

Skills, Economy and Growth Scrutiny Commission

All Members of the Skills, Economy and Growth Scrutiny Commission are requested to attend the meeting of the Commission to be held as follows:

Monday 18 October 2021

11.38 am

Until further notice, all Council meetings will be held remotely

Tim Shields

Chief Executive, London Borough of Hackney

Contact:

Timothy Upton

☎ 020 8356 1872

✉ timothy.upton@hackney.gov.uk

Members: Cllr Polly Billington (Chair), Cllr Clare Potter (Vice-Chair, in the Chair), Cllr Richard Lufkin, Cllr Sam Pallis, Cllr Steve Race, Cllr Gilbert Smyth, Cllr Nick Sharman, Cllr Patrick Spence and Cllr Vincent Stops

Agenda

ALL MEETINGS ARE OPEN TO THE PUBLIC

- 1 Agenda Pack** (Pages 5 - 64)
- 2 Minutes**

Access and Information

Getting to the Town Hall

For a map of how to find the Town Hall, please visit the council's website <http://www.hackney.gov.uk/contact-us.htm> or contact the Overview and Scrutiny Officer using the details provided on the front cover of this agenda.

Accessibility

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Further Information about the Commission

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<http://www.hackney.gov.uk/individual-scrutiny-commissions-governance-and-resources.htm>



Public Involvement and Recording

Scrutiny meetings are held in public, rather than being public meetings. This means that whilst residents and press are welcome to attend, they can only ask questions at the discretion of the Chair. For further information relating to public access to information, please see Part 4 of the council's constitution, available at <http://www.hackney.gov.uk/l-gm-constitution.htm> or by contacting Governance Services (020 8356 3503)

Rights of Press and Public to Report on Meetings

Where a meeting of the Council and its committees are open to the public, the press and public are welcome to report on meetings of the Council and its committees, through any audio, visual or written methods and may use digital and social media providing they do not disturb the conduct of the meeting and providing that the person reporting or providing the commentary is present at the meeting.

Those wishing to film, photograph or audio record a meeting are asked to notify the Council's Monitoring Officer by noon on the day of the meeting, if possible, or any time prior to the start of the meeting or notify the Chair at the start of the meeting.

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The Chair shall have discretion to regulate the behaviour of all those present recording a meeting in the interests of the efficient conduct of the meeting. Anyone acting in a disruptive manner may be required by the Chair to cease recording or

may be excluded from the meeting. Disruptive behaviour may include: moving from any designated recording area; causing excessive noise; intrusive lighting; interrupting the meeting; or filming members of the public who have asked not to be filmed.

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Providing oral commentary during a meeting is not permitted.

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Overview & Scrutiny

Skills Economy and Growth Scrutiny Commission

All Members of the Skills, Economy and Growth Commission are requested to attend the meeting of the Commission to be held as follows.

Monday, 18th October 2021 at 7.00 pm

Hackney Town Hall, Mare St, E8 1EA

The press and public are welcome to join this meeting remotely via this link:

<https://youtu.be/EEQCUaLawKI>

If you wish to attend otherwise, you will need to give notice and to note the guidance below.

Contact: Timothy Upton, Overview & Scrutiny Officer

☎ 0783 537 8527/ 0203 356 1872

✉ Timothy.Upton@Hackney.gov.uk

Mark Carroll

Chief Executive, London Borough of Hackney

MEMBERS: Cllr Polly Billington
Cllr Clare Potter
Cllr Richard Lufkin
Cllr Sam Pallis
Cllr Steve Race
Cllr Nick Sharman
Cllr Gilbert Smyth
Cllr Patrick Spence
Cllr Vincent Stops

VACANT: 1 Opposition

Agenda

ALL MEETINGS ARE OPEN TO THE PUBLIC

- 1 Apologies for absence**
- 2 Urgent Items/ Order of Business**

- 3 Declarations of Interest**

- 4 Work Programme for the Commission for 2021/22**

- 5 Community Involvement in Planning & Area
Regeneration**

- 6 Minutes of the Previous Meeting**

- 7 Any Other Business**

Access and Information

Public Involvement and Recording

Guidance on public attendance during Covid-19 pandemic

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The Town Hall is not presently open to the general public, and there is limited capacity within the meeting rooms. However, the High Court has ruled that where meetings are required to be 'open to the public' or 'held in public' then members of the public are entitled to have access by way of physical attendance at the meeting. The Council will need to ensure that access by the public is in line with any Covid-19 restrictions that may be in force from time to time and also in line with public health advice.

Those members of the public who wish to observe a meeting are still encouraged to make use of the live-stream facility in the first instance. You can find the link on the agenda front sheet.

Members of the public who would ordinarily attend a meeting to ask a question, make a deputation or present a petition will be able to attend if they wish. They may also let the relevant committee support officer know that they would like the Chair of the meeting to ask the question, make the deputation or present the petition on their behalf (in line with current Constitutional arrangements).

In the case of the Planning Sub-Committee, those wishing to make representations at the meeting should attend in person where possible.

Regardless of why a member of the public wishes to attend a meeting, they will need to advise the relevant committee support officer of their intention in advance of the meeting date. You can find contact details for the committee support officer on the agenda front page. This is to support track and trace. The committee support officer will be able to confirm whether the proposed attendance can be accommodated with the room capacities that exist to ensure that the meeting is covid-secure.

As there will be a maximum capacity in each meeting room, priority will be given to those who are attending to participate in a meeting rather than observe.

Members of the public who are attending a meeting for a specific purpose, rather than general observation, are encouraged to leave the meeting at the end of the item for which they are present. This is particularly important in the case of the

Planning Sub-Committee, as it may have a number of items on the agenda involving public representation.

Before attending the meeting

The public, staff and councillors are asked to review the information below as this is important in minimising the risk for everyone.

If you are experiencing covid symptoms, you should follow government guidance. Under no circumstances should you attend a meeting if you are experiencing covid symptoms.

Anyone experiencing symptoms of Coronavirus is eligible to book a swab test to find out if they have the virus. You can register for a test after checking your symptoms [through the NHS website](#). If you do not have access to the internet, or have difficulty with the digital portals, you are able to call the 119 service to book a test.

If you're an essential worker and you are experiencing Coronavirus symptoms, you can apply for priority testing through GOV.UK by following the [guidance for essential workers](#). You can also get tested through this route if you have symptoms of coronavirus and live with an essential worker.

Availability of home testing in the case of people with symptoms is limited, so please use testing centres where you can.

Even if you are not experiencing covid symptoms, you are requested to take an asymptomatic test (lateral flow test) in the 24 hours before attending the meeting.

You can do so by visiting any lateral flow test centre; details of the rapid testing sites in Hackney can be found [here](#). Alternatively, you can obtain home testing kits from pharmacies or order them [here](#).

You must not attend a lateral flow test site if you have Coronavirus symptoms; rather you must book a test appointment at your nearest walk-through or drive-through centre.

Lateral flow tests take around 30 minutes to deliver a result, so please factor the time it will take to administer the test and then wait for the result when deciding when to take the test.

If your lateral flow test returns a positive result then you must follow Government guidance; self-isolate and make arrangements for a PCR test. Under no circumstances should you attend the meeting.

Attending the Town Hall for meetings

To make our buildings Covid-safe, it is very important that you observe the rules and guidance on social distancing, one-way systems, hand washing, and the wearing of masks (unless you are exempt from doing so). You must follow all the signage and measures that have been put in place. They are there to keep you and others safe.

To minimise risk, we ask that Councillors arrive fifteen minutes before the meeting starts and leave the meeting room immediately after the meeting has concluded. The public will be invited into the room five minutes before the meeting starts.

Members of the public will be permitted to enter the building via the front entrance of the Town Hall no earlier than ten minutes before the meeting is scheduled to start. They will be required to sign in and have their temperature checked as they enter the building. Security will direct them to the Chamber or Committee Room as appropriate.

Seats will be allocated, and people must remain in the seat that has been allocated to them. Refreshments will not be provided, so it is recommended that you bring a bottle of water with you.

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| Skills Economy & Growth 18 th October 2021 Item 4 - Skills Economy & Growth Work Programme 2021/22 | Item No 4 |
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OUTLINE

Attached is the work programme for the Skills Economy & Growth commission for 2021-22. Please note that this is a working document and regularly updated.

ACTION

The commission members are asked for any comments, amendments or suggestions for the work programme.

