
London Borough of Hackney
Skills, Economy and Growth Scrutiny Commission
Municipal Year 2022/23
Date of Meeting Monday 20 June 2022

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

Chair	Councillor Polly Billington
Councillors in Attendance	Cllr Clare Potter (Vice-Chair), Cllr Gilbert Smyth, Cllr Jon Narcross, Cllr Fliss Premru, Cllr Claudia Turbet-Delof and Cllr Jessica Webb
Apologies:	Cllr Steve Race and Cllr Anna Lynch
Officers In Attendance	Suzanne Johnson (Head of Area Regeneration), Celine Mionnet (Developer & Business Engagement Manager), Robert Offord (Area Regeneration Manager), Stephen Haynes (Strategic Director- Economy, Regeneration and New Homes) and Aled Richards (Strategic Director Sustainability and Public Realm)
Other People in Attendance	Councillor Mete Coban MBE (Cabinet Member for Environment and Transport), Councillor Guy Nicholson (Deputy Mayor for housing supply, planning, culture and inclusive economy) and Councillor Carole Williams (Cabinet Member for Employment, Human Resources and Equalities)
Members of the Public	
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Councillor Polly Billington in the Chair

- 1 Election of Chair and Vice Chair**
 - 1.1 Following the nomination of Cllr Polly Billington to the position of Chair. Cllr Billington was duly elected Chair of the Skills, Economy and Growth Scrutiny Commission.
 - 1.2 Following the nomination of Cllr Clare Potter to the position of Vice-Chair. Cllr Potter is duly elected Vice-Chair to the SEG Scrutiny Commission.

2 Apologies for Absence

- 2.1 Apologies for absence from Cllr Anna Lynch and Cllr Steve Race.
- 2.2 Apologies for lateness from Cllr Guy Nicholson and Cllr Fliss Premru.
- 2.3 Virtually in attendance were:

Councillors

- Cllr Carole Williams, Cabinet Member for Employment, Human Resource and Equalities
- Cllr Mete Coban, Cabinet Member for Environment and Transport

Officers

- Suzanne Johnson, Head of Area Regeneration
- Robert Offord, Area Regeneration Manager
- Celine Mionnet, Developer & Business Engagement Manager Area Regeneration
- Andrew Munk Head of Employment, Skills and Adult Learning
- Aled Richard, Strategic Director Sustainability and Public Realm.

3 Urgent Items / Order of Business

- 3.1 A change to the order of business. Item 6 was taken before item 5.

4 Declarations of Interest

- 4.1 No declaration of interest.

5 Lead Architect for Hackney Town Centre Site Regeneration Programme Contract Award

- 5.1 The Chair welcomed to the meeting Suzanne Johnson, Head of Area Regeneration and Robert Offord, Area Regeneration Manager from London Borough of Hackney. Also in attendance was Stephen Haynes, Strategic Director – Economy, Regeneration and New Homes and Celine Mionnet, Developer & Business Engagement Manager - Area Regeneration from LBH.
- 5.2 The Chair explained this item follows on from the Commission's discussion last municipal year. The Commission looked at the council's approach to consultation and engagement with the community when developing regeneration programmes.
- 5.3 The Chair highlighted this item is to understand how the contract award reflects the insight drawn from the consultation programme.

- 5.4 The Head of Area Regeneration commenced the presentation and made the main points below.
- 5.4.1 The officer recapped on the questions asked by the Commission sent in advance.
Question 1: How will the contract meet and reflect the criteria and ambitions of the council for Hackney Town Centre Regeneration?

Question 2: How the consultation and engagement related to Hackney Central will be reflected in the contract - balancing the needs and interest of the council, local residents and businesses?
- 5.4.2 This relates to the pending cabinet procurement and insourcing committee report to appoint the lead architect for the Hackney Central and Dalston town centre site programme.
- 5.4.3 In September 2020, the Council's Cabinet agreed to commission a development feasibility studies for some Council owned sites in Dalston and Hackney Central.
- 5.4.4 The town centre sites programme (TCS) consists of nine sites mainly in Council ownership. Four are in Hackney Central and five are in Dalston.
- 5.4.5 Following Cabinet's approval in 2020 the team commenced the process to appoint a lead architect and design team to complete the feasibility study. This process commenced in 2021.
- 5.4.6 The report recommending the preferred architect and design team will be considered by CPIC in the coming weeks.
- 5.4.7 The programme is at a very early stage, with initial site feasibility work due to commence in summer 2022, subject to the contract award.
- 5.4.8 The feasibility work is looking at the individual sites and constraints in the context of opportunities and coming up with some high-level design options for the sites.
- 5.4.9 The feasibility studies will establish if different and/or new uses can be located on the sites (identified in the Local Plan) to support and strengthen our town centres, deliver new homes, jobs, workspace and other uses, and deliver income to the Council to support Council service delivery in the future.
- 5.4.10 This will consider how they can achieve wider objectives in terms of new homes, jobs, improved town centres and look at financial opportunities for the council.
- 5.4.11 The key policies and plans that support the approach and foundation for this work are:
- Hackney Community Strategy (new homes, affordable workspace, sustainable transport, inclusive economy)
 - Inclusive Economy Strategy (supporting town centres and businesses, creating workspace and jobs)

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- London Plan (this mentions Hackney Central and Dalston as areas for regeneration in London and Major Town Centres)
- Local Plan (Borough growth strategy, town centres focus for new homes, jobs and commercial space)
- Draft Dalston Plan (Supplementary Planning Document) / (planning guidance for the sites)
- Hackney Central Masterplan (Supplementary Planning Document) (planning guidance for the sites)
- Emerging Climate Action Plan (CAP) (ensuring the Council's CAP objectives are built into the programme)
- Housing Strategy (delivery of new high-quality homes and genuinely affordable homes)
- Feedback received from residents and businesses via community engagement and consultation in Dalston plan and Hackney Central master plan.

