



London Borough of Hackney
Skills, Economy and Growth Scrutiny Commission
Municipal Year 2018/19
Date of Meeting Monday, 3rd September, 2018

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

Chair	Councillor Mete Coban
Councillors in Attendance	Cllr Polly Billington, Cllr Richard Lufkin (Vice-Chair), Cllr Sam Pallis and Cllr Gilbert Smyth
Apologies:	Cllr Steve Race
Officers In Attendance	Paul Horobin (Head of Corporate Programmes), Suzanne Johnson (Head of Economic Regeneration), David Tuitt (Team Leader – Licensing (Policy and Operations)) and Claire Witney (Community Investment and Partnerships)
Other People in Attendance	
Members of the Public	2 members of the public
Officer Contact:	Tracey Anderson  020 8356 3312  tracey.anderson@hackney.gov.uk

Councillor Mete Coban in the Chair

1 Apologies for Absence

1.1 Apologies for absence from Cllr Race.

2 Urgent Items / Order of Business

2.1 There were no urgent items and the discussion was as set out in the agenda.

3 Declarations of Interest

3.1 There was no declarations of interest.

4 Minutes of Previous Meeting

4.1 The minutes of the previous meeting held on 26th June 2018 were agreed.

RESOLVED	Minutes were approved.
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5 Hackney Council Voluntary and Community Sector Strategy Update

- 5.1 The Chair welcomed to the meeting Claire Witney, Community Investment and Partnerships Manager from London Borough of Hackney.
- 5.2 In addition to the paper in the agenda the main points of the presentation were:
- 5.2.1 Hackney has a very good working relationship with the Voluntary and Community Sector (VCS).
- 5.2.2 The partnership is important because they have better reach into communities and carry out engagement with people who are vulnerable or isolated. The VCS help to promote and maintain good cohesion in Hackney. They are an important service provider which the council commission to provide services to the value of approximately £19 million in grant funding, £3 million annually.
- 5.2.3 It was pointed out although public services have faced austerity and a reduction in resources they have benefited from having an infrastructure around them to help transform. In contrast the VCS does not have that type of support in order to enable them to transform their business models, to respond to the shrinking resources and constrained financial environment.
- 5.2.4 Resources for this sector will continue to shrink and is unlikely to increase in the future. The officer pointed out it need to be recognised that the VCS does not have that level of infrastructure or support to help it transform like the Council did.
- 5.2.5 Initial consultation with the sector in Hackney have revealed there is a level of resilience within the sector but it is under threat with many organisations feeling vulnerable and having to use their reserves.
- 5.2.6 The Council has been looking at the sector to consider how they can help support them through the transformation needed to make them stronger for the future.
- 5.2.7 The Council has started to develop a Community Strategy in response to this work. Looking at what they can do to support the sector through this period of change and transition.
- 5.3 **Questions, Answers and Discussion**
- i. **Members enquired what success would look like for this strategy and; how much engagement the council has carried out with the sector to understand if they are open to working with the Council.**

The Community Investment and Partnerships Manager informed the Commission the Council carried out an initial workshop with consultants who worked with the sector over one day. They took a social market research approach to get a mix of organisation that represented the size and geographical mix of the sector in Hackney. This provided the sector with the opportunity to come out of their day job and look at the sector currently. Review its strength and consider were the threats would come from. They also talked about the support the sector would need e.g. property, culture behaviour & attitudes, back office and the type of infrastructure needed. From

Monday, 3rd September, 2018

this work they have pulled out the areas where the sector feel the council could intervene. This considered the resources (not monetary) the council has that could be used to support the sector. The workshop also looked at what the sector needed to do to support itself too. Identifying things they were not doing and things that needed to change like making sure they are focused on the people they should be serving and not the organisation.

Following this they did a series of focus groups that were open to all the sector so they could come and hear what was discussed in the workshops.

There have been further workshop with sector - as open invite - to cover the themes that have been emerging. This is to get a clearer picture of what is needed and to match this with the Council's priorities to see how they could work with the sector.

- ii. **Member asked about the Council's view on rents for the sector and its view on peppercorn rents which is no longer being available to this sector as was in the past.**
- iii. **Members made reference to the paper in the report and highlighted the proposals to explore the key issues of property for the new strategy. Members wanted to know how this paper was progressing.**

The Community Investment and Partnerships Manager explained in terms of property, historically in Hackney some organisation have been given access to properties where which they have just occupied. Over the last 5 years the Council has been trying to regularise the use of those properties so there can be no claims on the property. The council have also identified why some organisations are using particular properties.

