Notes of the Team Hackney Leadership Board meeting held on Monday 23rd February 2015

Item	Notes	Actions
1	**Welcome and Apologies** Mayor Jules Pipe welcomed everyone to the meeting. Apologies were received from: Tracey Fletcher: Homerton Hospital Paul Haigh: City and Hackney CCG Cllr Philip Glanville: LB Hackney	
2	**Employment and opportunity** Tim Shields gave a presentation, in which the following points were made: • Following last May's election the Council has developed a new Corporate Plan which setting out how the Mayor and Council's 140 manifesto pledges will be delivered up to 2018. The plan will go to full Council on Wednesday 25 February for approval. • In implementing the plan the Council will develop a Capital Investment Strategy, undertake engagement with citizens and look at new ways of working with partners. • In addition, seven Cross-Cutting programmes have been identified to address key priorities and ensure Council departments work together. One of these is focusing on employment and opportunity. • The Employment and Opportunity programme aims to maximise opportunity at all life stages. • A lot of work has been done to improve opportunities for 16-24-year-olds. We are now developing a more consistent and joined-up approach for young people from 11 – 24, which includes consistent branding and ensuring parents have access to information about employment and training so they can support their children in the choices they make. • The programme was now turning its attention to the over 25's and has started analysing data to better understand their needs. • A number of groups have already been identified as needing additional support e.g. disabled people and those affected by very long-term unemployment. We will be looking to see if we need to develop specialist interventions targeted at these groups.	Tim Shields to update the board on progress at future meetings. Board members and partners were encouraged to engage in its implementation.

	A discussion followed – the main points of which were:	
	Approach: Tim Shields clarified that the programme would spend time looking at what works, rather than repeating initiatives that have not worked well in the past. There will be an emphasis on the over 25's as they are seen as a more difficult cohort to reach than younger people.	Sonia to feed back discussion to programme leads.
	Implementation: Stephen Haynes, Head of the Chief Executive's Office at Hackney Council is leading the programme with Shawnee Keck from the Corporate Projects Team providing support and data analysis. Martin Buck from the Learning Trust is liaising with schools.	
	Engagement: Noted that housing associations often have teams which support people into work – there was a need to engage them.	
	Communication: Continual communication with residents is key to ensuring that everyone appreciates the opportunities available. There is a need ensure communication channels are appropriate to the target audience. It is hoped that positive messages can be spread through word of mouth. We could look at asking people to talk about their experiences and putting the interviews up on YouTube, for example.	
	Sectors: Traditionally we have worked with sectors like construction, but the Hackney 100 programme shows that there are opportunities in areas like architecture, design, hospitality, health and social care and fashion which should be exploited in order to appeal to a wider group.	
	Entrepreneurship: We want to encourage entrepreneurial activity as well as employment opportunities.	
3	**Hackney a Place for Everyone – engagement plan and refreshing our Sustainable Community Strategy** Joanna Sumner introduced this item and made the following points: • The Council was planning a series of events to find out what local people think about change in the borough, to explore with them how they can benefit and how organisations can better work together. • Events include a 'Question Time'-style debate chaired by journalist and blogger Dave Hill, with	Joanna to update the board on progress.

	panellists including the Mayor, the Head of Clapton Girls Academy and a prominent local academic Melissa Butcher.	

- The Hackney Ideas Forum will enable local people to submit ideas online.
- A branded black cab will visit events in the borough. A video camera inside will enable local people to record their ideas and opinions.
- MORI will be conducting household research in parallel to the community engagement
- The engagement will be steered by an independent panel who will provide critical challenge.
- There will be a public debate specifically around housing.
- Insights gained from these exercises will be used to inform a new Sustainable Community Strategy.
- Scenario planning will also be undertaken to support this, focusing on questions like e.g. how can we best use space? JS will feedback to the Board in July on progress and outline ways in which partners can engage.

A discussion followed, the main points of which were:

- Right time to do this from a planning perspective as there will be a review of the Local Development Framework in the year ahead.
- There will be scepticism among some sections of the community, but don't discard comments of the 'naysayers' as some ideas may be useful.
- We need to identify what we want to achieve. Are there questions that we still need answers to?
- There is a need to use all available channels like housing associations and colleges. Many young people would not know how much it costs to build a house – a discussion on community radio, for example, might help provide context.
- We want to look at issues for which there are no easy solutions e.g. funding for infrastructure like social housing and schools?
- People need to understand what they can and can't control, understand what the various options will look like and reach a consensus about the best way forward.
- Could we design some kind of app/exercise to see what decisions people might make if they had to make them themselves.

Joanna to take account of comments in final programme planning.

4	**Improving outcomes for young black men**	Cllr Bramble, Jake Ferguson and Sonia Khan to take on board comments and update the board on progress.
	Cllr Bramble, Jake Ferguson and Sonia Khan introduced this discussion with the following points:	
	The first meeting of the working group has been held. We have identified what partners were doing and set clear aims, objectives and principles, e.g. 'no blame' culture, so we can learn from past experience.	
	Target group: 18-24 year olds identified as key group. This is the time when many important lifestyle changes are made, but these young people do not have access to support from institutions like schools.	
	Business and Enterprise: BTEG has organised three events – good feedback from young black men who welcomed the opportunity to have the debates. Importance of positive role models stressed to show that there are people out there achieving great things. Young people keen to undertake a campaign to challenge stereotypes.	
	Engaging parents – HCVS is recruiting local parents and training them to be researchers. Have already recruited 10, two of which are men.	
	Employment: Funding has been obtained from Trust for London to engage 18-25 year olds and move them into employment Jake asked partners to identify suitable jobs. If some young people are seen to be having success, this might cause a ripple effect.	HCVS to identify any employment opportunities with partners
	Some people don't like the label 'young black men', but understand once the rationale is explained to them.	
	HCVS will recruit young black men to join the project board and other partnerships.	
	Also looking at opportunities to join up services in relation to emotional development and mental health, healthy eating and lifestyles. Recognise that young people can feel isolated and that there is a need to address difficulties in developing relationships with other young people/people of other age groups. A pilot project is working in three schools to look at behaviour. The learning will be drawn from that and replicated as appropriate.	

	Young Hackney is developing work with young people at risk. Better Homes Partnership discussed housing options and advice for young black men. For example, BME groups are not so heavily represented in Shared Ownership. This work will also look at to attitudes towards women.	
5	**Notes of the last meeting** Agreed	
6	**Any other business** The Community Empowerment Network is organising an event to look at the impact of poverty on 20 May.	Dave Ramdial to circulate information.

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