5.4.12 In relation to the tender requirements and the evaluation process. The criteria for these covers:

- Demonstration and delivery of social value, inclusion, diversity and sustainability
- In depth understanding of Hackney and the town centres
- Experience of working with local authorities, businesses and residents to deliver positive and inclusive outcomes
- An approach to design development and community engagement that will reflect the diversity of Hackney's communities and makeup of the town centres.

5.4.13 In relation to question 2. The officer explained the process of engaging and listening to residents and communities is fundamental to the approach taken when developing documents, projects and plans that will shape places and neighbourhoods.

5.4.14 The tender brief for the lead architect was informed by:

- Relevant Council policies and plans noted above.
- Community engagement and consultation in Hackney Central and Dalston
- Feedback from the Hackney Central Community Panel.

5.4.15 The key attributes being drawn out of the tender evaluation process they are looking for are inclusive design, sustainability, community engagement, and knowledge and understanding of Hackney's communities.

5.4.16 The preferred bidder submitted a community engagement proposal as part of their bid which will be delivered as the feasibility studies progress.

5.4.17 The lead architect team will have dedicated community engagement resources.

5.4.18 The Council will work with the lead architect and design team to support and oversee the community engagement, and the feasibility studies and design development, in order to inform the approach taken to each site and balance the needs and interests of the Council, residents, and businesses.

5.4.19 We will also use our networks, future Council engagement opportunities, community panels, and the extensive feedback gathered through the Hackney Central and Dalston Conversations in the development of the Hackney Central Town Centre Strategy.

5.4.20 As the Council enters the next phase of detail the commitment is there to ensure they involve the communities of Dalston and Hackney Central.

5.5 Questions, Answers and Discussion

(i) **In relation to the Hackney Central site Members asked about the feedback from the community in relation to density and number of units? Members queried what makes the site viable in terms of density? Members also asked if the council is considering gentle density, creating street squares and blocks with clear backs and fronts.**

(ii) **Members asked about the outcomes from the consultation and engagement. Members wanted to hear about the data collated from the consultation and engagement.**

(iii) **Members pointed out it was not clear what data was used to inform the decision making for the award of the contract for the architect. Members appreciated there will need to be more engagement by the architect, but Members wanted a clear understanding of how the research has been conducted and how this has helped to inform the decision to appoint the architect. Members also asked what does the council understand or have insight about in relation to the wants and needs of the communities?**

In response the Head of Area Regeneration explained in relation to density the site information is not referencing density. The information about density is in the local plan. The sites outlined are all referenced in the local plan and therefore have been allocated an appropriate density figure. The officer highlighted the feedback in relation to density is publicly available.

In relation to the Dalston community feedback this is public information. The officer informed the Dalston conversation report is published on the council website. The latest consultation report from the last version of the Dalston plan is scheduled to be published shortly. The Planning Team are leading on the Dalston Plan consultation. In relation to the concerns raised in the consultation and Dalston conversation they were noted to be:

- Residents want more enhanced walking and cycling routes in Dalston and opportunities to make the area more walkable, pedestrianised and cycle friendly
- Protecting and enhancing local assets (the market & curve garden
- Antisocial behaviour concerns around Gillette Square and the old market
- Expensive homes being built and not affordable to the local community

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- Expensive food offer and businesses. They would like an accessible offer to everyone in Dalston
- The lack of green space in Dalston
- Lack of affordable housing.

The Area Regeneration Manager provided an update on the feedback received in relation to the Hackney Central consultation. The consultation received 2000 responses.

The work in Hackney Central that has informed the brief for the work and the architect identified 7 priorities for Hackney Central, ranging from supporting the local economy to accessing high quality green spaces, transport, community safety etc.

Following this information they have undertaken bespoke engagement events from October 2021 to March 2022 to inform the regeneration strategy in Hackney Central. At stage 1 they gathered over 1000 comments and at stage 2 gathered a further 530.

The comments have been distilled because many were from conversations or dropped into their website. They are set into 5 distinct missions. The key areas of concern identified from the Hackney Central conversation and the events they have done for the Town centre strategy and the regeneration strategy are:

- Antisocial behaviour and Crime – tackling those issues that affect people’s daily lives in Hackney Central.
- Transport - They reflect on the highways and safety issues associated with transportation and movement around Hackney Central.
- Air quality - air quality and the longer term health impacts of the environment.
- Affordability in all areas – access to affordable high quality food and housing.

(iv) **Members commented that this information is the level of detail they wanted to see. This information is helpful for them to be able to interrogate the Council’s work on regeneration. This information can help members to scrutinise the meaning of an inclusive economy and the economic development programme. Supporting the Commission’s work to identify how it meets the ambitions of their communities as well as the Council’s legal obligations. Members commented these are the priorities the council needs to balance when considering economic growth whilst retaining the economic values and benefits in the community.**

(v) **Member commented although density is predetermined by the local plan this did not mean it would not come up as an issue later in the process. Members wanted to understand how this was planned for.**

(vi) **Members asked if the feedback from residents was discuss with the architect and if it has informed the decision in relation to the recommended contractor? Members wanted assurance that the discussion with the architect did not just focus on the process but the**

findings too. Members also asked how the contractor responded to this information?

The Head of Area Regeneration confirmed they did share the feedback information with the bidding architects, and they have recommended an architect. The architect was required to consider the site information and community concerns. In essence this was factored into the decision-making process. The officer informed there will be a constant reminder to the architect of the issues that have been raised. This is an opportunity to think about the sites and to consider how they can use these spaces to create more green space.