Skills Economy and Growth SC - Rolling Work Programme for 2021-22 as of 8th October 2021

| Dates | Proposed Item | Description, Comment and Purpose of item | Contributors |
|---|---|--|---|
| <p>18th October 2021 <i>Agenda Dispatch: 8th October Papers</i> <i>Deadline: 1st October</i></p> | <p align="center">Community Involvement in Planning & Area Regeneration</p> | <p>The commission would like to learn more about and discuss tools and leavers that the council has to influence community engagement with economic & area regeneration.</p> <p>1. Slide Deck on 'Community involvement in planning and area regeneration'. Suzanne Johnson & Natalie Broughton/ Kate Glasgow</p> <p>2. Presentation from Alex of Hackney Wick. Methods the HWDCT use to engage residents, what the measures of success are, and any insight into what the future holds for this process (i.e., what has been learned through all the various engagements with residents.).</p> | <p>Suzanne Johnson, Head of Area Regeneration, London Borough of Hackney.</p> <p>Natalie Broughton, Head of Planning, London Borough of Hackney.</p> <p>Katie Glasgow, Deputy Manager, Planning & Regulatory Services, London Borough of Hackney.</p> <p>Alex Russell, Executive Chair, Hackney Wick Development Trust.</p> |
| <p>22nd November 2021 <i>Agenda Dispatch: 12th November Papers</i> <i>Deadline: 5th November</i></p> | <p align="center">Skills Enquiry</p> | <p>The commission wants to discover what the council knows about the need to shift to new skills that are related to net zero, the demand for net zero skills, the creation of net zero jobs, and what the responsibility of the council is on that. The commission is particularly interested in the construction, transport & energy sectors.</p> <p>Opportunities and risks for our working population as we shift to net zero, what is the role of the council and other players (FE colleges, private sector) in being able to support people to be able to shift. E.g., What happens to mechanics working on combustion engines in the railway arches when the sector is moving toward EV's.</p> | <p>Cllr Carole Williams, Cabinet Member for Employment, Skills and Human Resources</p> <p>Andrew Munk, Head of Employment, Skills & Adult Learning, London Borough of Hackney</p> <p>Department of Work and</p> |

| | | | |
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| | | (Andrew Munk) Emerging green jobs, the skills demand, how residents will fit in, and what the shortfall of skilled labour to emerging green roles is like. | Pensions New City College |
| | Energy Strategy | The commission is to hear from the Head of Procurement & Head of Energy and Carbon Management to present on the scope of Hackney's work on energy when it comes to its potential for supporting economic growth, impact on the local economy, the development of a local supply chain and local businesses. Hackney's net-zero energy strategy and decarbonisation commitments to existing building stock and any new regeneration, in terms of building material, as well as solar energy. Update on work being undertaken on energy when it comes to its potential for supporting economic growth, impact on the local economy, the development of a local supply chain and local businesses. | Rotimi Ajilore, Head of Procurement, London Borough of Hackney Mary Aladegbola, Head of Energy and Carbon Management, London Borough of Hackney |
| 15th December 2021 <i>Agenda Dispatch: 8th December Papers</i> <i>Deadline: 1st December</i> | Transport for a Cleaner, Greener Hackney | As the borough moves towards a cleaner & greener economy & net-zero, clean transport will be of great importance. In addition to hearing from the cabinet lead, we will collect evidence from young people in Hackney on their views on: transport plan, public-transport post-pandemic, cycling & walking schemes, school streets, LTNs, and the '15 minute city'. Our aim is to identify which strands of the clean-transport work sound most attractive, and which least, and to illustrate young people's present travel habits. This will help the commission identify strands which are quick starters, and others which may experience a slower uptake by residents, and in so doing, help to form recommendations to feed into emerging policy work. | Cllr Mete Coban, Cabinet Member for Energy, Waste, Transport and Public Realm Andy Cunningham, Head of Streetscene, London Borough of Hackney Aled Richards, Strategic Director Sustainability and Public Realm, London Borough of Hackney |
| 24th January 2022 <i>Agenda Dispatch: 14th January Papers</i> <i>Deadline: 7th January</i> | Cabinet Question Time | | Cllr Nicholson, Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy |
| | Night-time Economy | | |

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|--|--|--|--|
| 7th February 2022 <i>Agenda Dispatch:</i> 28th January <i>Papers</i> <i>Deadline:</i> 21st January | Decarbonising Hackney's Economy | | |
| | Supporting SMEs to Decarbonise | | |
| 9th March 2022 <i>Agenda Dispatch:</i> 2nd March <i>Papers</i> <i>Deadline:</i> 23rd February | Economic Stocktake (incl. Highstreets) | | Cllr Nicholson, Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy |
| | Health of Microbusinesses | | Suzanne Johnson, Head of Area Regeneration, London Borough of Hackney. |
| | Voluntary Sector | | Cllr Carole Williams, Cabinet Member for Employment, Skills and Human Resources |

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| Skills Economy & Growth 18 th October 2021 Item 5 – Community Involvement in Planning & Area Regeneration | Item No 5 |
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OUTLINE

This session will be a discussion of tools and leavers that the council has to influence community engagement with area regeneration, which will have inevitable consequences for the economic regeneration of the borough post-pandemic. The commission will also hear how community engagement with the planning team affects area regeneration, and about how the Hackney Wick Development Trust has approached community engagement in area regeneration with local residents & businesses.

Invited Speakers

- Suzanne Johnson, Head of Area Regeneration, London Borough of Hackney
- Natalie Broughton, Head of Planning, London Borough of Hackney
- Katie Glasgow, Deputy Manager, Planning & Regulatory Services, London Borough of Hackney
- Alex Russell, Executive Chair, Hackney Wick Development Trust

Skills, Economy and Growth Scrutiny Commission

18th October 2021

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Community involvement in planning and area regeneration

LP33 Growth Headlines

Population: around 320,000 by 2033, a growth of 45,000 since 2016.

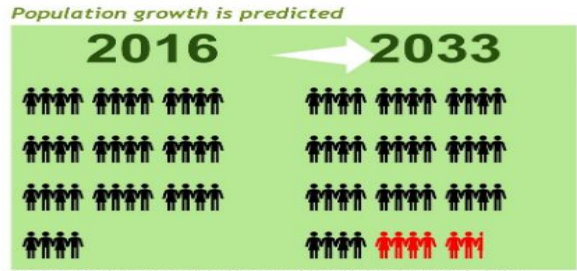


Figure 1: Population is predicted to increase by 16% between 2016 and 2033

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Homes: 26,250 additional homes

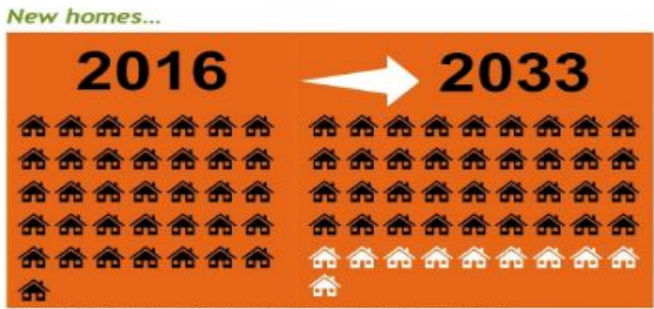
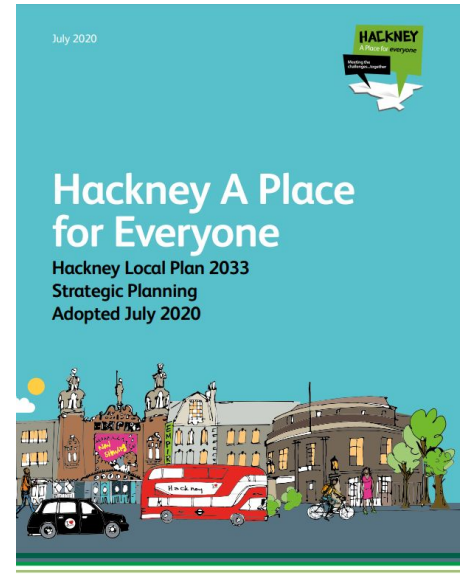


Figure 4: The number of homes are expected to increase by 27%



have your say

Hackney

Employment: 23,000 new jobs
Retail & leisure: 34,000sqm
Employment floorspace: 117,000sqm

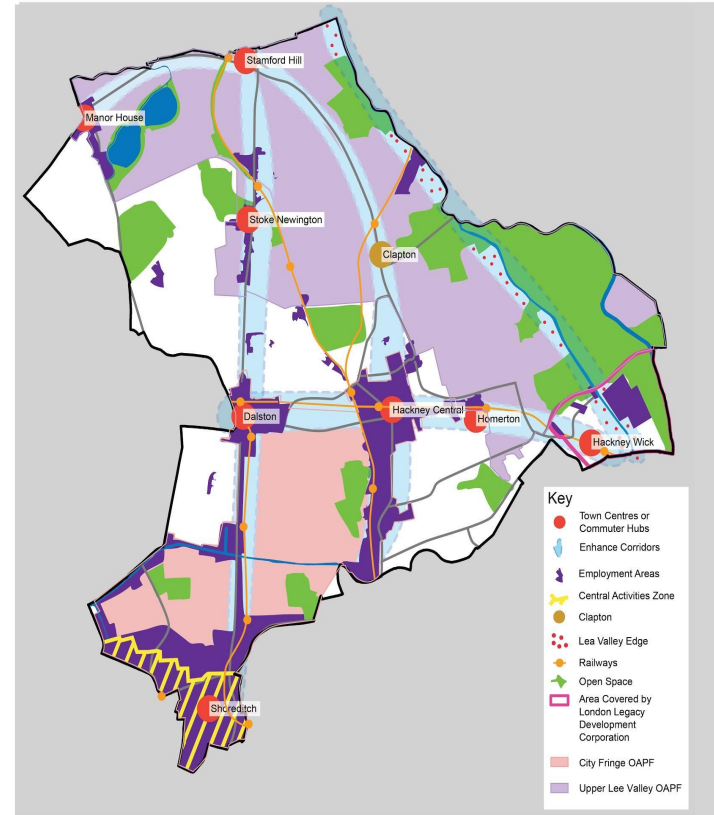


Figure 3: The number of jobs are predicted to rise by 24%



Areas for Growth & Investment (Place Policies)

- Dalston
- Hackney Central and Surrounds
- Stamford Hill
- Enhanced Corridors
- Hackney Wick
- Clapton and Lea Bridge Roundabout
- Shoreditch and Hoxton
- Manor House
- Homerton



