

London Borough of Hackney
Working in Hackney Scrutiny Commission
Municipal Year 2017/18
Date of Meeting Wednesday, 5th July, 2017

Minutes of the proceedings of
the Working in Hackney
Scrutiny Commission held at
Hackney Town Hall, Mare
Street, London E8 1EA

Chair	Councillor Anna-Joy Rickard
Councillors in Attendance	Cllr Mete Coban (Vice-Chair), Cllr Patrick Moule, Cllr Deniz Oguzkanli, Cllr M Can Ozsen, Cllr Clare Potter and Cllr Nick Sharman
Apologies:	
Officers In Attendance	Paul Horobin (Head of Corporate Programmes), Joanna Sumner (Assistant Chief Executive), David Umney (Head of Service Revenues), Olga Vandenberg (Business Communications & Engagement Manager, Regeneration Delivery Team) and Ian Williams (Group Director of Finance and Resources)
Other People in Attendance	Joel Braham (The Good Egg), Paul Daly (Zigfrid Von Underbelly / Roadtrip / The Workshop), Councillor Guy Nicholson (Cabinet Member for Planning, Business and Investment), Michael Quinn (What the Dickens!) and Dominic Rose (What the Dickens!)
Members of the Public	1 member of the public
Officer Contact:	Tracey Anderson ☎ 020 8356 3312 ✉ tracey.anderson@hackney.gov.uk

Councillor Anna-Joy Rickard in the Chair

1 Apologies for Absence

- 1.1 Apologies for absence from business owner Ben Rigby, Creative Director from Haberdashery.

2 Urgent Items / Order of Business

- 2.1 There was no urgent items and the order of business was as per the agenda.

3 Declarations of Interest

3.1 None.

4 Minutes of Previous Meeting

4.1 The minutes of the previous meeting held on 15th June 2017 were agreed.

RESOLVED	Minutes were approved.
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5 Support to Local Businesses

- 5.1 The Commission was informed the Economic and Community Development Board (ECD) has a work stream looking at local business's relationship with the Council. This was a key topic of discussion and query at the last Working in Hackney Scrutiny Commission meeting. The Commission decided to explore this area further.
- 5.2 The ECD provided information about the business relationship work stream this was on pages 21-23 of the agenda. A briefing note about the non-domestic business rates framework and the work of the team to support local businesses was circulated to Members of the Commission.
- 5.3 The Commission invited local businesses and the council's services - that provide support to local business – to the meeting to discuss the support needs and the service provision by the Council (current and proposed).
- 5.4 The Chair welcomed to the meeting 3 business owners.
- The Good Egg – Joel Braham
 - What the Dickens! – owners Michael Quinn and Dominic Rose
 - Zigfrid Von Underbelly and Roadtrip – owner Paul Daly
- 5.5 Each business was asked to outline their experiences from their interaction with the Council and their thoughts / suggestions on how the council could support local businesses better in the future.
- 5.6 In attendance from London Borough of Hackney (LBH) was:
- Councillor Guy Nicholson – Cabinet Member Planning, Business and Investment
 - Ian Williams – Group Director Finance and Corporate Resources
 - David Umney – Head of Service Revenues
 - Paul Horobin - Head of Corporate Programmes, Corporate Strategy