Some did not have leases in place so this has been corrected. This process has been operating since they introduced the new lettings policy in 2011 which set the rent at £4 per square foot. This has established a formal tenant relationship with the Council. The rent charge is to ensure it covers the costs to administer this process.

The Council acknowledges that Hackney is expensive and recognises that rental costs can be a big proportion of the organisation's income. This work has identified some organisations are not always in buildings best suited for their customers. Needs e.g. their locations, no lift for the service users etc. The Council also identified there were buildings being under used.

The officer pointed out there is work to be done with the sector to look at how they can use the property portfolio in a more creative way. But there are cultural issues around the ownership and use of the buildings that need to be addressed; like sharing office space, enabling hot desking etc. There are a lot of things to address which they are doing through the strategy. Once these are resolved the spaces/buildings should become more accessible to other organisations in the borough.

- iv. **Members referred to the Council's regularisation of rents and enquired if it will be set at market rate or use market forces to keep rents the same per square foot. Members also enquired if there would be any**

opportunity for organisations to negotiate the rental value if they find the rental value a challenge?

The Community Investment and Partnerships Manager pointed out the current rental value being charged is £4 a square foot which is currently well below the current market value. In response to the particular organisation referenced by the Member the officer advised the Council does not wish to lose any VCS group in the borough and they try to find ways to accommodate them. It was highlighted in relation to Hackney Play Bus they are now part of a consortium led by Core Arts who have acquired a new lease. This has resolved their issue. It was pointed out that the Council allowed the organisation to stay on site while they negotiated a new occupier.

The Head of Economic Regeneration informed the Commission the officers within her team worked on the designs for depot sites in Hackney Wick to find a suitable storage site for the play bus. This has been located.

- v. **Members enquired about the agility of the sector and the ability of the organisation to react to cuts and the changes required. Members asked if some were more open to change and if the Council was optimistic organisations would be open to change?**

The Community Investment and Partnerships Manager advised it was probably easier for a medium and large size VCS organisation – with the size of the trustee board, infrastructure and the expertise available – to respond to the changes required. However the council is concerned about the smaller organisations because they may not have the skills sets to respond to this transformation. They could be struggling to improve in areas like their governance. In Hackney the Council has protected its grants programme where as in lots of other boroughs this has been cut significantly. This has generated more demand for the other grants in London and created a situation where everyone is competing for a smaller pool of funding.

- vi. **Members referred to changes to Hackney's demographics and enquired how VCS organisations have responded to the changes, opportunities and challenges that have come with a rapidly changing resident population?**

The Community Investment and Partnerships Manager explained one of the points that came out of the consultation work with the VCS organisations was their sense of frustration and feeling that they are becoming invisible and the profile of the sector had diminished. In their view there was no awareness of the sector in Hackney like it was 15 years ago. In relation to community cohesion they are looking at how they can help the council manage cohesion in a borough that is changing rapidly. The volunteers centre in Hackney is doing some work to look at how they can use the skill sets of all the communities in Hackney to try to raise the profile of the sector. There is an opportunity to help promote what is going on in Hackney to make people aware of what is going on. The challenge is people have busy lives.

- vii. **Members suggested it would be beneficial to put information out about success stories that show the benefits of people getting involved in**

your community. This would encourage people to invest in their community and take less of an individualistic approach to life.

The Community Investment and Partnerships Manager informed the Commission the Council had a volunteering for Hackney pilot last year – a Mayoral commitment- which has helped to inform the Council about volunteering and looked at the barriers to volunteering.

The Chair thanked the officer for her attendance.

6 Consultation - London Borough of Hackney Gambling Statement of Principles 2019-2022

6.1 The Chair welcomed to the meeting David Tuitt, Licensing Team Leader (Policy & Operations), Neighbourhoods and Housing from London Borough of Hackney.

6.2 Following implementation of the Gambling Act 2005 Hackney Council has been given the responsibility of being the Licensing Authority. This gives the councils responsibility for issuing gambling premises licenses and a range of permits. The information being presented today is about the Council's Statement of Principles (Commonly referred to as the Gambling Policy).