Area Based Plans

Area Action Plans - Shoreditch and Stamford Hill

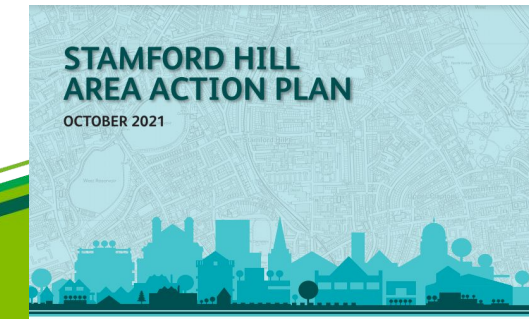
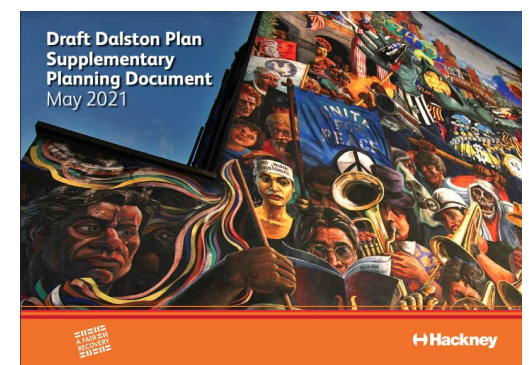
- Development Plan Status
- Detailed policy guidance (land use, design, building heights, public realm etc)
- Area based guidance
- Site specific guidance (site allocations)

- consultation on draft plans completed
- preparing final draft AAPs for Autumn 21 (Stamford Hill) and Spring 22 (Shoreditch)

Supplementary Planning Guidance - Dalston, Hackney Central, Homerton, Clapton,

- Planning and regeneration strategies
- SPDS will support the delivery of specific area-based growth strategy set out in a Local Plan
- Site specific guidance (site allocations)

- Dalston: consultation on draft plan completed Oct 2021
- Homerton/ Clapton: initial baseline and evidence base work
- Hackney Central key stakeholder engagement, initial urban design analysis/options



LP33 Site Allocations

D10 - Former CLR James Library, 16-22 Dalston Lane, 62 Beechwood Road

Ward: Dalston



APGB Public Sector End User Licence © Bluekey International Limited 2019

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Ownership: London Borough of Hackney

Area: 0.19ha

Existing Use: D1 (former Library) with retail frontage

Planning Considerations:

- PP2 Dalston
- Dalston Town Centre (Secondary Shopping Area)
- Dalston Lane (West) Conservation Area
- Locally Listed Building (16 -22 Dalston Lane)

How was the site identified? Dalston AAP (2013)

Timescale: Short Term

Policy D10

Allocation: Mixed use - retail, cultural / creative, third sector and / or community uses with employment and/or residential above.

Development Principles:

A community use should be retained at ground floor level and the retail frontage should be retained along Dalston Lane. There is opportunity to incorporate cultural/creative/third sector uses on the site and potential for employment or residential above, including the maximising the provision of genuinely affordable homes. Further guidance to be set out in a Supplementary Planning Document.

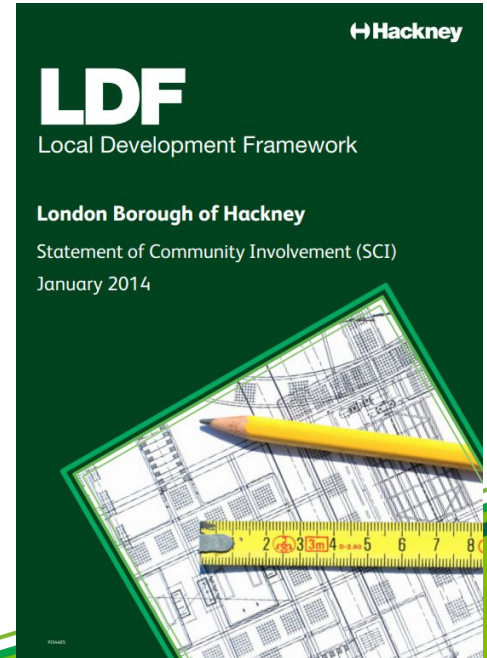
Planning Status: No recent planning activity

- 33 key strategic development sites (mix of private/ public/ council ownership)
- site-specific development guidance and allocate particular uses for those sites
- Delivery of new homes, jobs, shops, community spaces and public realm

Community engagement in the Planning Process

- National
 - National Planning Policy Framework
 - Town and Country Planning Regulations
- Local - Statement of Community Involvement
 - Strategic Planning (planning policies)
 - Development Management (planning applications)

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Strategic Planning

When:

- Front loaded community engagement
- Key stages of plan making process (informal and formal stages)
- Feedback informs each stage of plan preparation
- Comments published in Consultation Reports

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How:

- Available for inspection @ libraries
- Online platforms (Commonplace, social media, email notifications)
- Printed media; leaflets/ questionnaires/ newsletters
- Range of face to face methods; meetings, pop ups, drop-ins, walking tours, workshops, ward forums
- Virtual meetings / briefings
- Community Panels



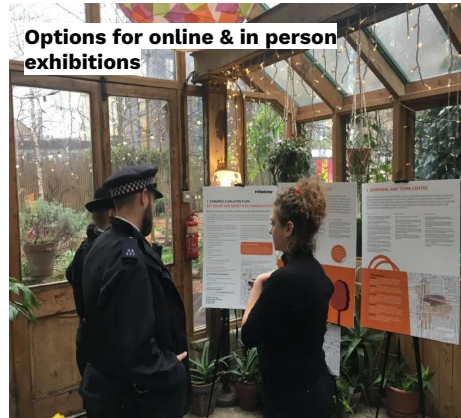
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Pop ups, market stalls, joining at existing events



Workshops with key groups



Options for online & in person exhibitions



Walk and talks

Community Panels

Role & Purpose

- Cross-section of community (residents, businesses, local organisations, Cllrs)
- Work with Council on developing effective consultation methods
- Ensure a range of voices and views of local people are taken into account in plan making process

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Panels established for:

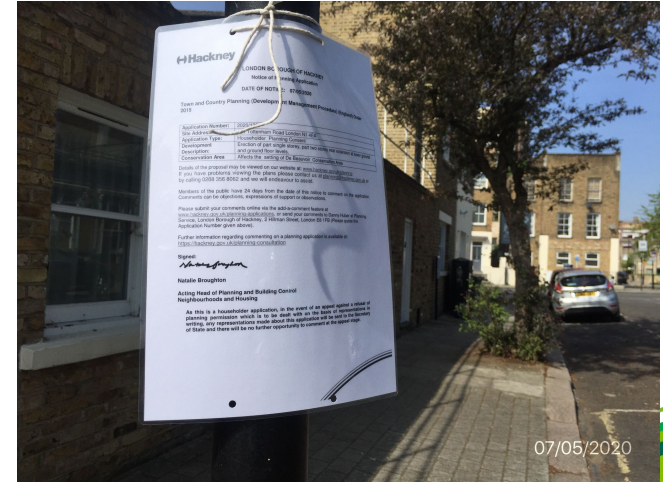
- Stamford Hill (RTPI award)
- Dalston
- Shoreditch
- Hackney Central



Community Engagement in Development Management

- Early engagement ahead of a planning application is encouraged.
- The Council is committed to publicising and consulting widely on all planning proposals via a range of methods & tools including; site notices, press notice, public, notification/ letters to neighbours, public/ meetings/ exhibitions.
- All comments that raise ‘material considerations’ are considered by Council in determining the application.

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A coordinated approach to Planning and Area Regeneration

- Work collaboratively to develop planning policy and development guidance for Hackney's key growth areas that reflect local community needs and aspirations.
- Area based planning documents (AAPs and SPDs) set out both a planning and regeneration strategy, embedding other corporate strategies including the Sustainable Community Strategy, Inclusive Economy Strategy.
- Regeneration plans and strategies (without planning status) can be prepared in addition to, or instead of, area based planning documents to guide and deliver growth and regeneration.
- The services have distinct roles in the implementation and delivery of the planning policies, growth, area guidance and projects and work with key stakeholders to facilitate the delivery of sites.