- Olga Vandenberg – Business Communications and Engagement Manager, Regeneration Delivery Team
 - Joanna Sumner – Assistant Chief Executive Programme, Projects & Performance.
- 5.7 The Chair informed business owners the council was starting to develop its strategy on how it can support local businesses. The focus of this work covered 3 areas, Provision of service (**Provider**); Enabling the business environment in Hackney (**Enabler**) and **Champion** or advocate.
- 5.8 Each business owner described their business and recounted their experiences when engaging with the Council.
- 5.9 **The Good Egg – Joel Barham** (based at 93 Stoke Newington on Church Street).
- 5.9.1 The Good Egg is a restaurant that employs 30 people, a combination of full time and part time staff. All employees are local residents or live close by. The restaurant opened in November 2015. The business operates 7 days a week except Monday evenings.
- 5.9.2 The business started out as at a pop up and did food and market stalls for a period of time before progressing to a full time restaurant.
- 5.9.3 The business's initial contact with the Council started with the Regeneration Team - who has championed the business - and Property Services, who are their landlord. The business owner has been engaging with Property Service from its initial bid to secure restaurant premises.
- 5.9.4 The business has engaged with the following council departments in relation to the set-up of the restaurant premises:
- Regeneration team
 - Planning and Conservation team – listed building and required change of use from A2 to A3
 - Licensing team – alcohol license required
 - Property services - landlord
 - Enforcement team.
- 5.9.5 The business owner was of the view his business has contributed a positive change to the area and created more jobs.
- 5.9.6 The business owner commented Church Street is a location heavily scrutinised for commercial business activity. From the feedback he has noted this indicates their high profile crowd funding contributed to the many objections they received from local residents including the residents above their business premises.
- 5.9.7 The business owner outlined his experience. He choose to focus on what has been the most challenging aspects of his interactions with the council. In relation to his interactions with the Council particularly with Planning, Conservation and Enforcement services, he has found it very difficult to convey the business's views to those services areas. His view is the service

areas are reactive rather than proactive particularly in relation to complaints from the residents. For his business the complaints have mainly come from the residents above the premises.

- 5.9.8 The business owner explained the premises acquired was previously abetting shop so required change of use. He has found the planning and conservation process challenging.
- 5.9.9 This change of use required sign-off by the Planning Committee. The business spent 12 months of back and forth communication with planning services about the application which eventually proceeded to Planning Committee for approval.
- 5.9.10 There were various objections to the business from the outset and hundreds of letters of support. However their planning application received the required number of objections to trigger the committee process. The criticism about the process comes from the concern that many of the letters of objection came from address outside of the borough but this anomaly did not seem to be taken into consideration. This seems to be a reoccurring theme as they have gone through their planning applications.
- 5.9.11 The business premises has residents living above and this has been a very factious relationship. The business owner acknowledged that local residents' views need to be taken into consideration but in his view the process seems very one sided (towards the resident) and does not take into consideration the business needs. More reactive towards the resident than the business.
- 5.9.12 The business owner recounted his experience with Enforcement Service in relation to complaints about the business' storage facilities.
- 5.9.13 The storage the business was originally granted permission for was not sufficient. On the back of advice from a planning consultant they put up some temporary sheds - removable so they would not impact on the fabric of the building - at the back of the premises to improve the operation of the restaurant. They received a letter from Enforcement Services requesting for the removal of the sheds. The business asked the service area to have a dialogue about the request. The solution would be to apply for an extension to the premises and they agreed with enforcement they would work together. They had no further dialogue until they received a second letter of enforcement. This time giving the business 5 days to comply with the request or to put their lease at risk. This was very distressing to the business.
- 5.9.14 In summary another business adjacent to the end of their premises was logging a complaint everyday about their sheds. The business was not aware they had committed a breach of land boundaries. The business did not receive any information to advise they were in breach. Eventually the business managed to get waste enforcement to visit the premises and they moved their bins to a place within their property boundaries. The business owner advised he found the process of just receiving formal letter warning quite distressing and concerned there was no attempt to contact the

business to try to find a resolution before starting the formal process. Since this resolution was implemented there has been no further complaints.

- 5.9.15 It was felt that the council's enforcement team just issued letters rather than trying to engage or talk with the business first or give out information and an explanation for any errors. The business owner suggested a better approach would be for the council to have a dialogue with the business first before starting the formal process. Business owners are good at solving problems and having a dialogue can often solve the problem without evoking the expensive formal process.
- 5.9.16 The positive aspect of the business owners experience has been with Property Services as their landlord and the recruitment of 2 members of staff through the Ways into Work team. They have also had a good relationship with Waste Control and Regeneration Team.

5.10 What the Dickens! – owners Michael Quinn and Dominic Rose

- 5.10.1 What the Dickens is a street food business founded in 2010. This business started at Chatsworth Road Market in Hackney. This business has its food preparation facilities in Hackney but operates as a mobile street food and catering business across London.