The Strategic Director – Economy, Regeneration and New Homes suggested as to help with the provision of information to the commission they set up pre meets to ensure the information presented meets the requests from the Commission. The Director was keen to ensure the information presented meets the needs of the commission.

(vii) **Members asked if the volume of responses was typical for this project size and type of consultation?**

(viii) **Members asked if there were minimum standards for the next stage of the consultation in respect of to the council's expectations about consultation response, breath of the consultation, numbers etc.**

The Head of Area Regeneration informed the response rate for Hackney Central was above the level they have received before for similar documents produced. The officer pointed out the conversation platform was online this enabled people to leave comments online and look at the map of the area. This was also used for the Dalston conversation too. People were able to highlight what they liked, did not like and problem areas. The council viewed this as positive, and they were pleased with the number of responses received. The officer reiterated this this process was ongoing and that there would be more consultation and co-design in relation to the town centre work. The officer hopes the council will receive more response in the future and they anticipate there will be more nuances as they develop the detail in the programme. The officer confirmed the architects would be asked to factor in a certain number of engagement events and to work with the community on certain aspects of the programme.

The officer highlighted they have not asked for a certain number of responses because the engagement is likely to be conversational and more of a discussion with residents and stakeholders as opposed to just form filling. The level of detail when they consider each site can be complex so their aim is to get people more interested in the process. The objective is to capture this in more discursive discussion that are a dialogue and conversation.

The Area Regeneration Manager added the council has been pleased with the number of responses from the various forums they have made available to people. The number of responses seem to be increasing with each engagement, so this appears to indicate that they are connecting and engaging with more people each time.

The officer added it was not just about breath but depth as well. Especially when talking about issues that are not yes and no answers. Officers have been trailing over the last period new ways to connect with people who do not traditionally get involved in the council's engagement processes like people who are not digitally connected or young people.

The officer informed the contract does not specify a written number of expected responses for completed surveys. They have selected a team that has an very innovative and a bespoke approach for this programme. The resident communication will remain with the council, and this will be in partnership with the council so they can hear first-hand the response shared.

- (ix) **Members queried the size of both sites. Members referred to the local plan page 16 and referenced "self-custom built housing mass development of 0.25 hectares or should seek to make business for service plots of land in our self-custom-built housing" and asked would this be applicable to either of the sites?**

In response the Head of Area Regeneration confirmed it could be applicable but a custom or self-build in this situation would require the local authority to devolve construction and ownership (not design) of the sites to a community self-build organisation. At this stage in the process, it is too early to say if this would be a possibility or not. The purpose of the feasibility study is to help identify if we (the Council as the landowner) are of the view the sites can be taken forward, are viable and will provide a benefit to the community. After that point there would be a number of ways to progress, and self-build could be an option they keep on the table.

- (x) **Members referred to the consultation and engagement to date and recognised the need to get granularity from the community not just having a set number of responses. Members asked how offices would measure a successful consultation and engagement process? Members asked them to identify one that they would eliminate or replicate (that they had either taken part in or observed / noted from somewhere else) that would give the kind of outcomes they are looking for?**

In response the Area Regeneration Manager explained they had asked this same question to the consultation teams during the interview for the tender process. The officer advised they were happy with the response they received from the recommended team and the way they've worked with other local authority clients to engage with residents.

The officer pointed out the council does have a specialist engagement team within the organisation that advises on communication and connecting with residents. They consult this team to help with benchmarking the right approach and process.

The officer added diversity is a key issue. They will continue to monitor the responses they receive from the different forum and different ways in which the information is shared by people with the council. There is monitoring for

the digital forums, but it can get more challenging to monitor in other forums like a post-it-note workshop.

The officer informed the Hackney Central Community Panel is consulted before they print any engagement material to ascertain whether the tool and technique they propose to use will connect with resident and businesses. This forum has been a valuable source of insight to check if the publication is good, if anything is missing or if a cohort is unlikely to engage e.g., young people. The process of reviewing, evaluating and improving will be used for this work.

- (xi) **Members asked if this was the first time the council had set up and used a community panel for the Dalston and Hackney Central regeneration plans as a sense check for community engagement?**

In response the Area Regeneration Manager replied he could not confirm for Dalston but could confirm the Hackney Central panel was formed a year ago. This has proved to be a value tool for officers and hopefully the residents and stakeholders too in shaping the last round of engagement and consultation tools for the Regeneration strategy. This seems to be the correct direction of travel.

- (xii) **Members referred to the concerns raised about green spaces and asked about the long-term plans for the Dalston Curve Garden?**

- (xiii) **Member asked about the issue of affordability in relation to housing.**

- (xiv) **Members pointed out that Hackney's pledged to be a right to food borough. Member asked what considerations were being made for land use to support the access to food considering that land is a limit resource in the borough?**

In response the Head of Area Regeneration explained the council's policy and approach to the Dalston Curve Garden, open space in Dalston and new housing is set out in the Local Plan and the draft Dalston Plan. These plans are currently available on the council website.

The officer highlighted that the Curve Garden is a protect asset and protected space in the plan.

In response to the question about housing the officer explained they have a planning policy approach to affordable housing and a higher requirement in relation to affordable housing is placed on publicly owned land. The Council would need to adhere to these requirements as they develop the town centre sites and as they put forward the design and policy proposals for the town centre sites. The officer informed for the Town Centre sites they do not know the numbers or the percentages of affordable housing at this time. The planning framework in relation to these requirements is set out in the Council's Local Plan and draft Dalston Plan. The council and the architects will be adhering to these as they begin the early design process.