Hackney Central - Area Regeneration



- Major town centre and the civic and cultural heart of the borough with busy high street, heritage assets and evening economy
- Relatively deprived area of the borough, and London (employment, education, health, income, crime, living environment, barriers to housing) *Source: Indices of Multiple Deprivation 2019*
- Several underutilised Council owned sites allocated for development of new homes and jobs in the Council's Local Plan
- Opportunity to link regeneration with a fair recovery and a more inclusive economy via the creation of new affordable homes, workspace, jobs, transport improvements, community infrastructure and facilities, improved public realm etc
- A Town Centre Strategy will set out how the Council and its partners will address the identified challenges and act on on the opportunities
- The strategy is being co-designed with residents and stakeholders
- A clear delivery plan for Hackney Central identifying projects and proposals to be taken forward
- Monitoring the impact and outcomes for the area and its residents and businesses

Hackney Central - Area Regeneration



Hackney Central Conversation (2019-2021)

- 2,000+ of responses; via online portal, 121 conversations and drop-in sessions as well as public events
- Highlighted issues and challenges in Hackney Central (inc. local economy, community safety and transport)
- The Conversation is continuing via the Town Centre Strategy to deepen our understanding of the challenges faced in the area, and develop shared solutions
- Issues highlighted in the Conversation will form the basis for direct actions drawn out in the TCS

Hackney Community Panel

- Diverse membership guides the Council's engagement work in HC
- Disseminate information and lessons learned to a wider audience
- Space for new ideas and initiatives to be considered

Hackney Central - Area Regeneration

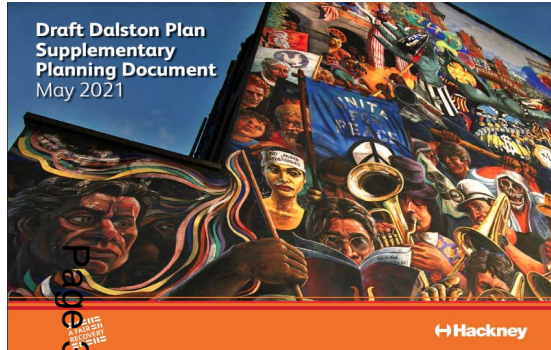


Projects and Sites

- Hackney Central Masterplan (SPD) update
- Town Centre Strategy
- Hackney Central Station - unlocking sustainable travel, investment and growth
- Council owned sites
- Community greenspace - empowering local communities to develop skills and healthy lifestyles
- 55 Morning Lane - opportunity for new affordable homes, town centre uses, workspace and jobs
- Hackney Walk - working with the site owner to reinvent its contribution to the town centre
- Ongoing stakeholder liaison and engagement - inc. M&S, London College of Fashion, Arch Co. - to champion a more inclusive economy and sustainable investment in the local area



Dalston- Area Regeneration



Dalston Plan (SPD)

- The Dalston Plan sets out a vision and objectives for the future of Dalston town centre, providing guidance on where and how the growth set out in the Local Plan should take place.
- Major town centre which will accommodate new homes, employment and retail space leisure, community, and arts and cultural facilities to meet the future needs of the borough.
- 10 opportunity sites identified which can accommodate over 600 new homes, 700 sqm community space, and 14,000 sqm of commercial space.
- Area Regeneration: shape the plan preparation, support engagement on the plan, and deliver the objectives of the plan
- Developing and leading on priorities and projects identified in the plan e.g Ridley Road and Ashwin Street scheme
- Taking forward Council owned opportunity sites
- Engaging with landowners and developers on non Council owned sites to shape and influence development
- Supporting local businesses and the town centre

Dalston- Area Regeneration

Dalston Conversation



- Dalston Conversation launched in September 2018 to inform the development of the Dalston Plan
- Around 5000 people took part in the Dalston Conversation
- Dalston Panel established made up of a range of local stakeholders
- Reports on findings published on LBH website
- Key issues raised by residents, businesses and visitors were:
 - Ensuring Ridley Road market is protected and existing traders are supported
 - The need to protect popular places such as CLR James Library and the Dalston Eastern Curve Garden
 - Better walking and cycling routes and public transport
 - Tackling anti-social behaviour and littering, especially in Gillett Square
 - Give every part of the community a voice in the future of Dalston

Dalston- Area Regeneration

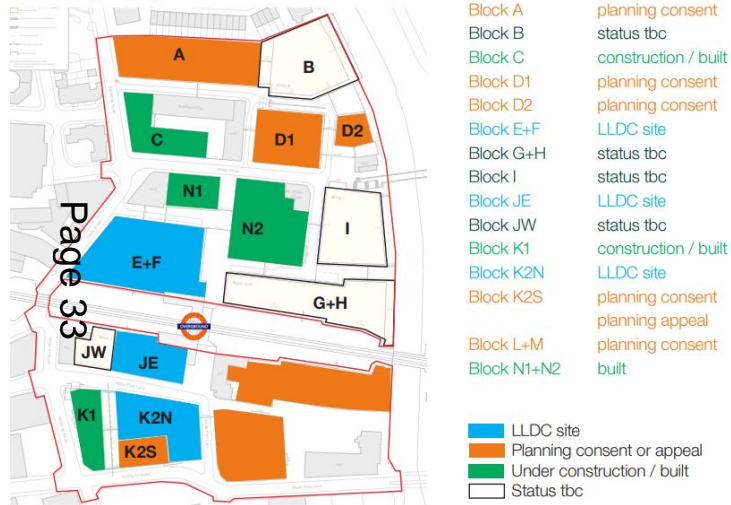


Ridley Road and Ashwin Street- Good Growth Fund Project

- Objective in the draft Dalston SPD
- Investment from LB Hackney and Mayor of London into Ridley Road, the market and Ashwin Street
- Public realm, improved greening and improved layout and facilities for the market
- 11 co- design and consultation events with market traders and Ashwin Street businesses
- Engaged visitors to the market, consultation with local residents.
- Various Dalston Plan consultation events highlighting public realm interventions, citizen space, walking tours, virtual and face to face meetings and common place
- Dalston Panel members consulted
- Engagement exercise on final designs
- Works now started on site and will complete in 2022

Hackney Wick- Area Regeneration

Masterplan plot status



Hackney Wick vision:

To protect, embed and scale what we already have in Hackney Wick; recognising the broad social and economic value our creative economy creates. This will support not only growth, but also innovation and greater inclusion.

Objectives:

- Support businesses to stay in the area as rents rise by delivering, negotiating and championing affordable workspace.
- Ensure residents benefit from development and investment in the area through local employment, skills development and training opportunities.
- Improve public spaces and local facilities.

Hackney Wick - Area Regeneration



Young Hackney Eastway

- Co-designed with local young people
- Responds directly to the recommendation for safe sports facilities for young people in the *Hackney Wick Through Young Eyes report*

Creative Enterprise Zone programme

- Aims to support, retain and grow creative businesses in the area and better link them with local residents and other businesses via supply chain, jobs, training, educational opportunities and access to affordable space
- A strong consortium of local stakeholders (businesses and residents) engaged and represented through a governance structure
- 10,000 sq ft of enhanced commercial space for affordable creative space
- 200 businesses benefitting through CEZ activities
- Supporting over 60 local people to benefit from training related to the creative sector

Hackney Wick - Area Regeneration



Gainsborough Bridge

- Objective to open Gainsborough Bridge for public access for pedestrians and cyclists following planning approval for bridge
- Community engagement exercise carried out to gauge local views
- A total of 149 responses were received
- 116 (81%) respondents were in favour of the opening of Gainsborough Bridge for public use
- Support among parents for the proposals to open the bridge to public access was 80.8% (38) while 19% (9) disagreed/disagreed a lot
- Some concerns around anti social behaviour as a result of Gainsborough Bridge being opened to the public which have been addressed as part of the Council's Public Access Strategy
- LLDC Planning approved the opening of Gainsborough Bridge in 2021 following submission of engagement report and Public Access Strategy and Wayfinding Strategy.



Presentation to London Borough of Hackney Overview and Scrutiny Committee

18 Oct 2021



Who we are

- **Birthing from Creative Sector but now broader representation**
- **Community-led and non profit**
- **Focused on place - HWFI - Determination over place and space**
- **Structural, systemic and sustainable change**
- **Asset holding for the benefit of the community**
- **Ethical landlord or the long-term – not operator**
- **Start-up - 3 years old ; 1 p/t officer**



Why do we engage?