The owners all lived in the Chatsworth Road area when the market was established. The business owner pointed out it was the new Chatsworth Road Market that gave them the inspiration to start their business. This started out as a hobby but progressed into a full time business from 2014. The third partners has just branched out into a business of his own on Chatsworth Road.

As new business owners they had very little knowledge about running a business but decided to proceed. They have tried a number of business models but through trial and error they and have now found their niche. The trade for their business is largely out of the borough and they are currently focusing on summer festivals and events.

Their interactions with the Council has mainly been with waste services because their business is mobile and their trade business is largely outside the borough.

Their most recent contact and experience has been with the Council's environmental services. This contact was to inform the council about their change of premises address. This process has not been simple or straight forward. The initial contact was via email with no response. After chasing up a response to his email via the telephone he was advised to submit a form so the 2 addresses could be merged and to call back once submitted. After calling back he has found it difficult to speak to someone and has given up trying to make contact. This request is currently outstanding.

The business owners think there is a role for the council to provide support to local residents wishing to start up their own business. They explained this business started out as a hobby in 2010 and turned into a full time business in 2013 following the down turn in the job market and the lack of fulfillment in their

personal careers. The new market in Chatsworth Road gave them the incentive to start the business.

The business owners explained they entered into business ownership with no real experience and they have had to learn about running your own business through trial and error. They believe there should be some kind of business support to help steer people in the right direction when entering into business ownership with little or no experience.

The business owners described how their business has been impacted by changes to the business environment in Hackney. Their previous premises was in the railway arches at Homerton, the same location of the new fashion hub. The business owners expressed the fashion hub is being promoted by the council as place for business development. In their experience they feel they were pushed out of the premises following huge rental increases (which they could not keep pace with) to make way for the Fashion Hub. Property owners Network Rail have raised the rent so much that it is forcing old businesses out of the area. It is their view the fashion hub has contributed to the old businesses moving out of the railway arches and this is being supported by the Council.

5.11 Bars Zigfrid Von Underbelly (Based at 11 Hoxton Square) and Roadtrip in Shoreditch (Based at 243 Old Street) – owner Paul Daly

The Zigfrid von Underbelly is a rock ‘n’ roll gastro and music venue on two floors. Zigfrid is the upper bar and restaurant venue. Underbelly is the basement with live music and DJ.

The Roadtrip is a late night bar, live music venue and club space located at Shoreditch.

This business owner has been operating in Hackney since 1988. His first business was in Hoxton Square which at the time was a derelict area and the property was owned by Hackney Council.

The initial business was a design company. Later the business owner purchased the land and opened up a bar. The business has now expanded to include another bar in Old Street and a new book store business venture in Hackney Wick

The business owner urged Hackney Council to not dismiss importance of the culture created from the growth of the night time economy in Shoreditch and to realise the wealth and growth created from the night time economy.

The business owner pointed out when he started his business in Hoxton Square it was a commercial location and now it is mixed use (residential and commercial). The owner pointed out when an area starts off as commercial and then turns into mixed used, there needs to be a balance between residents and businesses.

It was pointed out the success of Shoreditch has made people in Hackney concerned, but he appeal to the Council to be careful about not losing the Hackney brand. However he did acknowledge the tensions around the growth

of the night time economy in Dalston because that area has been largely residential.

The business owner has expanded his business portfolio to Hackney Wick and hopes that this area will not experience the same tensions between business and residents as businesses do in Shoreditch.

- 5.12 In response to the points raised by the local business owners the Cabinet Member for Planning, Business and Investment and Hackney Council officer advised:

The enabler role of the council is the 'Landing Pad'. This will be a new pod of information - particularly in relation to the council's regulatory services and how to interact with the council - and will explain the Council's role as a regulator / enforcer.

The council wants to make the process more simple (where possible) so that businesses will not need to fill in several forms to make their various requests. The aim is to have one form covering several service areas to make the processes and interaction with the council more efficient.