- (xv) **The Chair thanked officers for their contributions to the discussion. The Chair commented that the content of the consultation and**

engagement is of particular importance to the commission so they can monitor how regeneration achieves the goal of an inclusive economy. The Chair asked officers to share the resident feedback in written form so they can review them in detail and make recommendations if necessary. This will also enable them to consider how the council is delivering in relation to the ambitions and aspirations of the communities.

ACTION	Head of Area Regeneration and Regeneration Manager to provide the information about resident feedback shared in written form to the Commission.
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6 Overview of Cabinet Members Priorities for the New Administration 2022-2026

- 6.1 The Chair welcomed to the meeting Cllr Guy Nicholson, Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy, Cllr Carole Williams, Cabinet Member for Employment, Human Resource and Equalities and Cllr Mete Coban, Cabinet Member for Environment and Transport. Also in attendance was Aled Richards Strategic Director Sustainability and Public Realm and Stephen Haynes Strategic Director Economy, Regeneration and New Homes from LBH.
- 6.2 The Chair outlined the request from the Commission to the Cabinet Member in attendance. In summary the Commission was asking for an overview of their high-level plans and commitments over the next administration (4 years). In the areas of:
- Supporting Hackney to recover
 - A green deal for Hackney
 - Thriving high streets and neighbourhoods.
- 6.3 The Chair recapped on the remit of the Skills, Economy and Growth Scrutiny Commission. The Commission's remit covers employment and skills (including adult learning), effects of macro-economic change, infrastructure developments for transport, licensing for residents and businesses, planning for businesses, large scale schemes and economic regeneration, libraries, and voluntary and community sector.
- 6.4 The Chair explained this discussion would provide the foundation of the scrutiny commission's monitoring and continued dialogue with SEG in relation to moving from a manifesto pledge to service delivery.
- 6.5 The Chair asked the Cabinet Members to outlined what pledges were made and why. Also, the plans for implementation for the commitments.
- 6.6 The first Cabinet Member was Cllr Williams Cabinet Member for Employment, Human Resource and Equalities. Cllr Williams made the following main points:

- 6.6.1 The Cabinet Member explained there are several manifesto commitments in her portfolio. The Cabinet Member explained in the last administration significant progress was made in relation to the employment and skills agenda. The aim is to continue to deliver good opportunities for Hackney residents in relation to employment and skills. The Cabinet Member highlighted in addition to the work they have achieved there is more work to be done and further areas of work they will need to progress.
- 6.6.2 In relation to the manifesto commitment related to building wealth and creating opportunities to enable residents to be the first to benefit as the economy reopens and recovers. The Cabinet Member informed they have a good foundation to build on. They have an Inclusive Economy Strategy and the Hackney Works Team who continue to adapt to the current working environment and challenges as a result of the pandemic. They have extended meeting and training spaces at the 3 opportunity hubs in addition to adding new IT facilities. There has also been a roll out of adult skills assessments at the hubs.
- 6.6.3 The Cabinet Member highlighted working alongside the Mayor they have met with Ukraine guests under the 'Home for Ukraine scheme' to speak to them and their hosts about the challenges they are facing and their support needs. As part of the Home for Ukraine scheme officers have been doing work to consider how they can support Ukraine refugees. Particularly in relation to acquiring English language skills. Pointing out many of the guests have a huge amount of experience that is relevant to Hackney's labour market. However, a barrier and gap is English language skills. Over the summer and the next few months, the council will be putting on English language skills / ESOL classes. This will be for all refugee communities.
- 6.6.4 The council is building on work integrating the adult learning with the employment and skills.
- 6.6.5 A programme has been developed for the festival of learning this is offering taster opportunities. This will give residents insight into the courses available through the adult learning programme. They held approximately 30 taster sessions. This also helped the service area to get an understanding of the types of courses residents want and the demand so they can tailor the courses. Last year a new prospectus for adult learning classes was produced. They anticipate being able to provide more information about demand later in the year.
- 6.6.6 In relation to the manifesto pledge that aims to build on their highly successful employment pathways programme. They did a lot of work in relation to supported internships and adult internships. In previous years they also had the Hackney 100 paid work experience programme for young people in school and sixth form. In the manifesto they have pledged to redeliver these programmes and review the paid work experience programme.
- 6.6.7 The council commenced the Kickstart programme. 230 businesses sign up. They have delivered a total of 260 places. Although they cannot deliver a kickstart placement to all the residents the Council has been in contact with approximately 1000 residents. This has given the council insight into the

residents that require entry level support. Over the last administration they collated insight about the demand for the various employment programmes. Throughout this year the service area will be gathering further data and tailoring the program to resident needs.