- **Validity**
- **Insight and relevant**
- **Belonging**



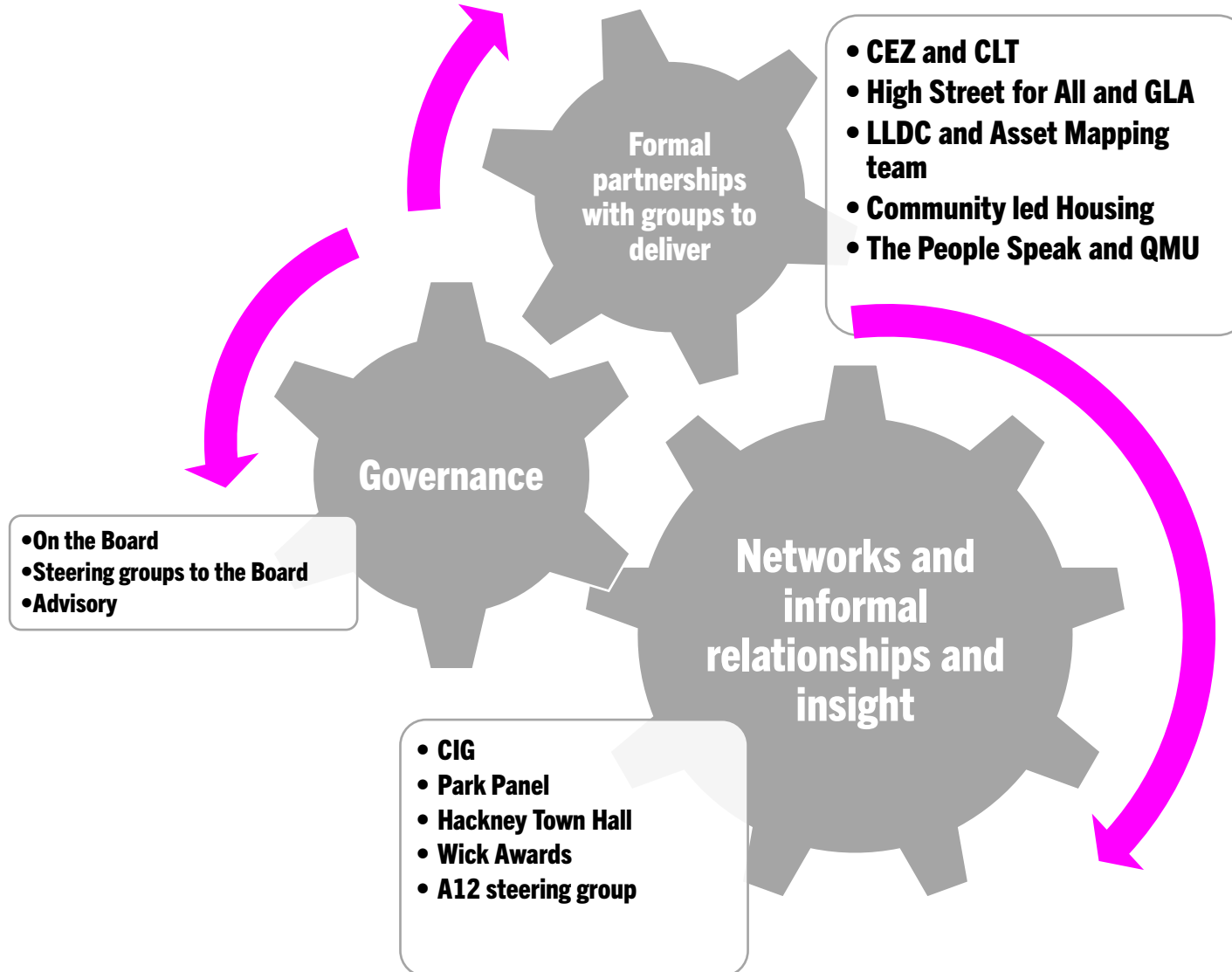
An army of innovators

| | |
|---|---|
| <p><u>Authorities and landlords</u> London Legacy Development Corporation London Borough of Tower Hamlets London Borough of Hackney Local ward Councillors Notting Hill Genesis EastWick and SweetWater Creative Land Trust (we have an Memorandum of Understanding to work in partnership) SHG UCL and the Bartlett School of Architecture Birkbeck Uni Queen Mary’s University</p> | <p><u>Space providers and business networks</u> HW Creative Enterprise Zone – strategic relationship and seeking to become the legacy vehicle for the enterprise Hackney Bridge Grow, Hackney Arbeit Studios Main Yard Studios Creative Wick and all of its 100 plus network of creative businesses in the local area Stour Studio Stour Trust Bow Arts Trust Trampery Cell Space Studios Community-led Housing Trust London</p> |
| <p><u>Community and third sector organisations</u> Legacy Youth Voice Park Panel Hackney CVS Immediate Theatre Badu Wick Awards Yard Theatre and Hub 67 Hackney Quest Wickers Hackney Wick FC Hackney Wick Town Hall Gainsborough School and Mossbourne Riverside School SaveHackneyStreetArt campaign</p> | <p><u>Businesses</u> Beyond the Box Crate Brewery Natura The Lord Napier Fluid architects Tapestry architects HeyBigMan Colour your City ECHO</p> |

- Advisors to the CDT**
- **Chris Paddock, Partner PRD**
 - **Jane Latham, FD Splendid Communications**
 - **Robin Nicholson, Chair of the Advisory Group and Architect and Fellow at Cullinan Studio**
 - **Simon Donovan, CEO, Manor House Development Trust**
 - **Bill Parry Davis, Consultant and Solicitor in civil litigation regarding land and property**
 - **Hannah Gardiner, Consultant Community Wealth building, Sustainability and Environment, Societal Transformation**
 - **Chris Brown, Executive Chair and Founder, Igloo**
 - **Anna Harding, former Space Studios**
 - **Gunther Jancke, Bootstrap**
 - **Frances Hollis, Reader in Architecture at London Metropolitan University and Director of the Workhome Project**
 - **Cllr Chris Kennedy, local Wick ward Councillor and Cabinet Lead for Health, Adult Social Care and Leisure at the London Borough of Hackney**

Working with our community

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Methods of engagement

- **Purpose and outcome**
- **Audience impacted**
- **Who can help?**
- **What we need / what they need**
- **Board or deep**
- **Time and resources**
- **Existing info**



1-2-1,
workshops,
tours

tech

storytelling

music and
theatre

networks

Measuring success

- **No formal way**
- **Partner and resident feedback and continued engagement**
- **Success of the outcome i.e funding achieved**
- **Building a database and developing structures**



Lessons learned

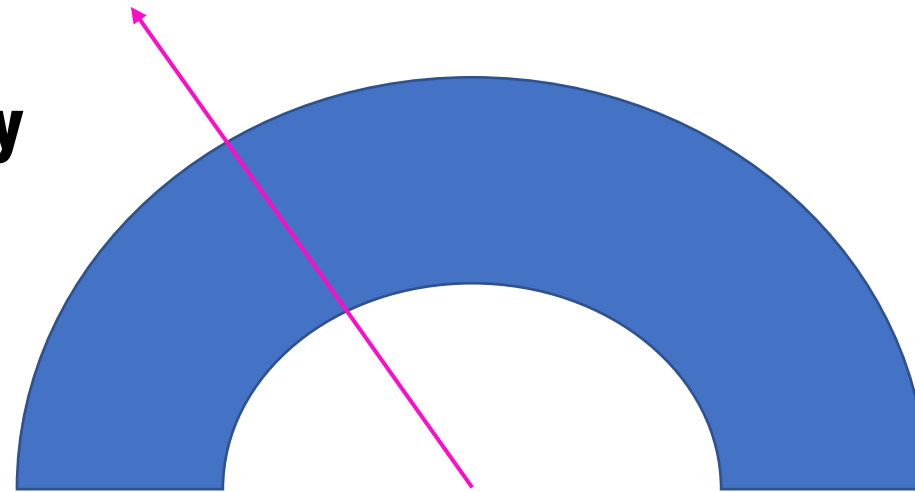
- **Residents, community groups & business more sophisticated than we think**
- **Willingness to engage but not to be used or side-lined**
- **Opportunity to build community:**
 - **capacity**
 - **wealth and local economy**
 - **responsibility**
- **Build partnerships and share value**



New model

Move from

- **Consultee**
- **Passive beneficiary**
- **Limited agency**
- **Short-term**
- **Extractive**



Towards

- **Partner**
- **Devolving power, responsibility and accountability**
- **Long-term capacity building**
- **Wealth creating**

Ways we can work

CDT Priority:
Deliverer/
Manager of property
portfolio embedding
community
ownership
Ask: Asset Transfer

Value Add 1:
Enabler/Coordinator
Support local groups
and residents to do
more
Ask: Resources to
support outreach
and arrangements

Value Add 2:
Neighbourhood
Forum/Plan –
Coordination and
support of planning
Ask: Development
Resource

Value Add 3:
Provocateur
Challenge and
community voice in
legacy discussions
Ask: Presence in
discussions



| | |
|--|-------------------------|
| Skills Economy & Growth 18 th October 2021 Item 6 – Minutes & Matters Arising | Item No 6 |
|--|-------------------------|

OUTLINE

Attached are the draft minutes of the meeting of the Skills Economy & Growth commission held on 21st July 2021.

| | |
|----------------|--|
| ACTION: | Scrutiny officer to draft further letter on the subject of Neighbourhood CIL. |
|----------------|--|

Resolved – this letter has been drafted and sent as of 18th October.

| | |
|----------------|--|
| ACTION: | Commission to draft a letter to Cllr Williams about the possibilities of an equalities piece of work focusing on the Haredi community and skills. |
|----------------|--|

Resolved – this letter has been drafted and sent as of 18th October.

ACTION

Members are asked to agree the minutes and note the matters arising.

London Borough of Hackney
Skills Economy & Growth Scrutiny
Commission Municipal Year: 2021/22
Date of Meeting: Monday 21st June 2021

Minutes of the proceedings of
the Skills Economy and growth
Scrutiny Commission held
from Hackney Town Hall, Mare
Street, London E8 1EA

| | |
|----------------------------|---|
| Chair | Cllr Polly Billington |
| Councillors in Attendance | Cllr Clare Potter, Cllr Steve Race, Cllr Richard Lufkin, Cllr Patrick Spence, Cllr Vincent Stops, Cllr Nick Sharman |
| Officers in Attendance | Stephen Haynes (Strategic Director Inclusive Economy), Andrew Munk (Head of Employment, Skills & Adult Learning), Suzanne Johnson (Head of Area Regeneration) |
| Other People in Attendance | None |
| Members of the Public | None |
| YouTube link | The meeting can be viewed at https://www.youtube.com/watch?v=g-1q90Oloao&t=2705s |
| Officer Contact: | Timothy Upton 020 8356 1872 timothy.upton@hackney.gov.uk |

Councillor Polly Billington in the Chair

- 1 Apologies for Absence
 - 1.1 Note: Cllr Sam Pallis & Cllr Gilbert Smyth attended the meeting virtually.
 - 1.2 There were no other apologies for absence.

