

Overview & Scrutiny

Skills Economy and Growth Scrutiny Commission

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

Monday, 23rd November 2020


7.00 pm

Until further notice, all Council meetings will be held remotely. To access the meeting please click in the link

https://youtu.be/sJ_9imH-Mk8

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Chief Executive, London Borough of Hackney

**Members: Cllr Mete Coban
(Chair)**

**Cllr Steve Race
Cllr Gilbert Smyth**

**Cllr Polly Billington
(Vice
Chair)**

Cllr Richard Lufkin

Cllr Sam Pallis

Agenda

ALL MEETINGS ARE OPEN TO THE PUBLIC

1	Apologies for Absence	7.00pm
2	Urgent Items / Order of Business	7.01pm
3	Declarations of Interest	7.02pm
4	Update on Business Statistics Pertaining to Covid The Commission has requested and will hear statistics around GDP & employment across London since the start of the Pandemic, as well as the numbers accessing Universal Credit. The Commission will also learn the numbers of business in receipt of grants, and the total amount. This information will be a regular part of Skills, Economy and Growth meetings to better frame their discussions.	7.03pm

5	Supporting Local Economy and Businesses The Commission will hear from Cllr. Guy Nicholson around the current state of local businesses and some avenues of the support the council are providing. The Commission will also hear from a local businesses representative from the nighttime economy about the challenges they're facing and the further support they could use. There will be a section on Business Rates Relief presented by Group Director of Finance and Corporate Resources.	7.08pm
6	Low Traffic Neighbourhood Scheme The Commission will hear from the Director of Public Realm, The Head of Streetscene, and the cabinet member for Energy, Waste, Transport and Public Realm about the early challenges and success of the Low Traffic Neighbourhood Scheme.	8.00pm
7	Minutes from Previous Meeting and Matter Arising To agree the minutes of the meeting held on 22 nd September 2020	8.55pm
8	Letter of Reply – Definition of Key Workers To acknowledge and discuss the letter sent by Cllr Williams and Cllr Moema in response to the commissions query about the definition of a key worker.	8.56pm
9	Skills, Economy and Growth 2020/2021 Work Programme To agree or amend the work programme for the remainder of 2020/21	8.57pm
10	Any Other Business	8.59pm

To access the meeting please click in the link https://youtu.be/sJ_9imH-Mk8

Access and Information

Getting to the Town Hall

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

Accessibility

There are public toilets available, with wheelchair access, on the ground floor of the Town Hall.

Induction loop facilities are available in the Assembly Halls and the Council Chamber. Access for people with mobility difficulties can be obtained through the ramp on the side to the main Town Hall entrance.

Further Information about the Commission

If you would like any more information about the Scrutiny Commission, including the membership details, meeting dates and previous reviews, please visit the website or use this QR Code (accessible via phone or tablet 'app')

<http://www.hackney.gov.uk/individual-scrutiny-commissions-health-in-hackney.htm>



Public Involvement and Recording

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

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providing that the person reporting or providing the commentary is present at the meeting.

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

The Monitoring Officer, or the Chair of the meeting, may designate a set area from which all recording must take place at a meeting.

The Council will endeavour to provide reasonable space and seating to view, hear and record the meeting. If those intending to record a meeting require any other reasonable facilities, notice should be given to the Monitoring Officer in advance of the meeting and will only be provided if practicable to do so.

The Chair shall have discretion to regulate the behaviour of all those present recording a meeting in the interests of the efficient conduct of the meeting. Anyone acting in a disruptive manner may be required by the Chair to cease recording or may be excluded from the meeting. Disruptive behaviour may include: moving from any designated recording area; causing excessive noise; intrusive lighting; interrupting the meeting; or filming members of the public who have asked not to be filmed.

All those visually recording a meeting are requested to only focus on recording councillors, officers and the public who are directly involved in the conduct of the meeting. The Chair of the meeting will ask any members of the public present if they have objections to being visually recorded. Those visually recording a meeting are asked to respect the wishes of those who do not wish to be filmed or photographed. Failure by someone recording a meeting to respect the wishes of those who do not wish to be filmed and photographed may result in the Chair instructing them to cease recording or in their exclusion from the meeting.

If a meeting passes a motion to exclude the press and public then in order to consider confidential or exempt information, all recording must cease and all recording equipment must be removed from the meeting room. The press and public are not permitted to use any means which might enable them to see or hear the proceedings whilst they are excluded from a meeting and confidential or exempt information is under consideration.