As a principle the council would like the starting point to be a dialogue rather than going straight into enforcement action -if this will result in a resolution. This would help to build a more cost effective service and become less resource intensive, allowing the council to focus resources on the areas of need to support local businesses.

The Cabinet Member for Planning, Business and Investment highlighted the Markets team have recognised that street markets are a good start up environment for businesses and acknowledge these comments made by the business owners.

The Cabinet Member for Planning, Business and Investment pointed out the Council has an enabler/support role in business advice. The Council does not think it is the best institution to advise on how to start up a business, how to rationalise business procedures and protocols. However the council is in a good position to sign post and direct people to the right place for that advice.

It was highlighted that the Launch Pad will be about supporting entrepreneurial businesses. The council is currently working on its communication plan, establishing networks for local businesses and enterprise network.

In response to the concern raised about the rent increases by Network Rail the Cabinet Member for Planning, Business and Investment advised Hackney's local MP Meg Hillier hosted a meeting with Network Rail Property Services to try to identify common ground.

It was pointed out Hackney was one of many London Boroughs experiencing the same issue - Network Rail rental increases. The aim of the dialogue is to make the case to Network Rail about delivering affordable rents to Hackney's business community. It was noted the Chair of Network Rail has talked about Network Rail using its property portfolio to contribute to the local economic community. However the Council does recognise local businesses are not

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experiencing this on the ground. Although the Council cannot directly intervene the Council is trying to make the case to Network Rail to deliver on the ground the sentiments expressed by the Chair of their organisation. The Council's aim is to find the balance with Network Rail for Hackney to apply to its clusters of railway arch properties in the borough so that rents are affordable.

In response to the business owner's recount on the commercial history and development of Hackney from the 1980s through to the present day. The Cabinet Member for Planning, Business and Investment notified the Council is developing a communication plan and looking at Hackney as a destination; identifying the different destinations around the borough. This work is about the Council providing the platform and enabling businesses to do business, not just locally but internationally too.

The Cabinet Member for Planning, Business and Investment informed the Council is currently conducting a local plan review (planning policy) and reviewing its licensing policy. It was pointed out commercially Hackney has reached the point where there is more demand than supply.

The Cabinet Member for Planning, Business and Investment recognised politically the council needs to decide what they prioritise employment or residential use.

The Assistant Chief Executive for Programme, Projects & Performance from LBH explained the aim of the Landing Pad is to enable local businesses to interact with the council easier. The first task is to make the information on the website more accessible. The council will also redesign the back office services so that they can be more proactive and not just reactive.

The officer informed the business owners the Council wants to talk to local businesses to find out how they should redesign the interface and services for local businesses to interact with the council more efficiently.

The first phase of this change will be the redesigning of the interface between businesses and the council and merging the records held by the council for the same business.

The Group Director Finance and Corporate Resources highlighted that the business rates re-evaluation was still in progress and pointed out the council was still waiting for guidance to be issued from the Government about the small business relief scheme.

The Head of Corporate Programmes LBH highlighted a key priority for the council was affordable work space for businesses. Hackney is the leading borough for start-up businesses so it's important for Hackney to support affordable work space.

5.13 Discussion, Questions and Answers

- (i) Members made the following enquires:**
 - a) Made reference to the Ways into Work (WiW) scheme being a vehicle to support employment of staff locally. Members enquired about the**

business owner's experience of the WiW team support and how they were supported to employ local people?

- b) Referred to the council not being good at advice and entrepreneurial support. Members questioned whether the Council should be considering developing the organisation to be a place where local businesses can come to get advice on how to run a business and how to grow their business?**
- c) If the candidates sent from the WiW team met the business' criteria and expectation?**

The Good Egg advised as part of their bid for the premises it was agreed within the first 2 years they would recruitment 5 local residents as employees through WiW. Speaking about his experience he advised the engagement with WiW was not immediate, but since activating the process the recruitment support has been simple and supportive. The challenge has been finding local residents with the skills sets to meet the business requirements.

In reference to the question about if the applicants met the business criteria the response was yes and no. The owner explained there were no applicants with the relevant experience so they hired young people with no experience with the aim of providing training so they could reach the required skills level.

