

Cabinet **25 June 2018**

Report Title: Jobs for All Scrutiny Commission: Response and Action Plan

Wards: All

Portfolio: Deputy Leader of the Council (Jobs, Skills and Performance), Councillor Jack Hopkins

Report Authorised by: Sue Foster: Strategic Director Neighbourhoods and Growth

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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 has now completed its work and submits its report and recommendations to Cabinet. Cabinet is requested to consider the Commission's report and approve the action plan setting out the response to the Commission's findings.

Finance summary

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

Recommendations

- (1) To receive the report and recommendations of the Jobs for All Scrutiny Commission (attached at Appendix 1).
- (2) To approve the action plan prepared in response to the Commission's findings (Appendix 2) and to note the intention for progress to be reviewed by the Overview and Scrutiny Commission in December 2018 and December 2019.

1. Context

- 1.1 Unemployment in Lambeth is now relatively low. But there are still a significant number of residents who are unemployed and in many cases have been for a long time. The Jobs For All Scrutiny Commission focused its inquiry on how the council can help improve prospects for people furthest from the jobs market and make recommendations accordingly. The Commission was proposed and chaired by Cllr Matt Parr, with members Cllr Fred Cowell and Cllr Mary Atkins.
- 1.2 The council has already done much to help the unemployed in the borough but people with multiple barriers to working often need additional help into employment. 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. In particular it explored the role of a range of individualised employment support interventions. One example of this is Supported Employment, a model based on an individualised 'place and train' intervention proven to have positive outcomes for disadvantaged client group.
- 1.3 During its review the Commission met with a range of charity and social enterprise organisations which deliver supported employment and provide training and employment opportunities for disadvantaged people in Lambeth.
- Mosaic Clubhouse: supports people who are living with a mental health condition
 - Camden Society: services for people with disabilities
 - First Step Trust: people with mental health issues or other disadvantages including drug and alcohol recovery problems or a history of offending
 - Evolve Housing + Support: housing and support to vulnerable and/or homeless young people and young parents in Lambeth
 - Bounce Back Lambeth: training and employment for ex-offenders
 - Tree Shepherd: working with disadvantaged people and communities
- 1.4 The Commission also heard from people who have experienced supported employment. From the discussions the Commission gained some insight into the importance of individuals being able to gradually increase their hours of work as they become adjusted to work, and the difficulties sometimes presented by the benefits system.
- 1.5 The Commission also met with Job Centre Plus; with the providers of two government-funded but locally led and Commissioned employment planning and support services; and with the Chief Executive of Brixton BID. In concluding its enquiries and discussing outline findings the Commission met with the Cabinet Member for Planning, Regeneration and Jobs and the council officer lead on employment, and with the former Deputy Leader of the Council (Finance and Resources) and the council officer leads on procurement and social value.
- 1.6 In response to the evidence gathered, the Commission formulated a draft report and headline set of recommendations. These were presented to the Overview & Scrutiny Committee (OSC) at its meeting on 19 October 2017. The committee agreed that the report should be recommended to Cabinet for approval subject to some further follow up work the Commission wished to undertake. The Commission concluded its work early in 2018.

2. Proposal and Reasons

- 2.1 The Council is variously an employer; a provider of services; a contractor; a purchaser with access to supply chains; and a planning authority, and the Commission has focused its report and recommendations around the opportunities these activities afford. In that context the Commission

has also considered how the council is using, or might use, its procurement activities and capacity to realise benefits from contracts (and supply chains) and support delivery on council objectives around employment, and inter-linked discussions on social value. Arising from its review and within the framework of some innovative and good practice already underway, the Commission considers the council should expand and upscale the range of support available to those furthest from the jobs market. In reporting its findings the Commission notes that it endorses the concomitant recommendations by the Equality Commission and specifically those headed supported transitions into work for those furthest away from the job market.