Providing oral commentary during a meeting is not permitted.

Skills Economy and Growth Scrutiny Commission 23 rd November 2020 Update on Business Statistics Pertaining to Covid	Item No 4
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Outline

During the previous Skills Economy and Growth meeting held on 22nd September, the Commission requested an update around certain business-related figures at the outset of all subsequent meetings to better frame the discussion to follow.

There are no invited guests for this segment, and the statistics will be read out by the chair.

The figures include:

- Number of businesses who have received either the Small Business Grant Fund or the Retail, Leisure and Hospitality Grant Fund.
- Number of businesses in receipt of the Discretionary Grant Fund, and the total value of all grants received.
- London-wide changes in GDP, Universal Credit Claimants, and numbers of furloughed workers.
- Changed to numbers of Universal Credit Claimants, specifically in Hackney.

Action

The Commission to note the statistics ahead of the evening's discussions.

3. COVID-19 and the local labour market

3a London's economy before COVID-19

In 2019 Central London Forward¹ analysed London's labour market as part of their Skills strategy². At that point, London's economy was experiencing significant growth. More than £1 out of every £10 generated in the UK was attributable to Central London's economic success. Central London's job growth was predicted to continue to outpace the rest of London as a whole. The highest employment growth across London was expected to be concentrated in the East End of Inner London, in particular the boroughs of Tower Hamlets, Hackney and Newham. Self-reported dissatisfaction with part-time and temporary work was higher in London than the national average, and has grown alongside the increase in atypical forms of work.

There were, and are, however structural challenges to the shape of London's labour market. Many jobs in mid-tier categories such as manufacturing and wholesale have either disappeared from the labour market or were growing at a much slower rate, leaving people with mid-level skills or qualifications at a growing disadvantage. This can also be described as the 'hourglass' model of London's economy. Secondly, many of the new jobs created in recent years come with significant risks of low pay and lack of progression within the industry. These roles (e.g. hospitality and retail) are also reliant spending by people in high skilled jobs. This creates a precarious labour market if there is a macroeconomic downturn.

3b The impacts of COVID-19 on the labour market

The pandemic has had a significant impact on the economy.

ONS data from July shows that UK GDP was 11.7% below where it was in February. Current projections that the UK is not 'bouncing back' quickly from the economic downturn earlier in the year, and international forecasts lean towards a global recession. GLA economics³ estimates that most London sectors will experience historic downturns in 2020 - most notably for Accommodation & foods; Arts, entertainment & recreation; Education⁴; and Construction.

The overall employment rate for London continues to be high at 76.5% and the full impact of COVID-19 on unemployment isn't visible in these numbers yet⁵. In January there were 12,395 people on universal credit in Hackney and 13,125 in February. In September this had risen to 31,522⁶. This figure for employment includes people on the furlough scheme, many of whom are likely to become unemployed as the scheme ends. The Institute for

¹ Sub-regional partnership of the 12 boroughs in inner London focused on driving inclusive growth.

² [Skills Strategy](#), Central London Forward, 2019

³ London Recovery Board, [Overview of COVID-19 impacts to date](#), 15 Sept 2020

⁴ There are particular difficulties in measuring output in the education sector under lockdown which means GDP figures are hard to compare to previous years and subject to larger than normal revisions.

⁵ London Recovery Board, [Overview of COVID-19 impacts to date](#), 15 Sept 2020

⁶ [DWP Stat-Xplore](#), data retrieved 21 Oct 2020

Employment Studies found that nationally employers were planning to make double the number of redundancies than were made at the height of the financial crisis (380k from May to July 2020 versus 180k from January to March 2009)⁷.

Across London as per 31 August, 557,400 employments were furloughed (13% of eligible jobs), in Hackney this was 18,900 people (14%)⁸. Nationally, the highest percentage of jobs furloughed (full-time or part-time) are in the Arts, entertainment and recreation sector (33%); accommodation and food services (27%); and other service activities (23%). This last one includes personal services such as beauty treatments. The highest number of jobs furloughed are found in again accommodation and food services (592,800); but then in wholesale and retail (535,100); and administrative and support services (323,900)⁹. Notably, accommodation and food services, and retail are the lowest paying sectors in the UK economy.