- 6.6.8 The Cabinet Member highlighted there are lots of commitments around SEND. The Cabinet Member remains committed to delivering paid opportunities for young people (in the borough) with special educational needs and disabilities. The Cabinet Member expressed a desire to work more closely with the Cabinet Member for Families, Parks and Leisure to deliver more placement opportunities / programmes.
- 6.6.9 The Council has operated its own supported internship programme within the council. The council has also worked in partnership with Homerton Hospital. A cohort will be graduating later in the month. There is more they can do and Hackney Parents would like to see the council do more not just for the younger residents but the older residents too. The objective is to offer placements for older residents who continue to have challenges in the labour market. Creating a larger programme that delivers more opportunities to residents. The Cabinet Member explained this cohort will always find the labour market challenging and the council needs to use all its levers across the partnership to deliver on paid employment opportunities.
- 6.7 Cllr Coban Cabinet Member for Environment and Transport made the following main points:
- 6.7.1 The primary area of in his portfolio relevant to the Commission's remit is transport but as noted in the earlier discussion with the Cabinet Member for Employment, Human Resource and Equalities part of his portfolio does covers some aspect of the green skills and job. This update focused on transport and some of the wider priorities of the administration about the new green deal.
- 6.7.2 Hackney has committed to a new green deal. This relates to a £50 million pound investment to help reduce energy bills and tackle toxic air pollution.
- 6.7.3 One of the priorities will be bringing into place their net zero climate action plan. This plan will bring together the strategic actions the council will take to reach their net zero ambition by 2040. Hackney has a very ambition plan that sits alongside successful delivery of decarbonisation efforts. It is anticipated they will be able to demonstrate more progress in the autumn of this year. The Council is scheduled to commence a public consultation in Autumn 2022. The Cabinet Member highlighted the Commission may wish to consider their partnership plans with stakeholders and businesses. The key objective is for the climate action plan to be a joint ownership with residents and businesses. The Cabinet Member did not want this plan viewed as just Hackney Council's climate action plan. They want different services, businesses, and stakeholders to take ownership of the climate action plan too. The Council held a citizen assembly earlier in the year and various engagement events. The aim is to continue this.
- 6.7.4 The next key priority for the Cabinet Members portfolio is transport related to reducing traffic. The commitment is to reduce traffic by 15% by 2026. This is specifically looking at main roads. Following the roll out of low traffic

neighbourhoods over the last 2 years. There has been a reduction of 2% of traffic on the main roads but recognise some roads have been disproportionately impacted. So, the focus for the next 1-2 years will be to look at the strategy for main roads and how they can reduce traffic further on Hackney's roads.

- 6.7.5 Linked to the transport work is the green infrastructure. This is reviewing the public realm to ensure their pathways and pavements are accessible. Hackney wants to ensure neighbourhoods are liveable and people enjoy their streets as they walk home. The pandemic illustrated the importance of green spaces, so they want to ensure their neighbourhoods are fit for purpose.
- 6.7.6 In relation to practical policies, they have recently implemented dock less bikes. This is to ensure there are alternative methods of transport and to discourage car use in the borough. Critical to this is to ensure they also have a good bus network. The council has launched a campaign against the TFL cuts to the bus network in Hackney. The Cabinet Member expressed it is important to continue to push against the cuts. The bus network is extremely important for working class residents in Hackney because they do not have an extensive tube network in the borough. Particularly in the east of the borough where there is a lack of connectivity.
- 6.7.7 A key area of challenge in Hackney is cycle storage. There are a number of people who commute in Hackney that cycle and as lead borough for cycling the council recognises it does not have enough storage space. An area of focus for the next year is to make sure they have adequate cycle storage spaces. The aim is to reduce the waiting list of 5000.
- 6.7.8 A key area of focus will be low traffic neighbourhoods (LTNs). The council has made several LTNs in the borough permanent. The Council has also committed to a consultation and to make improvements to some of the LTNs, to consider the changes and make sure the process is inclusive. The council wants to learn from its mistakes to ensure they are listening and engaging with people.
- 6.7.9 The council also wishes to increase school streets. Hackney has the highest number of school streets in London and the UK. There are 48 school streets covering 51 schools. Primarily these have been around primary schools and have been successful. The aim is by the end of this administration to have a school street for all secondary schools in Hackney. Within the next 2 years to achieve half the number of secondary schools.
- 6.7.10 The Strategic Director Sustainability and Public Realm added their main consultation will be engaging with local businesses and how they can achieve net zero. The Director highlighted that a partnership with businesses in the high streets will be critical to ensure they achieve their net zero targets within the desired timescales in the borough.
- 6.8 Cllr Guy Nicholson, Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy made the following main points:
- 6.8.1 The Cabinet Member's role focuses on delivery in relation the administration manifesto commitments for inclusive economy and regeneration.

- 6.8.2 The regeneration element brings together everything related to place. In relation to Members points earlier about the 15 minutes neighbourhood. This is focused on that. Learning from the experience of the last 2 years. To advance the work the council is bringing together a new division. The brings together all aspects of regeneration. This division will include new homes and everything around economic development, employment, skills, place-based regeneration and all the Councils assets. There will be better alignment between the assets the council held in its general fund portfolio, property portfolio and housing revenue portfolio and the use of those assets. Either as workspaces, business spaces, cultural spaces or new homes. There are several workstreams related to these areas that will come together.
- 6.8.3 This will be led by a new Group Director who is due to start shortly. The Cabinet Member highlighted this will mean a new regime for the service areas this scrutiny commissions reviews and monitors.
- 6.8.4 In relation to delivery item 6 on the agenda is one example of the regeneration work happening in Hackney's town centres. Linked to this is a workstream focused on local businesses around the future and potential development of town centres.
- 6.8.5 Under the work of potential development this will consider how many new council homes can be delivered along with workspaces (including looking at the types of workspaces).
- 6.8.6 Included in the Hackney Central plan is 55 Morning Lane. This site will be put forward to consider the plans for a new direction for the site.
- 6.8.7 Under the Planning section there has been a planning workstream in Stamford Hill. This will continue following a successful public consultation period. A similar process will follow for Shoreditch, and this will have an area action plan too.
- 6.8.8 There will be two new plans coming forward in the next 2 years. They will be Homerton and Clapton area plans. Clapton's plan will be an area-based plan. The Homerton plan will focus on Homerton Station and the environment to the north and south of the railway line travelling towards Hackney Central.
- 6.8.9 There will be further work in Hackney Wick related to the economy. This is in relation to the transfer in 2025 of authority from the development corporation back to local authorities. The boroughs of Hackney, Tower Hamlets, Newham and Waltham Forest. There has been a strong partnership in place that continues to be led by Hackney. This involves the planning powers being returned from the Mayor of London back to local authorities in 2024 and following that a restructure of the current development corporation into a local entity. There will be a business and economic development piece within the Olympic Park (the Hackney section of the Olympic Park). Following the investment and growth in Hackney Wick
- 6.8.10 In relation to the new green deal, the green economy and the circular economy there is a programme of business development and support initiatives that is currently engaging with local businesses around the borough over the

next 3-4 months. This will define the green economy and what a circular economy actually means for local businesses. Hackney has local businesses looking at the practicalities of making a circular economy recycling plastics back into the supply chain into lasting furniture, for example such as product design and the technologies behind that.