6.3 In addition to the paper in the agenda the main points of the presentation were:

6.3.1 The Statement of Principles is a document the Council is required to produce by law to consider applications.

6.3.2 The document sets out the principles that will be applied when they consider applications under the Act such as adult gaming centres, betting shops, bingo halls and family entertainment centres.

6.3.3 The Council has had a policy in place since 2007. The Council currently has 53 licensed premises. 51 betting shops and 2 adult gaming centres.

6.3.4 Hackney Council has a no casino resolution order in place.

6.3.5 The updated statement of principles is currently out to consultation until 14th September 2018.

6.3.6 The last time the Council applied the policy to an application for a licensed premises was for Kingsland High Road approximately 2 years ago.

6.3.7 Since the last application the Council has noticed a decline in betting shops across Hackney and this is reflected in most boroughs across London but not all London boroughs.

6.4 Questions, Answers and Discussion

i. **Members asked if the Council was aware of the reasons why the number of betting shops have been decreasing in Hackney. Members enquired if this is a trend and the underlying reason or drivers for this?**

The Licensing Team Leader explained it is related to a few things but most notable is the increase in popularity of online gambling which is changing the high street gambling landscape.

Monday, 3rd September, 2018

In response to this some of the gambling organisations are rationalising their estate so as leases come up for renewal if the business is not profitable they close the premises. This has been evident over the last 3-4 years.

It was also pointed out that the number of independent operators of betting shops has declined in recent years and disappeared in Hackney. There are some regions across the country that have independent operators but that is not the case in Hackney.

- ii. **Members enquired about the number of betting shops that existed before the gambling policy was introduced.**

The Licensing Team Leader informed the Commission in Hackney there were 72.

- iii. **Members enquired if the Council has undertaken any key action - since undertaking this duty in 2007 - to reduce gambling or the negative impacts of gambling on communities in the borough?**

- iv. **Members enquired if there have been any recent changes to the legislation or regulation related to gambling and the Council's role as a licensing authority?**

In response the Licensing Team Leader advised they have not been as proactive as they would have liked to in this area of licensing.

There is a requirement for local operators to assess local risk and they refer operators to this criteria. The Council tries to work with organisations such as GamCare where possible.

- v. **Members enquired if it was more difficult to acquire licenses for betting shops now the premises category was sui generis.**

The Licensing Team Leader confirmed the premises category for betting shops used to be in the same as banks and was changed. However, the actual gambling license is possibly easier to acquire than the premises planning permission because the Act makes it a requirement to permit gambling.

The Head of Economic Regeneration confirmed in planning terms the sui generis category makes it more difficult to get planning permission unlike the previous class category.

- vi. **Cllr Klein enquired why there were so many betting shops in one junction of Stamford Hill. Pointing out they were situated in a religious community.**

- vii. **Members referred to the concentration of betting shops as not being good for any community and enquired about the powers a council has under the Act to prevent this. Members were querying what the Council can do in these circumstances?**

Monday, 3rd September, 2018

The Licensing Team Leader advised in relation to clustering and concentration from a licensing prospective the council does not have any powers. The aim of the Act is to permit the license, the council has a duty to license under the licensing regime.

In relation to the clustering this limitation in the Act related to the number of machines that can be sited in each premises not on the number of premises in a location.

viii. Members enquired if this would change?

The Licensing Team Leader advised he is unaware of the number of machines changing but the stakes and prizes is set to change. The changes are in reference to B2 gaming machines inside a premises which currently have a maximum stake of £100 and a maximum prize of £500.

It was explained that Fixed Odds Betting (FOB) terminals have been a key issue. Over the years the Government have put in safe guards, one being a measure that slows down the pace of play alerting staff if there is someone who appears to be gambling recklessly. The recently announce has been that the stakes and prizes will be reduced to £2 and prize £100. However, this will take 2 years to come into effect.

ix. Members commented it has been noted that the Association of Bookmakers is anticipating a reduction of 25% for gambling premises. Members enquired if this is an expectation for Hackney borough too?

The Licensing Team Leader advised they have noted these references and the earliest it is anticipated they will see an impact is in the next few years.

x. Members enquired if the Council has the ability to find out the volume of money spent in betting shops in an area. It was noted that an article in the Observer was quoting an estimated £50 million a year was spent in Chatsworth Road. Members enquired if the Council can confirm this?

