

Notes of the Team Hackney Leadership Board meeting, 29th 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.