6.8.11 In relation to the community wealth build manifesto the Council's focus in terms of procurement is to see if it can produce co-operative led business models to deliver services. Co-operatives business models that are led, owned and enabled by the council public service entities delivering services for residents. Equally the council (the Mayor included) is focused on how they encourage cooperative business models and social enterprise business models into the wider local economy and how they can promote and encourage that going forward. This is all very important and under pins the work on the inclusive economy objectives. Taking into consideration the economic challenges the focus is on support enterprise, entrepreneurship, good ideas and innovation. The initial plan was to cover reopening but now reacting to the challenges like stagflation (at best) or recession (at the worst).

6.9 Questions, answers and discussion for Cllr Williams Cabinet Member for Employment, Human Resource and Equalities.

- (i) **Members asked if ESOL can be advertised in other languages so people can access them e.g., in Spanish, Turkish etc?**
- (ii) **Members asked how many young people have accessed the Kickstart programme across Hackney and how many have obtained paid employment?**
- (iii) **Members referred to the Building Better Hackney Report published in July 2021. Making 43 commitments to residents, businesses, and voluntary groups. Members asked how this fits with the Council's current pathway?**
- (iv) **Members referred to the Cabinet Member's comments about was finding ways to offer opportunities to residents who find it difficult in the labour market. Members asked about the green skills agenda and the work to build on from the previous work and developing skills.**
- (v) **Members asked about the length of paid work experience on the programme and how many were apprentice grade?**
- (vi) **Members asked about green skills in relation to community engagement and jobs and how it linked to the council's recycling target.**

In response the Cabinet Member for Employment, Human Resource and Equalities explained they use various channels to advertise the classes. They work with community-based groups and voluntary services across the borough to make referrals. They do not advertise in non-English resources across the council. They rely on referrals and their relationship with the community and voluntary sector groups as their outreach into the community. The council also has their own tutors who work closely with the community groups, and they have established relationships. In the Cabinet Member's view these were the

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most effective ways to advertise the course instead of putting out printed or digital (online) material.

In response to the question about the Building a Better Hackney report the Cabinet Member explained there is an overlap with all the documents including the Inclusive Economy Strategy. The Cabinet Member did not have a copy of the report at the meeting so offered to provide a response if there is a digression. However, the Cabinet Member pointed out the key area that will be different is special education needs and the work they do in relation to the supported internship programme.

In response to the question about the Council's work on net zero and green skills the Cabinet Member highlighted this was discussed at SEG late last year. But there is more work they need to do to work out the delivery to those commitments. This will be a joint piece of work that crosses over all 3 Cabinet Members portfolios. Therefore, they can come back later in the year with more detail about the delivery.

In response to the question about Kickstart there were 168 placements. They were oversubscribed to the number of placements available.

In relation to apprenticeships in the apprenticeship network they have 168 businesses that are delivering 198 apprenticeships through the network.

The length of the paid work experience this was a set number of hours over any period of time. This was to make it suitable for the business and the young person. There was no timeframe specified they only specified the number of hours.

The Head of Employment, Skills and Adult learning confirmed the number of hours was a minimum of 70 hours.

- (vii) **Members reiterated the question about the community engagement jobs around the recycling target and asked about the plans to develop these alongside the skills required for these jobs?**

In response the Cabinet Member advised this question would be better directed to the Cabinet Member for Environment and Transport.

In response to earlier question about Kickstart the Strategic Director – Economy, Regeneration and New Homes from LBH added 44% were retained within their host organisation and 20% secured employment elsewhere. This is the breakdown of the 168 reported by the Cabinet Member.

- (viii) **Members asked how this compares nationally and generally to other work programmes in terms of retention?**

In response the Head of Employment, Skills and Adult Learning said he was unable to provide comparisons figures at the meeting but would be happy to provide some bench marking information after the meeting. The officer pointed out that by the council acting as a gateway they attracted more businesses to retain people after the 6 months government funding.

- (ix) **The Chair emphasised the importance of knowing what difference the council's involvement makes to a scheme. The Members pointed out that if the council acting as a gateway makes a difference to engagement of by businesses this is worth highlighting as money well spent. Therefore, it is important to understand what material difference the council's involvement makes on the work programmes and therefore bench marking is important.**

6.10 Questions, Answers and Discussion for Cllr Coban Cabinet Member for Environment and Transport

- (i) **Members referred to the plans to roll out more electric charging points across the borough and pointed out some residents with electric cars have commented on the lack of designated bays and lamp column charging points. The Member explained nonelectric cars were parking in the spaces and preventing the electric cars from charging.**
- (ii) **Members asked about the Hackney green homes programme that will be rolled out in the autumn covering insulation, efficiency and energy measures. The Members referred to the Government's plans to provide grants of up to £6000 for air source heat pumps. Members asked how this will fit within the mix that Hackney Council is offering.**

In relation to the above question as a point of clarification, the Chair informed the Commission's remit covers the impact on businesses and the economy not how it impacts on residents as tenants or homeowners. Highlighting that the Living in Hackney Scrutiny Commission deals with homes as experienced by residents. Therefore it's the commission's remit to focus on how electric charging drives the workforce, skills, economy and growth. Consequently the question in relation to green homes should refer to the assessment has been made of that programme to skill up our workforce and grow the economy in relation to achieving net zero.