During the discussion Members asked for clarification if the candidates sent by the WiW team did not met their criteria or the level required for the business, however they recruited 2 people with the aim of providing training.

The owner confirmed applicants did not meet the specific skills criteria but highlighted their employees are all local residents even though they may not be recruited through the WiW team.

- (ii) Members enquired about the types of employment contracts offered to their employees and the number of staff employed by the businesses that lived locally.**

The Good Egg advised all their staff live locally and they use a range of full time and part time employment contracts including zero hours. The business owner commented zero hours contracts are equally not ideal for business as it is not for the employee. Their preference would be to have all employees on permanent contracts.

The Zigfrid Von Underbelly and Roadtrip advised that although the staff he employs may have lived outside the borough after working at his business many decide to move into the borough to live. He has 3 managers on full time contracts with 3 months' notice and the remaining staff are under casual contracts. All key staff are on permanent contracts. His business does not depend on zero hours contracts.

What the Dickens advised as a micro mobile business fixed employee contracts are not applicable. They employ casual staff but pay the London living wage.

In response to the query about the council providing business advice. The Cabinet Member for Planning, Business and Investment informed providing

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advice and support is a specialist service. The Council is thinking more about its role as an enabler for entrepreneurial ship. The Council is working on compiling a register of accredited third party business support services. There are question about whether it is appropriate for the council to be providing commercial business advice on a commercial business transactions. He would suggest that it is not appropriate that the council takes on this role or that of a banker/investor to local businesses. He pointed out there are other specialist organisations that are better equipped to provide support to entrepreneurs and talk to them about exports, new markets and how to consolidate or establish a business. The role the Council will be to provide a list of accredited advice support services and sign posting to these services.

The Business Communications and Engagement Manager from the Regeneration Delivery Team informed the Members the council has the website [Invest in Hackney](#) for businesses. Town Centre Co-ordinators also provide information about local businesses in Hackney and they sign-post to funding and business support. They also fund events and networking for entrepreneurs.

- (iii) In relation to the council sign posting to services Members referred to the diversity of Hackney and pointed out a number of small businesses for example from the Turkish and Kurdish community have no knowledge about how to get in contract with the Council or that they can get in contact with the Council. Members queried about approach being taken to make sure the sign posting information services was successful.**
- (iv) In reference to the Landing Pad Members enquired how the Council will make sure it reaches the diverse range of businesses in the borough. Pointing out there are a number of small businesses in the borough that are not online or do not have an email account.**
- (v) During discussions Members referred to their dialogue with small businesses commenting when they mention the council the immediate thoughts of small business owners is business rates and they have a negative perception of the Council. The other areas that come to mind for small business is planning and licensing in association with the council. Members commented they know there is more support the council offers but this needs to be better communicated to small businesses. The Council needs to advertise more about what it is on offer and it is important that this is communicated to all small businesses in the borough. It was reiterated currently small business do not view the Council as a mechanism of support to their business.**

A business owner suggested the Council comes in at the end of a development and takes a 999 year lease to acquire ground floor commercial developments. This would be of less risk to the council because it will not take the risk of development but will enable the council to support commercial development.

The Group Director Finance and Corporate Resources informed the council does acquire property where possible. It was highlighted that Dalston is a location where the Council has been acquiring properties. The council will look to acquire property but it is restricted by the operation of its finances as a public body.

- (vi) **Members made the following comments and enquires:**
- a) **Referred to income generation and queried if it was an issue for the Council and if this is an area the council wants to encourage?**
 - b) **How the council is monitoring employment by local businesses to ensure there is good employment.**
 - c) **Place shaping – enquired about the type of economic activities Hackney Council wants to take an interest in supporting?**
 - d) **Cautioned against reducing the regulatory framework and diluting its purpose.**
 - e) **Enquired about the measurements of success, processes and targets?**
 - f) **How the council was planning to keep the human context to services as they are redesigned for online delivery?**
 - g) **In reference to the business owner’s experience of trying to change the contact details for their business address with the Council. Enquired if the Hackney One account extended to local business or if it was for resident use only?**
 - h) **Following the comments by the local business about his experience of trying to change the premises address and contact details with the Council. Members observed this as an opportunity for the council to provide online services that could result in a cost saving. Members pointed out moving tasks such as this online and providing a portal to view the progress of the request would make it simple and cost effective.**
 - i) **Members enquired if the council has the ability to make life easier for businesses and could encourage businesses to register online to access services. This would enable the council to create a more comprehensive database of local business information?**
 - j) **Members queried how the Council was planning to communicate the new positive offer of support and its role as an enabler to businesses especially to the businesses that do not currently engage with the council.**