2 Urgent Items / Order of Business

- 2.1 As the first meeting of the commission in the municipal year, election for chair was required.
- 2.2 Cllr Clare Potter nominated Cllr Polly Billington for chair. This was seconded by Cllr Gilbert Smyth. There were no other nominations, therefore Cllr Polly Billington was duly elected to chair.
- 2.3 Chair nominated Cllr Clare Potter for vice chair. Cllr Steve Race seconded this. There were no other nominations and so Cllr Clare Potter was duly elected to vice chair.
- 2.4 Chair invited Cllr Sam Pallis to speak on the response to a letter regarding the use of neighborhood CIL that the commission had previously sent to DM Guy Nicholson.
- 2.5 Cllr Sam Pallis observed it had been a long-running enquiry, and the letter was regarding the neighborhood CIL, which acts as the Hackney Cultural fund. The letter received by the commission didn't sufficiently address the commission's points and requested that a further letter be sent to officers seeking further clarification.

| | |
|----------------|--|
| ACTION: | Scrutiny officer to draft further letter on the subject of Neighbourhood CIL. |
|----------------|--|

- 2.6 The chair observed that the letter received in response was not sufficient, that it demonstrated a lack of appetite for transparency from the administration and requested that her comments be included in the further letter to officers.

3 Declarations of Interest

- 3.1 There were no declarations of interest.

4 Skills Economy & Growth Work Programme 2021/2022

- 4.1 The chair thanked the attending scrutiny officer and vice chair for their contributions to the work programme, noting that other members contributed to it also.
- 4.2 The chair observed that the commission will be overseeing and trying to understand better what the administration can do in relation to kick starting the economy as the borough emerges from the pandemic and identify what the prospects are for preexisting parts of our economy, such as a nighttime economy and the very strong, small and medium sized business sector in the borough. Understanding the new opportunities that are arising out of a shift to a greener economy, and how the commission can make sure that the council builds on the learning on how to involve the community in decisions around how we shape that economy, what is needed from the local workforce, what kind of support that workforce needs were also mentioned.

- 4.3 The chair noted that there is an appetite from the Children and Young People's commission to gather evidence from young people about transport.
- 4.4 The chair stated that the commission can explore corporate intensive procurement and how money is spent, the future of high streets, health of micro businesses, and that the focus will remain on what the commission has remit over.
- 4.5 Cllr Steve Race observed that the work programme is strong.
- 4.6 Cllr Nick Sharman welcomed the cooperative approach with other scrutiny commissions.
- 4.7 Cllr Clare Potter stated that green agenda items on the programme are appreciated.
- 4.8 Cllr Gilbert Smyth expressed excitement about the green elements also.

5 New Members Start Here

- 5.1 The chair introduced the item, noting that the commission has new members, that the borough has gone through significant changes in terms its economy over the last year; the commission therefore needs to have a stock check of where the borough is, what is known about what has happened, and understanding about what kind of horizon scanning and future forecasting the council is already engaged in, as well what might be the opportunities, what might be the stress points for our economy, what that means for our small and medium sized businesses, what it means for our skills demand, what it means for our overall economy
- 5.2 The chair welcomed the strategic director inclusive economy to the meeting.
- 5.3 The Strategic Director Inclusive Economy introduced the presentation on "Introduction to the 'Inclusive Economy, Corporate Policy and New Homes' group of services" noting that he would be covering the mission for the strategic group & headline work from the last 6 months.
- 5.4 The strategic director inclusive economy explained that the council's teams are working to deliver a fair and inclusive recovery - and a more sustainable future - for Hackney, not a return to business as usual. We'll work to enable a more inclusive economy, tackle poverty, inequality and climate change. This is so that everyone has the opportunity to thrive and prosper in a borough that local people feel is theirs to shape, driven by our shared social goals.

This will be delivered by:

- Providing, directly and through partnership working, genuinely affordable and safe homes for the people that need them
- Supporting our businesses and high streets to recover, championing SMEs and social enterprise

- Shaping our town centres in partnership with local people and businesses – and driven directly by their ambitions for their communities
- Supporting those who have lost work to retrain and re skill through our adult learning offer; providing high quality apprenticeships and placements to young people; and helping people to find and move into quality jobs
- Insourcing Council services wherever possible, with a local supply chain with fair pay and employment rights
- Using our land and buildings for public good, not just to generate income
- Transforming our approach to poverty reduction, inequality and reducing harm - working with communities and civil society to bring about long-term systems change.

5.5 Underpinning these objectives - and those of the wider organisation - is our work to:

- Support the political and corporate leadership to keep its focus on its long-term strategic vision for a fairer, safer and greener borough, through corporate planning, supporting decision making and promoting an inclusive, collaborative, transformational leadership culture
- Champion our diverse communities, helping the whole organisation to understand Hackney's rich history and communities
- Provide citizens with the opportunity to share and express their concerns and aspirations with us, by enabling effective engagement and through supporting effective local democratic approaches.
- These priorities have long been important to our staff, councillors and residents – but the pandemic has made them more important than ever.

5.6 The strategic director inclusive economy gave the following headlines for work focused on over the prior 6 months.

5.7 **Employment, Skills and Adult Learning**

- Ensuring that Hackney Works, working closely with partners, is able to respond effectively to the impacts of the pandemic
- Delivering of the Hackney kickstart programme, creating over 400 paid work placements for unemployed young people
- Re-setting of adult learning provision to ensure delivery of key

inclusive economy priorities

- Establishing the STEM commission, a key manifesto commitment.
- Re-establishing the Growth Borough Partnership and leadership of the LLDC transition agenda

5.8 Area Regeneration

- Delivering business grants programmes (short-medium term)
- Short, medium, and long term Covid recovery and rebuilding work: town centres and high streets, economic development, business support and engagement
- Affordable workspace strategy and delivery
- Service resource planning
- Development and delivery of strategic area regeneration (physical, social and economic initiatives and programmes) to deliver the objectives in the Corporate Plan, Inclusive Economic Strategy and Local Plan with a focus on Dalston, Hackney Central, Hackney Wick, including the Council town centre sites programme, development sites, economic development, and capital projects.

5.9 Regeneration

- Continuing project and programme delivery to meet manifesto commitments for new homes delivery (despite Brexit, Covid, cyber-attack etc.).
- Commencing the asset review process in earnest and identify the first batch of future new build sites.
- Contributing to the successful review of development and wider capital programme strategy and delivery.
- Embedding former Regeneration services in the wider EPNH strategic group and share ways of working.
- Delivering the Regeneration recruitment and retention strategy, in order to attract, retain and develop good staff.

5.10 Housing Strategy

- Delivering the first Hackney Housing Association Compact.
- Mayor of Hackney Housing Challenge - confirm £20 million projects first six months, another £15-20 million second half 2021/22.
- Focusing on licensing scheme inspections and beginning projects to

extend the Private Sector Housing Licensing Scheme across the whole of Hackney.

- Developing the “Housing Supply Strategy”
- Beginning the development of the new Hackney Housing Strategy for implementation in 2022

5.11 **Policy and Strategic Delivery**

- Transforming the approach to tackling impacts of poverty
- Further embed strategic priorities and the corporate plan
- Securing commitment from partners to a shared approach to anti racism and workforce delivery
- Developing more consistent approaches to community development, co-production and stakeholder engagement
- Embedding all-inclusive leadership and workforce diversity actions

5.12 **Business Intelligence, Elections and Member Services**

- Delivering Covid-safe elections for GLA and by elections in May 2021
- Cyber-attack recovery/implication work
- Recovery of Xpress electoral register and 30k missing postal vote identifier details
- Casework Review
- Improvements to member remote working offer (access to 8356 number, surgeries, video training etc)

5.13 The chair requested the definition for ‘EPNH’ which featured in the strategic director of inclusive economy’s presentation, it was defined as ‘Economy, Policy & New Homes’

5.14 Chair invited the Head of Area Regeneration to present on Covid-19 impact on the local economy.

5.15 The Head of Area Regeneration began with an executive summary. Businesses in Hackney have experienced unprecedented challenges since the start of the pandemic. Local and London-wide data and anecdotal feedback from businesses indicates that the creative sector, retail, leisure and hospitality industries in London have been hardest hit by the pandemic and will take the longest to recover. In Hackney these industries make up almost 20% of Hackney’s business community.

5.16 Whilst financial support provided by the Government such as business rates relief, business grants and the furlough scheme has prevented many

businesses from closing, these industries are still vulnerable and are now faced with the burden of debt, trying to generate income under continuing Covid-19 restrictions, and the imminent loss of the furlough scheme and tapering up of business rates relief.