- (iii) **Members referred to cargo bikes and commented they are important for achieving that last mile delivery and to support businesses to achieve net zero. However, they require large storage space, and it is assumed will be more difficult to store. Members asked if they can be stored in the cycle hangers?**
- (iv) **Members asked how the data about cycling in Hackney is collected?**
- (v) **Members referred to the residents who cannot afford the cost to purchase bicycles or the charges for hiring docking bikes due to the cost-of-living crisis. Members asked if it would be possible to make the charge / cost more affordable to encourage more people to cycle?**
- (vi) **Members referred to the citizen assembly and asked about the decision making in relation to engagement with residents.**
- (vii) **Members highlighted that residents have raised concern about the challenges with LTNs and having affordable or culturally appropriate**

shops within walking distance. Members asked about the development of 15-minute neighbourhoods.

- (viii) **The Chair asked how the council can ensure the economy can meet the needs of residents where land values and house prices have impacted on local value and are driving-up business rates making it difficult for local businesses.**

In response to the question about dock less bikes the Cabinet Member for Transport and Environment advised the council has announced that residents on lower incomes can apply for a 50% discount for dock less bikes. This should address the concern raised about the cost of bike hire. The council will continue to monitor the uptake, usage and demographics. If they want to make cycling accessible it is key to make sure its affordable. The Council is happy to announce their partnership with Lime and the offer to help residents who need this support. Linked to this the council is committed to ensure every child by the age of 10 years receives cycle training to encourage long-term behavioural change. It is reported that because of school streets 51% of children are now cycling to school.

In response to the question about electric charging points the council's aim is to deliver 1500 by 2026 and 3000 by 2030. The council will be confirming the operators who will roll out the electric vehicle charging points. There will be various electric charging points ranging from lamp columns to rapid chargers. This will be the largest area-based rollout in the country. Coinciding with this will be the parking enforcement plan. The Parking and Enforcement Plan went out for consultation last autumn. The aim is to ensure they have an adequate number of parking spaces to go with the roll out of the electric vehicle charging points. The council will be keen to establish a full engagement plan, so they do not randomly select spaces without consultation with residents. The Cabinet Member expressed after the official announcement his desire is to work with local ward councillors to identify areas in their Ward where they can place vehicle charging points. The Council also wishes to place electric vehicle charging points on every estate within Hackney.

In response to the question about green homes programme the council had recently announced the Hackney Community Energy Fund. This is an initial investment of £300k to help support schools to reach net zero. The aim is to help reduce energy bills and to tackle the climate crisis. A key part of this will be the jobs that this creates. The partnership with Stokey Energy (who worked with Stoke Newington Secondary School) means not only is the energy community owned but also the workers installing the energy are local people, thus creating green jobs. In addition, the energy workshops the council facilities also aim to ensure they are creating green jobs and the initiative is local. The Cabinet Member outlined there is more work to be done to measure the success of the programme.

In response to Members questions about the cargo bikes the Cabinet Member informed last year the council launched the zero emissions network with Islington and Tower Hamlets boroughs. The council is the first in the UK to have a cargo bike sharing scheme in 3 different locations. The council wishes to broaden the scheme and commits to an additional 12 locations across the

borough. This is to help support residents and businesses with transport emissions.

In response to Members questions about the citizen assembly and decision making. The first citizen assembly was held in March 2022, but this was held online because of covid restrictions. The Council is committed to doing citizen assemblies but more localised assemblies. In terms of their role in decision making and how they affect decision making. There is no formal decision-making process following this consultation, but this information is used to help shape the council's thinking about the methodology of citizens assembly.

The Cabinet Member wrapped up by urging the Commission to consider holding a meeting with TfL to review the future proposals for Hackney's bus network.

The Chair added the commission might also explore further the concerns about affordable and cultural appropriate shops because it is at the heart of an inclusive economy and how the council achieves net zero.

6.11 **Questions, Answers and Discussion for Cllr Nicholson Deputy Mayor for Housing Supply, Planning, Culture and Inclusive Economy**

- (i) **Members referred to local businesses needing support to retrofit to meet the fabric first standards. Members asked how businesses will be supported to do this work? Members commented currently there seems to be a gap.**
- (ii) **Members referred to the circular economy and community wealth building and asked how the council will make sure the jobs created are for local people and that local people are aware of them? Members also asked if it will be guaranteed workers will earn the London living wage?**
- (iii) **Members referred to the Hackney Central impact and ideas fund to benefit 23 businesses. Members asked how businesses will be selected or categorised for the scheme?**
- (iv) **Members commented several of the businesses were awarded funding for their green operations or to promote a circular economy in Hackney Central. Are there plans to roll this out across the borough?**
- (v) **Members referred to inclusive economy review. Members asked about the relationship between the Inclusive Economy Strategy and the proposed economic development plans and how the restructuring of the department might aid the alignment of the inclusive economy objectives with the ambitions of the economic development plan.**

In response to the question about supporting local businesses with extensive and long lasting retrofit the Deputy Mayor and Cabinet Member for Housing Supply, Planning, Culture and Inclusive Economy explained the council is identifying and establishing what retrofit will required for various types of buildings. The first path finder projects are scheduled for this year. The manifesto refers to taking an estate and bringing forward the planning and mapping of a retrofit programme for the estate and then delivery. During this

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development work the council will be able to establish what skills are needed to enable the retrofitting and delivery to turn the 30,000 council homes into net zero homes. From the perspective of local businesses, they have no detail about what they would ask local businesses to supply. This will become clearer over the coming year.