In response to the Hackney One account query the Head of Service for Revenues advised they have the Hackney One account for business rates.

The Assistant Chief Executive for Policy and Partnerships informed the council has purchased a software for the website where business will be able to view details about their business held by the Council e.g. if their business address is correct. This is scheduled to be launched in November 2017. The website access for business is being redesigned to carry out simple tasks to make it more efficient for businesses.

Changes to the regulatory process will not reduce the standard required. The aim of this is to simplify the process and make it less complicated. The council’s desire is to have high quality businesses in the borough, the object is to not to have cumbersome business processes to get a task completed.

The purpose of getting the council’s dialogue and offer to businesses right is so they council will be in a better position to ask businesses to do things like take on apprenticeships or pay the London living wage to employees. The council will give itself a better voice if it serves businesses better.

Business success will largely be driven by the economy. The important role for the council will be in what it communicates as its offer to local businesses and how they deliver the offer of services. A key part of the measure of success will be what local businesses tell the council they are doing successfully.

(vii) Members enquired how the council will create a strategy if does not have information about all the businesses?

The Chair advised the Commission will be informed about the local data held and statistics at the next meeting.

In response to the query about the type of businesses and local economy they want in the borough. The council wants to encourage the business sectors that will offer employment providing the London living or will skill up the workforce. Creating more quality jobs.

The Cabinet Member for Planning, Business and Investment advised he could not comment respond to the points raised about Ways into Work, employment or skills this was not in his portfolio of responsibility. This query should be directed to the Cabinet Member for Employment, Equality and Human Resources.

The Cabinet Member for Planning, Business and Investment commented the council's communication with businesses is very important and this their current work activity. Through this discussion and other pieces of work it has become apparent to the council that certain groups of entrepreneurs are not communicating with them and they are working on establishing a solution. He also pointed out there is a role for Ward Councillors to assist the council and give the council access to local businesses and sign posting to council support services as appropriate.

The officers' present welcomed suggestions from the local businesses on outcomes to feed into the work of the ECD Board work stream.

Hackney's economy is a very mixed economy. What drives business is the population and this is the key influence shaping the type of businesses that populate the business spaces. It was highlighted that where a council has a role is through strategies like the planning policy, to facilitate and ensure that entrepreneurs have choices and there are no restrictions to limits to their economic growth.

The Zigfrid Von Underbelly and Roadtrip commented that Hackney is unique in its mixed use economy. He urged the council to encourage complainants to approach the local businesses rather than launching straight into the formal process.

The owners enquired if they as local business owners (as end users) could be involved in the testing of the new website being launched in November 2017. London Borough of Hackney officers agreed this was possible.

What the Dickens commented on support by the Council to help businesses with affordable work spaces.

The Good Egg made the following comments: the role the council was taking in relation to sign posting for local businesses would be useful. As a new business owner he would welcome being able to attend networking events to tap into the knowledge and expertise of business owners in Hackney. In relation to the services and website the Business Communications and Engagement Manager mentioned in the discussions advising he was not aware of this activity or the information available online. A key challenge for the council is communicating this information to local businesses and making them aware of why they should be using the services available. There was also a role for the council to establish the framework - and if possible - provide resources to set up and support local business forums. In his business area the Stoke Newington business forums was on the verge of being re-established. In his this was an important business resource for business owners.

The Chair thanked the business owners for attending and the council officers for responding to the comments and queries raised by the local business owners.

