

## 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

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### 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:

25 June 2018	Commission report, recommendations and action plan to be presented to Cabinet for consideration/approval
14 March 2019	First update report to OSC on progress against recommendations
Late 2019	Second update report to OSC on progress against recommendations

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

<b>Report History</b>	
<b>Original discussion with Cabinet Member</b>	
<b>Report deadline</b>	
<b>Date final report sent</b>	
<b>Part II Exempt from Disclosure/confidential accompanying report?</b>	No
<b>Key decision report</b>	No
<b>Date first appeared on forward plan</b>	n/a
<b>Key decision reasons</b>	n/a
<b>Background information</b>	
<b>Appendices</b>	Appendix 1: Jobs for All Scrutiny Commission Action Plan – update March 2019