The Licensing Team Leader advised the Council does not hold this data or have access to this data. The officer was not aware this information existed but would make enquires to the Gambling Commission to see if they collect this information.

ACTION	The Licensing Team Leader to confirm if the Gambling Commission collates information on the amount spent in gambling establishments in an area.
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xi. Members referred to the arguments that gambling debt is linked to crime. Members enquired what evidence this is to support the claim that the existence of the betting shops impacts on the local crime rate.

The Licensing Team Leader explained that many betting shops will say they tend to be the victims of crime. It was pointed out that fines have been issued to organisations by the Gambling Authority for not putting in safeguards for people who have made large deposits or withdrawals.

The officer informed the commission that Hackney does have a problem with illegal gambling and the Council has carried out a number of seizure operations in partnership with the Police. The last one was March this year (2018). Currently this is the main concern in Hackney.

- xii. **Members referred to the concern about betting shops being near schools and enquired if the Council has the power within the law to be able to say no to a premises license. Given the requirement of the Act is to permit. Does the Council have any powers to say no it is an inappropriate place?**

The Licensing Team Leader advised based on policy they can make those arguments but the Act does make it difficult from a licensing application prospective to refuse an application. It is likely to be more successful to stop an application under planning policy due to the changes to the use class. The reason being any new betting shop will require planning permission.

- xiii. **Members referred to point 18.2 which states the Licensing Authority can revoke a permit or registration and cancel an annual review in certain circumstances (page 83). Members enquired under what circumstances the Licensing Authority can do this.**

- xiv. **Members enquired how often premises are reviewed to ensure licensees are fulfilling the objectives?**

The Licensing Team Leader informed the Commission if they have evidence that one or more of the objectives are not being adhered to by the licensee, then they have powers to review the license.

The Licensing Team Leader advised they routinely inspect premises to check the number of machines etc. but they do not carry out formal reviews. To conduct a review it would need to be a serious situation and despite warning the licensee has not addressed the issue. This could be warnings from the local authority or the Gambling Commission. Currently there are no premises in that position in Hackney.

The Chair thanked the officer for his attendance.

7 Black and Minority Ethnic Business Engagement Event July 2018 - Update and Next Steps

- 7.1 The Chair introduced this item and welcomed to the meeting Paul Horobin, Head of Corporate Programmes and Suzanne Johnson, Head of Economic Regeneration from London Borough of Hackney. Also in attendance for the discussion was a local business owner from Ni-Ka Deluxe.
- 7.2 The Chair explained the Commission hosted a business engagement event with business owners from the black and minority ethnic (BAME) community on 12th July 2018. The aim for this event was to provide the Council with a better understanding about the barriers to engagement for BAME business owners and to capture their views on the support needed so they can continue to benefit from the local economic growth.

- 7.3 Following the event a summary report was produced highlighting the key themes.
- 7.4 Based on the conversations that took place at the event the four key themes were:
- Engaging with the council
 - Access to business opportunities within the council
 - Business support offer
 - Gentrification.
- 7.5 The Chair invited the officers to provide a response to the comments from businesses present at the meeting and the theme in the report.
- 7.6 The Head of Economic Regeneration explained the formal response was in the signed off process, therefore it was not ready for the meeting today. The officer advised the formal response will be submitted once the sign-off process is complete.
- 7.7 The Head of Corporate Programmes highlighted their approach to economic development has been a live issue for the Council for some time. This is an area they have been looking at. The Council has been trying to get a clearer picture of business wants and needs, about business relationships and the barriers faced by black and minority ethnic businesses.
- 7.7.1 The officers appreciated the insight the BAME business event produced. The officer pointed out as a council they have struggled to get a clear picture of what businesses think and want from the council. This is something they are working to improve. This gives them more insight and information about one of the areas the Council has been concerned about.
- 7.7.2 The officer explained the formal process will be to take this insight to the Business Relationships Delivery Group and discuss the Commission's findings then and produce a formal response.
- 7.7.3 This work stream currently has this area of work scheduled in the work plan for providing information in one place for business owners is an area of work they are taking forward. Some of the other areas of work relate to the Council's communications and reach to businesses in the borough. They are reviewing their communications plans and discussing what changes need to be made to reflect the findings highlighted in the report. This may require some targeted work for specific issues.
- 7.7.4 The Council will also take a holistic view of all the pieces of work across the council to consider how it will interact with their work with businesses. For example there is a piece of work looking at the council's interaction with the Orthodox Jewish community. They will consider how their business relationships work would interact with the businesses in that community.
- 7.7.5 The work of the young black men's programme is looking at entrepreneurship and this provides an opportunity to look at how the council can give support to start-up businesses. This is an example of a couple of areas of work. There are a number of areas they need to bring together to ensure there are synergies and a holistic approach across the council.