- 5.17 The long-term structural impact of the pandemic on the London economy and business sectors is not yet known however the Council is working to construct an economic strategy for the borough that will aid the recovery of our town centres, key businesses sectors and businesses through tailored interventions and business support.
- 5.18 In term of London's economic outlook in Spring 2021, it was noted that Some of London's main sectors such as financial services, real estate, professional & technical, and the information & communications sector have been hit less severely by lockdown restrictions and have a relative greater proportion of workers being able to work from home.
- 5.19 People using public transport much less, working from home, and knock-on impact on the retail, hospitality and leisure sectors and Central London and the City (Shoreditch impact).
- 5.20 Very negative shock in terms of the numbers of tourists and international students in the capital and knock-on impact of on other sectors and Central London and the City.
- 5.21 Large and persistent negative shock for certain sectors such as accommodation & food services, arts, entertainment & recreation, education (international students).
- 5.22 All sectors should see a recovery although accommodation and food services, arts, entertainment, and recreation will most likely continue to be the worst hit as they are the most affected by social distancing which is likely to continue for part of 2021 (at least).
- 5.23 Demand for comparison retail stores and leisure units/uses is likely to fall
- 5.24 Online shopping will continue to grow, owners of physical stores switching to e-commerce
- 5.25 Possible further weakening of the relationship between the location of shops and where people work
- 5.26 Continued implementation of the 2017 business rates revaluation will add to the costs for the retail sector
- 5.27 New immigration regime making it harder for the retail, hospitality and leisure sectors to recruit overseas staff leading to pressures to increase wages.
- 5.28 In terms of impacts on Hackney's business sectors, the following observations were included in the presentation:

5.29 Hospitality and Retail sector

- Hospitality businesses are operating at reduced capacity due to social distancing regulations which is affecting income as are Covid-19 secure working practises (e.g., PPE, extra staffing).
- Shops, bars and restaurants have reported lower footfall to their businesses since reopening compared to pre-Covid times although it is starting to improve in the summer period.
- Local Pubwatch leaders and the Federation of Small Businesses representative for Hackney have reported that hospitality businesses are experiencing serious difficulties in recruiting staff with many employees retraining while on furlough, others returning to their home country, and a lack of students looking for positions.
- Many operators are in debt as they have used all reserves and grants have not covered overhead costs during closed periods.
- There are reports that some larger commercial landlords have offered minimal support to tenants struggling to pay rent and some tenants are concerned about the end of the commercial eviction ban on 25th March 2022.
- Anecdotally we know that some areas in the borough are suffering worse than others e.g the retail sector in Shoreditch is experiencing much less footfall compared to other areas in the borough where more residents are working from home
- Acceleration of long-term structural shift to online retail and the need to consider what this means for our town centres collectively and on an individual basis.

5.30 Leisure, creative and cultural sectors

- As with cultural organisations across the UK, pre-covid, Hackney's venues had mixed income streams involving both public subsidy and earned income from bars, venue hires, workspace leases etc. This mixed income approach made our organisations very vulnerable to the impact of the pandemic.
- To date, Hackney's culture and heritage sectors have attracted a total of £18,591,838 of DCMS Cultural Recovery Funding, through 142 grants. This has created temporary liquidity and stabilised organisations that had lost all sources of income. In some cases, it also enabled some to deliver cultural engagement work to support communities that were most impacted by the pandemic, whilst keeping artists in work.
- Many Hackney organisations survived the first phase of the pandemic due to a combination of emergency funding from ACE, DCMS grants, business grants administered by LBH, crowdfunding campaigns, and the use of their own reserves. Many organisations now have no reserves to fall back on.

- Although venues can now reopen, some organisations can't open at a reduced capacity due to overhead costs and are holding out for a later opening in the autumn.
- Venues are concerned about the amount of debt they have built up over the last year
- Earlier in the year, there was concern about the lack of new film offerings / performances being put forward by the relevant industries and no international tours taking place i.e., not enough new work being available to draw audiences in. This may be changing, too early to report.
- Several of Hackney's music venues are now streaming regular, ticketed live gigs. This has kept audiences engaged and provided work for musicians, but it is yet to be established if paywalls for this kind of content can make a significant contribution to the income of small organisations.
- Buying the relevant equipment has been a long-term investment for the venues.
- The Vortex Jazz Club has fully embraced streaming performances - this technology is seen as essential for reaching wider audiences in the future.

5.31 Shared workspaces

- Hackney is home to approximately 125 workspace providers, and they were not eligible for the main government grants programmes. Some providers and their tenants have been eligible for our discretionary business grant programmes.
- Anecdotally, workspace providers have reported that they lost tenants during the pandemic (often when the tenant was not able to access government grants), however units were filled again within a matter of weeks.
- Demand for coworking has decreased during the pandemic because of social distancing, but as restrictions have lifted in 2021, local coworking spaces have become busier.
- Here East had their best lettings year in 2020: anecdotal feedback suggests that this is because of the nature of the space (very spacious, Here East tenants feel that they can easily social distance), another reason is that businesses have less preference for central location because employees prefer to work more locally.
- Workspace providers' cash reserves have been considerably affected by the pandemic, which has an impact on their ability to invest (e.g., in fit-out for new space, expanding their premises).

- 5.32 In terms of financial support for businesses, it was reported that £63m has been paid via Small Business Grant and Retail, Leisure and Hospitality Grants as of April 2020.
- 5.33 £44m has been paid to date via Local Restrictions Support Grants and Restart Grants.
- 5.34 >£50m value of Business rate relief has been applied.
- 5.35 The Council has been responsible for developing and distributing two discretionary grants programmes, these have been shaped to target those businesses in the borough that have been identified as in need of financial support and unable to access existing government grants as they don't pay business rates.
- 5.36 Eligible recipients include market traders, businesses that supply the retail, leisure and hospitality sectors, home-based businesses, self-employed businesses, directors of limited companies, Ofsted registered nurseries and childminders.
- 5.37 The Head of Area Regeneration presentation included future strategy and support for sectors and businesses:
- Continued focus on area regeneration and area-based programmes and interventions in town centres, priority regeneration areas and growth areas with stakeholder buy in from residents, businesses and other local representatives.
 - Continued operation of the Hackney Business Network which offers business support and advice, business forums, and networking opportunities.
 - A Council promotional campaign to launch later this summer to support and promote business and venues as they reopen.
 - Development of a borough wide economic development and recovery plan which will focus on our future approach to town centres, businesses sectors, and business support as we emerge from the pandemic
 - The development of an Economic Development function/service for the Council to complement the work of existing services such as Area Regeneration, Employment and Skills, and Culture.
 - The development of a business support programme in 2021/2022 to utilise additional Restrictions Grant funding available from government.
- 5.38 The chair opened the meeting to questions.
- 5.39 Cllr Stops asked whether the population of the borough has decreased, and if so, what effect that will have.

- 5.40 The Head of Area Regeneration advised that this information isn't available now but can be provided as a supplementary but noted that few businesses have been confirmed as having left the borough.
- 5.41 Cllr Stops asked if areas like Stoke Newington, Stamford Hill, Victoria Park & Hoxton will be the subject of further regeneration work.
- 5.42 The Head of Area Regeneration advised the list of areas being regenerated isn't exhaustive, and the remit of the regen team is wide, so there is scope to flex and change which areas are being looked at. It was noted that an action plan for Stamford Hill is currently in production.
- 5.43 Cllr Steve Race requested an estimation of how many vacant commercial units there are and whether that figure is expected to rise.
- 5.44 The Head of Area Regeneration requested this information could be made available as a supplementary, but the council is in the process of signing up to the Mayor of London's datastore. The revamped offer of data will allow us to understand and access good data on highstreets. It was noted the vacancy rate in Hackney has historically been low.
- 5.45 Cllr Richard Lufkin asked what the plan is for increasing footfall in Shoreditch.
- 5.46 The Head of Area Regeneration advised there is a Shoreditch area action plan which is in draft. Research has been commissioned by an economic research development company which will provide more information, and that the information will be more valuable once people who work in the area return to physical spaces for work.
- 5.47 Cllr Gilbert Smyth asked what the tailored interventions for businesses look like.
- 5.48 The Head of Area Regeneration advised that ideally bespoke business support programmes for some of the sectors would be ideal – particularly the cultural sector, retail sector, and hospitality sectors. The £3.6 million and additional discretionary funding that the borough will spend by the end of March represents a significant opportunity to focus on sector specific business support. In terms of rent levels, though it's very difficult to manage those rents directly as the borough doesn't own the buildings, a bespoke area based tenting approach, where the borough gets to know the landlords and work closely with landlords is the best way for the council to convey their expectations on rent levels to them.
- 5.49 The chair observed that in terms of regenerating town centres, facing the challenges of retail collapse, and issues around residents, they were struck by the absence of any information around things like the '15 Minute City' and how that links to the economic regeneration strategy, because the council should be linking these areas of work to help to maintain local economies, and also help with more active and decarbonize travel.

- 5.50 The Head of Area Regeneration responded by saying that concepts like the '15 Minute City' are a key part of the work around town centres.
- 5.51 Cllr Clare Potter asked whether the head of the Head of Area Regeneration could, in future, provide information on how the borough can support small and medium sized businesses which provide green jobs like heat pump installers.
- 5.52 Cllr Vincent Stops asked whether there is a '15 Minute City' strategy, and if so, where it came from.
- 5.53 The Head of Area Regeneration advised that the strategy doesn't exist as a distinct document but features heavily in the upcoming literature she spoke of.
- 5.54 Cllr Sam Pallis asked whether the borough needs to see potential expansion of article four around preventing units being converted from retail to residential.
- 5.55 The Head of Area Regeneration advised there has been a change in the planning classes which has allowed more flexibility in what retail units can become and that retail units becoming residential units on a large scale is of low risk.
- 5.56 The chair thanked the Head of Area Regeneration for their time and welcomes the head of Employment, Skills & Adult Learning to present.
- 5.57 The head of Employment, Skills & Adult Learning advised the presentation primarily about adult learning and skills in response to the specific parts of the Commission.
- 5.58 It was stated that a lot of data would feature in the presentation but most of it comes from existing evidence base.
- 5.59 Particular areas discussed where the current skills landscape, and the skills demanded by the labour market, and green economy and green skills and the sort of adult learning delivery model will focus on accessibility and inequality.
- 5.60 Over the last 10 years, Hackney is experienced significant increase in proportion of residents with higher qualifications and likewise, a decrease in proportion of residents with no qualifications. We've seen an increase in a number of residents with level one, level two and level three qualifications, but it's worth saying that that in spite of that, we still have 19% of working age residents, about 40,000 people, with even no formal qualifications, or higher qualifications than level one. Another way of putting that is we've got 20% of people who don't have GCSE English and maths.