6 Working in Hackney Scrutiny Commission 2017/18 Work Programme

- 6.1 The draft work programme for the Working in Hackney Scrutiny Commission (WiH) was outlined on pages 27 – 30 of the agenda.
- 6.2 The Cabinet Member for Planning Business and Investment from London Borough of Hackney informed the Commission that the Economic and Community Development Board (ECD) was where the connection for the Cabinet Portfolios was made to cover the services within their remits.

Members commented skills and business needed to be considered together to ensure they take a joined up approach to services and processes. The Commission wants to consider how they work together.

The Commission agreed to review the work programme to consider when the Cabinet Members needed to be in attendance or to provide a response.

The Commission agreed to schedule the CQT sessions for Cllr Nicholson and Cllr Williams together.

ACTION	Overview and Scrutiny Officer to inform the 2 Cabinet Members their CQT sessions will be scheduled in November 2017.
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- 6.3 The 3 topic discussions areas currently scheduled in the work programme are:
- Economic and Community Development Board Update
 - Cabinet Question Time Cllr Williams
 - Cabinet Question Time Cllr Nicholson.

- 6.4 Members agreed on the following topic areas to be scheduled in the work programme for 2017/18.

A changing borough - the skills needed over the next 10 years in Hackney – the changing labour market and trends are set. This review could consider the gig economy, portfolio working, longer careers, high skilled/high paid work that is insecure, big data, artificial intelligence and automisation. Information from the local economic assessment will help to define the focus of this review.

The item received 6 votes as a long review. This item will be the long review in the work programme.

Inequality at work – a topic discussion to look at the conditions that tie people into long-term in-work poverty with no pathway to improve their circumstances and gender inequality.

The item received 1 votes as long review and 4 votes as a one off item. This will be scheduled as a one off discussion item in the work programme.

The Local Economic Assessment - a presentation on the most recent data and trends for Hackney covering population, work and the economy.

The item received 3 votes as a one off item. This will be scheduled as a one off discussion item in the work programme.

Integrated initiatives to help people back into work – From regeneration work in Hackney Wick it has been identified there is a need for integrated initiatives to help people back into work particularly people with a starting points quite far from the needs of the job market. A look at the Council's work in this area and best practice.

The item received 5 votes as a one off item. This will be scheduled as a one off discussion item in the work programme.

This item will include revisiting the recommendations made and the executive response to the recommendations for 2 previous scrutiny reviews related to this topic area. The reviews were *Barriers to Employment for Over 50s* and the *Delivering Public Services - Whole Place, Whole System* – this review looked at the barriers to employment for the long term unemployed.

Looking at systematic links between schools and local jobs - The Council has been trying to build relationships between new employers, schools and youth clubs so that they can ensure Hackney residents are well represented in the new high tech and available job opportunities, but at the moment the perception is there are no systematic links between schools and local jobs. A look at the Council's work in this area and best practice.

The proposals is to do this as a joint piece with Children and Young People Scrutiny Commission (CYPS) as a one off discussion item in the work programme.

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The item received 3 votes as a one off item. This will be scheduled as a one off discussion item in the work programme.

Evaluation and measurement of economic regeneration policies and projects (an issue that has been identified by the Audit Committee). The Audit Committee are of the view currently there is no evaluation in quantitative terms on the success of the Council's economic development initiatives, especially in its stated aim of ensuring local people benefit from new jobs coming into the area.

The item received 3 votes as a one off item. This will be scheduled as a one off discussion item in the work programme.

Business support services - the council as a provider of services, enabler of a positive environment for doing business and an advocate for Hackney businesses.

The item received 3 votes as a one off item. This was a one off discussion under item 5 at the WiH July 2017 meeting.

Life-long learning and adult skills – a look at re-skilling mid or late career and adult learning to support job opportunities.

The item received 2 votes as a one off item. This will not a one off discussion item in the WiH 2017/18 work programme.

- 6.5 The Chair confirmed the next WiH meeting will on Monday 18th September 2017.

7 Any Other Business

- 7.1 None.

Duration of the meeting: 7.00 - 9.15 pm