7.8 **Questions Answers and Discussions**

- (i) **Member enquired when they would receive the formal response and if it would contain proposals? Members also enquired if the insight for this event was any different from what the council has heard to date.**

The Head of Economic Regeneration advised the formal response addresses the key themes in the report. The team have been discussing what they do currently and how they can better communicate their work. They will be doing some mapping to see if there is additional areas of work required. They will also establish if the issues are specific to BAME businesses, all business or geography specific. The officer pointed out on her table the discussion related to time sensitive retail businesses and they might have different issues to a business experiencing ASB in a town centre thoroughfare. They will need to look at how to direct resources to fill that gap.

- (ii) **Members enquired about the work with the Orthodox community and what that work would entail? The Members also asked about how the council will support BAME business in relation to procurement as this was a key feature of the discussion at the event.**

In response the Head of Corporate Programmes explained the work with the orthodox community is at the ideas stage, quite early in the process that they can help shape how the work can add value to the economic development work streams.

The Head of Economic Regeneration informed the Commission the Stamford Hill business forums is set up and scheduled to meet before Christmas. The team is also working with the planning team on the development of the Stamford Area Action plan and for this plan there will be a dedicated engagement in Stamford Hill.

The officer also pointed out there will be a new version of the Council's procurement strategy. This is being drafted and the Economic Regeneration team has been liaising with the Planning team as they draft this. The Head of Economic Regeneration advised she recently reviewed the web pages providing procurement information and in her view the information is clear about how businesses can sign up to the portal to get access to council contracts.

- (iii) **Members made the following points and queries:**
- a) Were there any surprises in the insight gained from the event?**
 - b) Informed officers of the points they have heard from businesses as councillors in the community. Comments from people who have grown up in the community that they were feeling invisible and the visibility of their businesses has retreated from the high street.**
 - c) Highlighted that communication is not about a moment in time but it was important to maintain a conversation.**
 - d) Wanted to know how the Council was going to sustain that conversation over time with BAME businesses?**

The Head of Economic Regeneration referred to the comments and advised making sure people were aware of the business opportunities and the

Monday, 3rd September, 2018

business forums will be a way of doing this. The aim is the Council's Landing Pad and Launch Pad will assist how businesses interact with the Council. The feedback to date show that businesses are happy with communications being web based - this was the best way to contact business owners and the concept of forums.

The officer highlighted the information in the insight was not surprising particularly the information about locations, costs and premises. One surprise in the comments was the lack of awareness about the business support available. There are a number of business support operations in Hackney and in the officer's view the level of support available was good so they need to promote the service offer better.

The Head of Corporate Programmes pointed out the Council's survey with businesses in Hackney replicated some of the insight from the BAME event. The officer advised some of the issues raised will be addressed by the work the council is doing but they recognise they will need to keep an open dialogue to ensure the changes made have made a difference to this group of businesses as well as businesses in general.

The officer pointed out in relation to the experiences of BAME businesses and changes the council needs to make. The council would need more insight to identify what is driving that sense of feeling 'marginalised'. The Council is aware that the community is changing so it could be that the market is changing too. The Council also knows that the cost of doing business and rental rates are going up and that will have an impact on the mix of businesses in the borough too. Therefore there could be a number of different factors driving this feeling by BAME business owners. The officer advised to provide a solution they need to understand the problem better. However, this should not make the council blind to the issues faced by these businesses.

- (iv) **Members referred to regulatory services and the impact on a small business when regulatory problems occur. Members asked what the council could do to help shift the mind-set of other departments within the organisation to support small businesses who may not have the ability to support themselves to overcome these challenges.**

The Head of Corporate Programmes explained the best solution would be to get compliance right from the outset - avoidance of the problem is the better strategy. The council is looking at how to get information to businesses (particularly new businesses) to help them understand regulations from the outset to reduce the level of enforcement action. The officer suggested the council could look at setting its self the objective of reducing the impact of enforcement on businesses. This is an area that will be reviewed but the priority for now is developing a culture of compliance for all businesses.