Related to the council's plans for retrofitting 30,000 council homes, they will need to work out what that means, and this work is currently ongoing. This work will unfold over the course of the year. The Cabinet Member suggested the Commission may wish to monitor the council's work on supporting businesses or enabling higher education and further education institutions to deliver the course and skills required for retrofitting.

In reference to the question about local jobs and ensuring there are as many local jobs as possible for residents. The Cabinet Member explained there is an effective planning regime in place which looks at the supply of new buildings from a clear criterion that sets out local expectations related to employment and apprenticeships opportunities. This is not just for the construction phase of a new building but also what happens when tenants move into the property. This work continues as businesses move into buildings in the borough. The council cannot force local businesses to employ only local people, but they can advocate on behalf of residents and ensure there are pathways to connect employers with residents.

The Cabinet Member highlighted Hackney has an efficient and effective employment support service that offers this service to employers. The Cabinet Member and officers covering employment and skills will be able to provide more detail about this work.

In relation to the London living wage the council is committed to being a London living wage employer serving a London living wage borough. The desire is to have all businesses that operate within the borough paying the London living wage as a minimum. However, this is not enforceable by the Council.

The Cabinet Member pointed out the Cabinet Member for Employment, Human Resource and Equalities has been growing a community of businesses signing up to paying the London living wage.

In response to Members questions about the circular economy and the 23 businesses. Yes the pathfinder is operational now and starting to bring businesses in. It is currently showing signs of success. This will be reviewed and evaluated but will require resources to roll out further.

In response to the question about the inclusive economy review and planned economic development plan. This is currently being scheduled. This would form part of the inclusive economy review. The Cabinet Member pointed out the Inclusive Economy Strategy is not dysfunctional, but the situation is constantly evolving and requires a review of what this means for a circular economy.

7.1 The Chair referred to draft minutes of the meeting on 9th March 2022 on pages 13-37 and asked Members to approve the minutes.

7.2 Cllr Smyth referred to the point on page 35 of the minutes about recyclable glasses in licensing. Cllr Smyth asked if officers could provide clarification about the re useability of glasses.

The Chair agreed to record it as an action for update to SEG.

7.3 Cllr Smyth referred to page 36 the question about anaerobic digestion in relation to food waste and for venues and licensing. Referring to the Strategic Director for Sustainability and Public Realm response stating that the cost implications could be explored in relation to Hackney Light and Power. Cllr Smyth asked for this to be recorded as an action and for a response to come back to the commission detailing the findings from the exploration.

The Chair agreed to record it as an action for update to SEG.

7.4 Members agreed the minutes subject to the amendments and new action above.

RESOLVED	Minutes were approved
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8 Skills, Economy and Growth Scrutiny Commission 2022/23 Work Programme

8.1 The Chair referred Members to the documents in the agenda particularly the remit of the commission and asked Members for their suggested priorities for the work programme in the municipal year 2022/2023.

8.2 The Chair reminded Members they were prioritising topics for a review and/or one-off discussion.

8.3 Cllr Smyth suggested the Commission explores ideas around circular economy as suggested by the Cabinet Member.

8.4 Cllr Smyth also suggested the commission reviewed the bus cuts and changes by TfL to Hackney's bus network.

In response the Chair agreed and informed this would be a discussion with TfL not the Council. The Chair also observed that this item is likely to be time sensitive and asked the scrutiny officer to confirm the timescales.

ACTION	The O&S officer to check status of consultation and deadline for response
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8.5 Cllr Turbet-Delof made the following suggestions:

- Cycle equality.

- Empty spaces and micro businesses. Using it for entrepreneurial projects. This could look at giving access to units not in use to find ways to support micro businesses with short term space.

8.6 Cllr Potter referred to the skills for retrofit skills and the market for businesses was still being explored. Cllr Potter suggested the commission had a session on green skills to build on their previous work.

8.7 Chair expressed an interest in looking at neighbourhoods and the green economy.

8.8 Cllr Smyth referred to the Councillors taskforce looking at the future of libraries. Cllr Smyth suggested SEG reviews the recommendations made and considers the progress by the council on the recommendations from the taskforce.

8.9 The Chair suggested progressing a point made by Cllr Premru in the earlier discussions about having access to affordable and culturally appropriate food within a 15-minute neighbourhood. The Chair commented Hackney has markets which are a source of help to residents. But also, an area of great deprivation caused by lack of connectivity. The Chair suggested they could consider how they could add value to national policy.

8.10 In relation to the above point Cllr Premru suggested looking at school's kitchens and Hackney's enterprises. This could require more training, upscaling or repurposing to tackle the problem.

8.11 In the discussion Members talked about focusing their enquiry on job creation and where the council can provide a service to support local businesses to provide the service themselves to the community.

8.12 Cllr Turbet-Delof commented that access to transport is an issue and having access to bikes would help. In the discussion it was noted that more people will be struggling due to the cost-of-living crisis so Members suggested looking at reducing the cost. In the discussion Members talked about widening this out to a look at connectivity and how people access work etc. Considering affordable connectivity options.

8.13 The Chair also suggested to consider looking at digital connectivity in terms the challenges some parts of the community face with broadband.

8.14 The Overview and scrutiny officer recapped on the Commission's request for the next meeting in July 2022. This would focus on adult learning with information from the Adult Learning Team in the council about the integration of the employment and skills and adult learning teams. In addition, information would be provided about how the service supported residents taking into consideration the economic changes, covid and the adult learning and skills funding stream changes.

9 Any Other Business

9.1 None.

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Duration of the meeting: 7.00 - 9.15 pm