- 5.61 In London, we have seen the emergence this 'hourglass economy', i.e., a rising number of jobs which are level two and below, and a significant rise in jobs which require level four and above, and it's put an hourglass because you have that bit of a middle which is diminishing.
- 5.62 People who have that mid-level skill are in some difficulties before COVID and are more so now. There is a need to enable people to progress through the skills ladder
- 5.63 A London adult Community Learning review from a couple of years ago identified that young people and care leavers in particular were missing out on a number of adult learning and training and job opportunities. And there is a real challenge with people's retraining and switching sectors.
- 5.64 Moving on to a general skills demanded by the labour market, there's a number of very good reports around this pre-COVID and post-COVID. A local government association report and looked at about the need for a balanced approach between kind of both technical skills and qualifications, as well as more transferable skills, some ethical soft skills; transferable skills include good communication skills, critical thinking, and problem solving.
- 5.65 London has done a lot of work on this with employers, and that they did some important work with Nesta, a think tank who think about these transferable skills around different contexts, which blend skills, knowledge, behaviours, attitude, and we're thinking being from businesses; this will be particularly important in the 21st century.
- 5.66 There are a number of sectors specific skills which are required and building on some of the things the head of Employment, Skills & Adult Learning was talking about, there are a number of sectors which are struggling and are likely to continue to struggle, such as retail or hospitality.
- 5.67 There are a number of other sectors which have actually grown during COVID-19 that are likely to continue to grow, particularly that the health and care sector, IT and digital and about the green economy.
- 5.68 An important focus for we as a council in terms of education and with partners, is to focus on the skills needs to be sectors and pathway pathways into job. But it's important to recognise that a lot of these sectors, for example health and social care, don't just require specific skills in for example nursing or social care qualification, but also more generic skills such as administration, finance, and IT. The majority of jobs in IT aren't actually requiring coding and high-level digital skills, but often more generic skills.
- 5.69 In terms of green skills and jobs, there's a huge demand from partners for the council to take a lead on this. Both at a GLA level and London level, the council has huge investment in terms of building a more green economy. The GLA and the green New Deal programmes that focus on decarbonisation and including solar installation with a focus on green transport and public realm, including tackling transport emissions through electric vehicles and charging points.

- 5.70 There is also a focus on green foundations, supporting businesses with green economy, and each of those is going to create a significant number of jobs.
- 5.71 A key focus of adult learning over the next couple of years will be to understand the qualifications and skills required by these areas, and to make sure that we're providing the right skills make sure we're influencing partners such as the GLA, ensuring that it's actually possible to fund these training qualifications, and also making sure there's pathways and ring-fenced jobs for those areas.
- 5.72 More locally, the head of Employment, Skills & Adult Learning's team is working increasingly closely with relevant parts of the council to understand particular areas where there are going to be jobs locally through Council's interventions, including through energy company, including through greening our own homes, including things such as putting solar panels on buildings and doing things such as tree-planting programmes.
- 5.73 The pandemic caused all courses to have a very significant move towards more of an outcomes-focused delivery of training. So, rather than quite a traditional focus on learning on outputs, and how many learners getting through there, there has been a shift towards an outcome focus, how many people are moving into employment, how many are progressing to higher learning, and also a number of social outcomes.
- 5.74 As we plan for next year's commissioning, there will be a very explicit focus on three key areas: a) adult learning, and training with a direct link to employment opportunities. b) building functional and transferable skills. c) supporting our residents well-being and positive mental health.
- 5.75 Regarding accessibility points about a quality age groups, the council is very aware that digital exclusion remains a significant issue and has since the start of the pandemic. While courses were moved online because it was a necessity, the team has focused strongly on trying to mitigate the impact of digital excursion. This includes things such as thinking very carefully about how accessible online delivery is and making sure there are programmes such as digital bodies to support people who need extra help to access online delivery, and also rolling out a programme of devices for those who need it.
- 5.76 So far, the team has handed out over 200 devices. And as we go forward, the team is thinking how to work with a number of community partners, libraries, children's centres to provide that more holistic, and offer around addressing digital equation.
- 5.77 In terms of inequality, 75% of learners are women. We know there needs to be more of a focus on aiming for more of a 50/50 in terms of men and women. There is careful thinking around where to deliver the service from to enable a good spread and representation in terms of minority ethnic groups accessing the service.

- 5.78 43% of learners describe themselves as black or black British. In terms of

health conditions associated, 40% of learners identifying as having some sort of learning difficulty, disability or health issue.

- 5.79 The chair thanked the head of Employment, Skills & Adult Learning and opened the floor to questions.
- 5.80 Cllr potter observed that the mentioned 200 devices isn't sufficient compared to the need and looks forward to learning more about the scheme, and asked regarding the 'hourglass' effect on training, what the council can do to support to progression of level-one and level-two holders.
- 5.81 The head of Employment, Skills & Adult Learning responded by saying that rather than thinking about adult education just in terms of what were the council deliver, thinking about what our partners such as New City College, who deliver far more provision than we do as a council in terms of funding provision, and other community partners, and thinking how it all fits together is crucial. He gave an example of New City College probably being better placed to deliver level three courses, and the GLA has freed up some of that provision.
- 5.82 It used to be that all adult education budget vision was able to and below and they are GLA is focusing more on level three. The challenge we have is in the services. It is known that we have 20% of people in the borough who have level two and below qualifications. Private providers who are delivering on a number of government programmes, and noticeably work and health programme and restart are engaging more and more with skills, vision and pathways and investing in skills and pathways to jobs.
- 5.83 Cllr Sam Pallis asked in relation to groups underrepresented in further education, particularly the Turkish and Arabian community, whether the council has seen a decrease increase in engagement, what are the barriers there, and whether working with Haredi businesses to develop particular job placements could be a useful strand of work.
- 5.84 He added that it would be worthwhile for the commission to write a formal letter to Cllr Williams about the Haredi community, requesting an equalities piece of work, as a recommendation.

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| ACTION: | Commission to draft a letter to Cllr Williams about the possibilities of an equalities piece of work focusing on the Haredi community and skills. |
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- 5.85 The head of Employment, Skills & Adult Learning responded by saying that how the issues he talked about affect more granular segments of the wider BME community will be clearer in the future as more data becomes available.
- 5.86 It was added that the council will continue to work closely with partners from the community in terms of dialogue and shaping what courses we should deliver, and very much encourage them to bid to then deliver it
- 5.87 Cllr Sharman asked to see the basic business plan that is easily digestible.

- 5.88 The strategic director inclusive economy advised this is possible to provide if advance notice is given.
- 5.89 Cllr Vincent Stops asked about why there appears to be reduced public housing money compared to several years ago.
- 5.90 The strategic director inclusive ECONOMY advised that the council does have GLA funded schemes, is currently going through a funding bid at the moment of GLA but conceded that the provision is scant.
- 5.91 Cllr Vincent Stops asked, since Hackney has always been brimming with local amenities, why the council is gravitating toward the '15 Minute City' as an area of policy development.
- 5.92 The strategic director inclusive economy advised that while there is risk of displacement and gentrification, and there are other critiques of the concept, that the '15 Minute City' is just one of the many ideas that the council needs to consider, particularly in a sort of post COVID world where people are working from home a lot, I'm staying within neighborhoods.
- 5.93 The chair noted that it would be useful to have the strategic director inclusive economy input on decarbonising the economy, including thoughts on housing regen, while noting that it doesn't sit within SEG's remit per se, it will nevertheless be relevant to the commission's work.
- 5.94 The strategic director inclusive economy agreed that this would be valuable given enough time to prepare.
- 5.95 Cllr Patrick Spence asked what the strategy is to address the figure of 20% of the working population that don't have English & Maths at GCSE level.
- 5.96 The head of employment, skills & adult learning responded by saying that skilling people up for the labour market is crucial, particularly with basic functional skills as that provides a foundation for skilling up. they also observed that since pandemic, levels of collaboration with key local anchor institutions such as New City College and Job Centre Plus has never been higher, which is useful as the GLA budgetary provision isn't sufficient to address this skills gap.
- 5.97 Cllr Smyth requested to know more about what can be done to support and strengthen childcare, health work support and mental health services, and trying to connect them up with economic infrastructure agenda. The Cllr also posed a question around how to ensure residents feel like they've contributed to the pathways to skills.
- 5.98 The strategic director inclusive economy responded by saying that its very important to engage as many people as possible, in as many sectors, and including non-traditional methods of engagement to ensure that there are as few barriers to contribution as can be managed. It was noted that there is an upcoming agenda item specifically about engaging with the community in terms of area regeneration.

5.99 The strategic director inclusive ECONOMY also advised that coupling social infrastructure to economic output is important. Within that, recognizing barriers that people face to education and employment is essential, and the need for networking with various teams such as community centres, libraries, and teams working with those with disabilities was stressed.

5.100 Cllr Pallis asked whether shared ownership is a viable option for residents in terms of affordability, and going forward, are there alternative models of housing regeneration that are being considered.

5.101 The strategic director inclusive economy advised that the council is looking at new homes delivery over the next six to nine months. Regarding the affordability of shared ownership and advised that this subject is too broad to answer properly in a Q&A, but that the aim is still to delivery genuinely affordable housing as possible, but that it's as much a political question as it is a policy once.

5.102 The chair closed the item.

6 Minutes of the Previous Meeting

6.1 The minutes were agreed and noted.

7 Any Other Business

7.1 There was no other business.

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