- (v) **The Chair invited the business owner present at the meeting to give her views and experiences as a business operating in the borough.**

The business owner pointed out from her view it appeared that the new people moving into the borough seemed to be better informed and were able to access the business opportunities over the business owners who have been in the

Monday, 3rd September, 2018

borough for a long time. This was particularly the case for BAME businesses – who were not receiving the information about what was available. The business owners pointed out the information is communicated in a way that it makes them feel it is not being aimed at them as business owners. The business owner referred to the development and business opportunities at Hackney Walk and advised she was unaware of any business potential opportunities in the complex. The business owner explained she had her business in Chatsworth Road Market for a number of years and none of the business owners in the Market were aware of the business opportunities in the Hackney Walk development. She also highlighted that the development was a short distance from where she lived and as a resident she was unaware too. In her view this shows how ineffective the Council's communication was that businesses from outside the borough could move in and get access to the business opportunities available.

It was her view that businesses were entering Hackney and getting access to all types of business support. In her view the barriers for local business owners was cultural not just for BAME business owners but also working class business owners. The business owner pointed out the locals were given access to one shop. In her view this sends a message that the Council does not care about the local community. In relation to investment and development the business owner acknowledged there was a consultations but pointed out the business owners only heard about the consultation after the consultation had closed. There was a gap in the communication from the council to local businesses close by the development and those in Chatsworth Road Market.

The Head of Economic Regeneration acknowledged the view expressed and explained that this was the catalyst for the council looking at economic development. The Council has recognised this area has been poor and they need to address and improve communications.

- (vi) **The business owner pointed out existing business owners are not getting the business support to make the transition for their business needs.**

The Head of Economic Regeneration advised the business support is aimed at being more inclusive to ensure all businesses are welcome and have access to the information available. The Council has noted there are some sites that businesses acquire but the council is not always aware of all the sites available because it may be private ownership. The council has a certain element of control but only for premises they own.

The Head of Corporate Programmes acknowledged the perception and view that the Council's work is not targeted at local businesses. The officer pointed out the council needs to change that perception and ensure that the messages communicated demonstrates the Council is concerned about their needs.

- (vii) **The business owner pointed out the changes to Hackney Walk would have been welcomed by business owners years ago. The perception on the ground is that new businesses and communities moving in are getting consulted about changes. The consultation did not speak to the communities that would be impacted by the changes.**

- (viii) **Members enquired if there was a way the Council could make sure, when developing new strategies, there was meaningful and proper engagement so that existing communities and businesses do not learn about the consultation too late. Members pointed out some of these challenges would have been faced by other boroughs (London Boroughs) and suggested the Council carries out a review of the challenges other boroughs faced.**

The Head of Corporate Programmes advised the council has been looking at the practices of other councils in relation to its business relationship work and identifying what solutions could work in Hackney. Some of the academic research originates from the USA but the concept is similar and the Council will be reviewing this information. The officer pointed out it was not sufficient to just understand the solutions but establish which of the solutions were likely to work for Hackney.

- (ix) **Members referred to the Preston Model and community wealth building to protect economic growth and economic development. Members highlighted they would like to see a local economic blue print similar to the one produced for Totnes and District which ties into the Preston Model's community wealth building.**

In response the Head of Corporate Programmes explained the Council has looked at the Preston model and acknowledge it's a good example of a long term approach. The challenge for the Council is to assess if it will work in the context of a London borough - which is part of larger economy - as well as it worked in Preston. The view is it may not achieve as much in a London borough as it did in Preston. Notwithstanding, that does not mean there will not be elements that could be used by a London borough.

- (x) **Members enquired if the Council has identified what they might be able to apply from the Preston Model to Hackney.**

In response the Head of Corporate Programmes advised the area of procurement and institutions is really important. The council could look at how they can stimulate local businesses and provide opportunities to local businesses.

One of the other areas is building business relationship. Developing a 2 way relationship so the council is in a position to ask of businesses because they provide opportunities too.

The officer highlighted the council is considering the work it could do in relation to social enterprises; where it fits within the mix and the development models.