- 2.2 The reasons for the Commission's recommendations are outlined in detail within the body of the Commission's report (Appendix 1). In reporting its findings the Commission also endorses the concomitant recommendations by the Equality Commission and specifically those headed "Supported transitions into work for those furthest away from the job market".
- 2.3 In response an action plan has been developed by officers that outlines the response from the authority. This is attached at Appendix 2.
- 2.4 The recommendations are supported by a number of programmes and areas of work that are already underway. This includes several employment and training programmes for local residents such as:
 - Steps to Success – employment support for care leavers aged 16-24
 - Workforce Plus – providing pre-apprenticeship training and support to disadvantaged local young people, to provide them with a better chance of getting onto apprenticeship programmes with local public sector employers
 - Lambeth Inclusive Future Employment (LIFE) project – seeking work placements for neurodiverse (learning disability/ difficulty/ autism) Lambeth residents, leading to paid employment wherever possible
 - Young Opportunity Lambeth Offer (YOLO) – targeted at young people in schools who are at risk of becoming NEET, YOLO is working with parents, carers and employers through a mix including coaching, workshops, workplace visits and creative challenge projects, the project will strengthen students' personal capabilities, professional skills and practical knowledge of the world of work.
- 2.5 Additionally supporting actions are being delivered by corporate teams. This includes the development of a social value statement, adoption of Responsible Procurement guidance that seeks opportunities for local employment and apprenticeships, and consideration of how employment obligations can be passed to sub-contractors of council contracts.

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 This proposed key decision was entered in the Forward Plan on 16 March 2018 and the necessary 28 clear days' notice has been given. In addition, the Council's Constitution requires the report to be published on the website for five clear days before the proposed decision is approved by the Cabinet. Any representations received during this period must be considered by the decision-maker before the decision is taken. A further period of five clear days - the call-in period – must then elapse before the decision is enacted. If the decision is called-in during this period, it cannot be enacted until the call-in has been considered and resolved.

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 (Appendix One).

6. Risk management

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

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 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.

7.2 The commission's report was considered by the EIA Panel on 11 June 2018. The Panel highlighted two issues for further consideration:

- The Council as Planning Authority: The Panel were keen to see greater emphasis placed on the role of the Council as Planning Authority. They stated that they would like more consideration given to the relationship of S106 obligations and opportunities to those furthest from the labour market.
- Soft Skills: whilst creating new jobs through development is a positive thing, some residents may not be 'work ready' and would instead benefit from other kinds of support, in particular those with long-term health issues or those who have been out of the labour market for some time.

7.3 It is proposed that these matters be considered further in conjunction with the implementation of the action plan and future monitoring of progress by Overview and Scrutiny Committee.

7.4 Any changes to the employment support offer provided by the council that are initiated as a result of this report, including additional programmes, would require an Equalities Impact Assessment.

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 Two.

9.3 Procurement

Specific implications and actions relating to procurement are detailed in the actions outlined in Appendix Two.

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 expected timetable is as follows:

25 June 2018	Commission report, recommendations and action plan to be presented to Cabinet for consideration/approval
Late 2018	Six month update report to OSC on progress against recommendations
Late 2019	Twelve month update report to OSC on progress against recommendations

Audit Trail				
Consultation				
Name/Position	Lambeth directorate/department or partner	Date Sent	Date Received	Comments in para:
Cllr Jack Hopkins	Deputy Leader of the Council (Jobs, Skills and Performance)	01/06/2018	14/06/2018	
Sue Foster	Strategic Director, Neighbourhoods & Growth	04/06/2018	06/06/2018	
Sandra Roebuck	Director, Growth, Planning and Employment	01/06/2018	06/06/2018	
John Bennett	Lead Commissioner, Welfare, Employment and Skills	26/05/2018	31/05/2018	
Chris Palmer	Director, Policy & Communications	27/05/2018	12/06/2018	
Hamant Bharadia	Finance, Corporate Resources	15/06/2018	15/06/2018	
Andrew Pavlou	Legal Services, Corporate Resources	30/05/2018	04/06/2018	4
Henry Langford	Democratic Services, Corporate Resources	30/05/2018	07/06/2018	4

Report History	
Original discussion with Cabinet Member	21.06.17
Report deadline	13.06.18
Date final report sent	14.06.18
Part II Exempt from Disclosure/confidential accompanying report?	No
Key decision report	Yes
Date first appeared on forward plan	16.03.18
Key decision reasons	3. Community impact
Background information	
Appendices	Appendix 1: Jobs for All Scrutiny Commission Report Appendix 2: Jobs for All Scrutiny Commission Action Plan