

Team Hackney Leadership Board Agenda

14 December 2015

Tomlinson Centre, Queensbridge Road, London E8 3ND

1.	14.00	<p>Welcome and introductions Apologies for absence</p>	Chair
2.	14.05	<p>Scenario planning –Update</p> <p>At the last Team Hackney Leadership Board there was an early discussion about the issues and pressures that needed to be considered as part of a scenario planning exercise which will ultimately help to set new strategic priorities for the borough. The aim is to complete the scenario planning over the next six months so that we can then begin to develop a new long term strategy from mid 2016. This is being informed by the engagement activity <i>Hackney a Place for Everyone</i>. In advance of the formal scenario planning exercise beginning in the new year, this item provides a progress update on the work undertaken since June in relation to:</p> <ul style="list-style-type: none"> • Developing the evidence pack • Developing a calendar of events • Set up of a Critical Challenge Group <p>Paper: Scenario planning progress update</p>	Chair / Joanna Sumner
3.	14.30	<p>Improving outcomes for Young Black Men: presentation</p> <p>The Council, Hackney CVS, local agencies and community organisations have worked with young people and parents in Hackney to work on ways we can improve outcomes for young black men. This is in response to the fact that outcomes for young black men (YBM) tend to be disproportionately worse in a range of areas including criminal justice, child protection, educational achievement, health and wellbeing, employment and housing, and that public sector and community responses to date have not addressed this.</p> <p>Led by Cllr Anntoinette Bramble, lead Cabinet Member for Children and Young People, a local partnership was set up in January 2015, to look at how we tackle this key inequality. The work aims to improve life chances for future generations of young men as well as co-ordinating support and opportunities for those who are 18- 25 now. The work will be underpinned by an evaluative framework which both measures success</p>	<p>Cllr Bramble and Members of the Officer Group</p> <p>Members of the youth advisory group</p>

		<p>and helps build an understanding of effective practice and actions, The programme sets some clear ambitions to reduce disproportionality over the next 10 years.</p> <p>Since January 2015 we have been engaging further with partners from all sectors, young people, businesses and parents and have identified what we consider to be the key drivers to inequality and the possible solutions. These are set out in the theory of change which will be presented.</p> <p>Members of the officer group, Pauline Adams (Young Hackney) and Martin Buck (Hackney Learning Trust) and members of the youth advisory task group which has been set up will be joining us to present the theory of change.</p> <p>Papers: Presentation of Theory of Change</p>	
4.	15.30	<p>Minutes from last meeting</p> <p>Rather than formal minutes, these are notes from the discussion about scenario planning</p> <p>Papers: Notes from meeting (below)</p>	Chair
5.	15.35	<p>Informal networking with partners and members of youth advisory group</p>	All
6.	16.00	<p>Close</p>	

Dates of next meetings:

8th February 2016

2.00-4.00

Notes of the Team Hackney Leadership Board meeting, 23rd June 2015

By theme:

Health and social care:

- How we use NHS and public sector estates, sharing of assets across the health and social care economy
- Anticipate there will be fewer GPs but more multi-skilled workers who work in the community to keep people well and help people stay at home for longer
- Bring down the demand on health services
- Homerton –at the last workforce audit in 2012 it was clear that a majority of the lower paid staff positions were filled by local residents, who were living in walking distance of work. Will we be able to maintain this in future, given rising cost of living and housing costs in future. What do we need to do to make working in healthcare an attractive option in future?
- Challenge of engaging people in their health, earlier, to prevent ill health in the first place or to address health problems early on. Some learning from the early work in Community Health hubs where health coaches have been employed.
- Whether residents are going to have the ownership over all the changes they are going to experience in services. We need to get smarter about how we consult and engage people, and help empower them and encourage them to be receptive to preventative services
- Importance of being real with people and communicating what choices they have

Housing

- 25-30% of flats in council blocks are now owned by leaseholders. Young, very well off middle class people have moved in, they may stay and want to raise their families here. They have different expectations of services. How do we offer the right activities to engage with this group and involve them in the community?
- What happens to those over 40 now in the private rented sector who can't get social housing and can't afford to buy? What will the impact be when they hit retirement age if their circumstances don't change?
- We may find in future that more people leave – as has happened in Westminster- and the place becomes less diverse.
- We need other partners to look at their assets too – schools and police etc. if we want to try and provide affordable intermediate housing here for our local services workforce.
- Different skills needed to deliver the ambitious housing programme include legal and project management

- Trying to explain a good balance of employment space is a factor too in what housing we can deliver
- It would be useful to look at the potential dynamics in newly forming households

Liveability, cohesion

- The increase in the private rented sector has meant more transient residents – and the result is less community ownership in neighbourhoods. Successful policing are when you have community investment in the neighbourhood. Conflict in shared space as people are squeezed in. Conflict of expectations about space too.
- Key workers – nurses, street cleaners – some of the workforce are now having to cycle in 15 miles because of housing affordability, this could be unsustainable if affordability worsens.
- People living together in a more dense environment may not be tolerable, even without the pressures from the Night Time Economy on liveability. If the population growth continues as it has in the last 3 years in East London boroughs like this, we will start to get into a difference space in terms of liveability
- Issues with the tiers of government involved in London means it takes longer to get new transport schemes
- Current finance model means there will need to be more new private housing to fund the social housing.
- People hate density where they see there is nothing in it for them i.e. no or very few affordable housing units
- We can't stop people with more money from buying here and moving in, but we could perhaps help people interact on estates or in the community
- Is there anything we can broker in terms of workforce networks?
- Arts as a great asset in Hackney, there are lots of creative activities here, it's a good potential bridging mechanism

Welfare reform, poverty – including child poverty

- Note that a portion of our workforce are reliant on in work benefits and their incomes will be really squeezed
- At the HCVS poverty event there was a sense that people felt powerless, they could benefit from more information about available options

Affordable childcare

- We will need sufficient childcare to cope with increased population.
- The new government legislation offering 30 hours of free childcare for 3 and 4 year olds will be difficult to resource and accommodate
- It may impact on other families who don't meet the 2 working parents definition
- Current costs now of £90 a day is okay for some newer residents, but not affordable for others

Skills for employment

- Most resource for adult skills will disappear and be moved to fund apprenticeships

Public services

- Likely to be more pressures and less resource
- Mergers and amalgamations across London for police, colleges and local authorities. This could mean the erosion of a local lens on services if it is all big regional bureaucracy.
- Youth services may need to change from universal to targeted provision

Population change – decline

Over 60s may take the view that they'd be better off leaving here, and young people growing up here will be unlikely to afford to set up home here

An alternative scenario is that a lot of people may move out and you could end up with a completely different kind of borough. You may have a declining borough – as in the 70s. We may need to think of this as a counter scenario

Resources, investment

- Declining and collapsing resources for local government services and also anticipate a major redistribution of resources across the country to the counties
- Note that it takes a long time to unlock assets for development – it took 6 years to unlock 1000 units for e.g. This suggests much more radical solutions are required.
- Concerns about financial investors investing in property as a safe place for capital, but with no interest in occupying or renting the stock

Round table: other contributions

How do we enable people out of work to expand their horizons

Offer from Cllr Glanville to other agencies to have discussions about housing and workforce issues.

The Housing Strategy Team are planning a set piece event as part of the strategy development, but staff can also meet to discuss issues outside of that.