopping’ and other means as appropriate</td>
<td>Accepted</td>
<td>Will form a part of the upcoming digital strategy, further detail to be provided when that programme is fully defined</td>
<td>TBC</td>
<td>Matt Cooper</td>
<td>A</td>
</tr>
<tr>
<td>Accessibility of Council Digital Services Scrutiny</td>
<td>To ensure the forthcoming Digital Strategy is accompanied by a comprehensive performance</td>
<td>Accepted</td>
<td>Will form a part of the upcoming digital strategy, further detail to be provided</td>
<td>TBC</td>
<td>Matt Cooper</td>
<td>A</td>
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<tr>
<td>Commission Action Plan Update</td>
<td>monitoring regime including appropriate KPIs in order that progress and achievement can be properly assessed</td>
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<td>provided when that programme is fully defined</td>
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