The Chair thanked the business owner for attending the meeting and BAME engagement event.

The Chair thanked the officers for their attendance.

Officers informed the Commission the response would be discussed in September with the working groups. Following the discussion a response

Monday, 3rd September, 2018

would be drafted in consultation with the Cabinet Member. It was anticipated this would be available to the Commission in October 2018.

The Chair asked for the dates of the business forums to be circulated to the Commission Members. Officers agreed to send this through.

ACTION	The Head of Economic Regeneration and the Head of Corporate Programmes to provide a formal response to the Commission in response to the SEG BAME summary report.
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ACTION	The Head of Economic Regeneration to circulate the dates of Business Forums to the Commission.
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8 Future World of Work and Skills in Hackney - Draft Report

- 8.1 The Chair introduced this item and welcomed to the meeting Paul Horobin, Head of Corporate Programmes from London Borough of Hackney. The Chair provided an overview of the review, its findings and recommendations made.
- 8.2 This review set out to explore trends in the changing labour market, the changing skills system and how it all impacts on the local and London's economy. The Commission wanted to examine the impact that macro level changes will have locally and to identify the policies and practices that will help overcome the challenges. In the review the Commission also looked at the support which will be needed within the current skills system to enable local residents to progress and change careers if they wish.
- 8.3 Attempting to look five years ahead the Commission investigated the trends resulting in changes such as Brexit; climate change; our ageing population; nature of employment; the likely changes in the business environment; workforce;` the nature of work itself and the impact of automation and robotics on the supply of labour.
- 8.4 During the review the commission heard from Resolution Foundation, the Fabian Society's Changing Work Centre, the Institute of Public Policy Research and Central London Forward.
- 8.5 This review focused on the employment trends that were amplified in Hackney which were:
- Growing inequality/polarisation/ in-work poverty and underemployment
 - Self-employment
 - Land and property values
 - The impact of Brexit
 - Opportunities for employers to contribute
 - Opportunities to lead in a revolution of skills.
- 8.6 To support our evidence we carried out a Focus Group with over 20 residents from a variety of employment types. A key issue that emerged was the struggle of the self-employed, over 50s and those in part time roles and/or

with zero hour contracts in getting access to any training. These people are often trapped in a zone where they can't afford the time off to access the training that they desperately need to progress. Then there is the wastage of skills of those over 50. Another strong theme in our findings was challenges around in-work poverty as was the rise of under employment and people feeling trapped with no ability to 'up-skill'.

- 8.7 Our recommendations covered: the development of a work experience programme for older job seekers; rebranding of work experience; signposting information about being self-employed, with the dual purpose of building up local knowledge about self-employment in the borough. We called on the Council to actively demonstrate that inclusion of jobs and employment is in the specification for regeneration and new housing developments. We recommended the Council takes an active role in lobbying for the skills system to develop an employability framework and to encourage employers to provide in work/career transition to help workers identify future skills.

Members agreed the report.

RESOLVED	Report was agreed.
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9 Skills, Economy and Growth Scrutiny Commission 2018/19 Work Programme

- 9.1 Chair introduced this item and noted the work programme for the scrutiny commission on pages 217-224 of the agenda.
- 9.2 The Chair referred to the next meeting in October and explained this will be dedicated transport themed session. The session will be looking at connectivity, accessibility, affordability and how transport can support local economic growth. Requests have been made for officer representation.
- 9.3 Members discussed who to invite to the session and agreed to include passenger representation group London TravelWatch. It was agreed the Chair and O&S Officer will draft the agenda and send to the Commission members for review.
- 9.4 Members discussed the December meeting and it was agreed the Overview and Scrutiny Officer will circulate the topic areas discussed at the previous Cabinet Question Time session for information.

ACTION	The Overview and Scrutiny Officer to circulate the previous Cabinet Question Time session topics and minutes of the session for information.
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- 9.5 The Chair informed the Commission the formal evidence sessions for the Commission's review will commence in 2019. The Chair outlined his suggestions for the review's core questions on inclusive growth.
- 9.6 It was agreed the Chair and Overview and Scrutiny Officer will draft the terms of reference for the Commission to review.

ACTION	The Chair and Overview and Scrutiny Officer to provide a draft the Terms of Reference for the Commission to review.
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10 Any Other Business

10.1 None.

Duration of the meeting: 7.00 - 8.45 pm