The Resolution Foundation has analysed the impacts of the pandemic on workers¹⁰. They've found that in September, 17% of those who were in work before the crisis were either no longer working, were furloughed, or had lost hours and pay due to the coronavirus crisis. Workers in hospitality, leisure and other sectors affected by lockdown are much more likely in September to have stopped working, to have been furloughed, or to have lost hours and pay.

Meanwhile there are significantly less job opportunities. Nationally, vacancies are running at 25% lower than in the same week a year ago, and at 20% lower than in the week before the lockdown began. There has been a modest recovery in the number of vacancies in recent months. The IT, healthcare and teaching sectors had the highest number of vacancies amongst all profession types from March until July. Job opportunities have increased in almost all categories since July - apart from teaching; customer services; and legal related professions. However there has been a significant decline in advertised teaching jobs in August compared to previous months. This recovery in vacancies in the last few months also means that for three job types there are now more vacancies than in March – namely for logistics and warehouse; manufacturing; and domestic help and cleaning¹¹.

3c Impacts across and beyond specific industries:

The pandemic and particularly the period of lockdown in spring 2020, has shown the importance of 'key workers' in providing essential goods and services. There has been a growing recognition of the importance of other roles such as care workers, supermarket check-out staff, delivery drivers and binmen. Many of these roles are traditionally low paid and often described as low skilled. Views may be changing about how those jobs are and should be valued, although that hasn't yet translated into better contracts and working conditions; although the Council and wider public sector anchor institutions have an

⁷ Institute for employment studies, [On Notice: Estimating the impact on redundancies of the Covid-19 crisis](#), Sept 2020

⁸ [Coronavirus Job Retention Scheme statistics: October 2020 - GOV.UK](#)

⁹ Ibid

¹⁰ [Jobs, jobs, jobs • Resolution Foundation](#), 28 October 2020

¹¹ Institute for employment studies, [Monthly vacancy analysis: Vacancy trends to week-ending 13 September 2020](#)

opportunity to provide leadership in a number of these areas, in line with the inclusive economy strategy.

According to Resolution Foundation research¹², certain groups that have been more affected by the crisis include those who were working an ‘insecure’ job in February; younger and older workers; those working in the lowest-paid jobs; and those working for smaller employers. While this crisis has had a big impact in all parts of the country, the employment effects of the crisis so far have borne down particularly hard on London. Over 21% of workers in the most deprived quartile of the country were either not working, furloughed, or had lost hours (and pay) in early September because of coronavirus: of this group, more than 28% live in London. These are people with the least financial resilience to changes in their income.

There is clear evidence that high unemployment has a significant and long-term impact on the career prospects of school leavers and graduates. “There is significant evidence that being unemployed when young leads to a higher likelihood of long-term ‘scarring’ in later life in terms of subsequent lower pay, higher unemployment and reduced life chances according to much research. There is also evidence of greater mental health problems in their 40s or 50s. So the impacts of current high levels of youth unemployment will be felt by society for decades”¹³. This statement was made in February 2017, but applies just as much to the current prospects for unemployed young people.

The OBR has forecast that the unemployment rate will by 6.1 percentage points between quarter 2 of 2019 and quarter 2 of 2020. The Resolution Foundation estimates that in that scenario there is 13% less chance that a recent graduate will be in employment three years after leaving education. For those with mid-level (some higher education or an A level equivalent education) and lower-level (GCSE-equivalent or below) qualifications, these figures are 27 and 37% respectively. In other words, the current crisis may reduce the employment chances of lower-skilled young adults leaving education by more than a third. In addition, the most affected sectors are ones where a large proportion of non-graduates end up working after leaving education, such as non-food retail¹⁴. This will make it even harder for young people to find employment.

The pandemic, with its restrictions on social life, the economic impacts and for some experience of trauma, has had a significant negative impact on overall wellbeing and mental health. This becomes particularly relevant in a strategy on adult skills development because of the links between employment, training and mental health. “The relationship between employment and health is close, enduring and multi-dimensional. Being without work is rarely good for one’s health, but while ‘good work’ is linked to positive health outcomes, jobs that are insecure, low-paid and that fail to protect employees from stress and danger make

¹² [Jobs, jobs, jobs • Resolution Foundation](#), 28 October 2020

¹³ Prof Ronald McQuaid, LSE British Policy and Politics blog, [Youth unemployment produces multiple scarring effects | EUROPP](#), Feb 2017.

¹⁴ Resolution Foundation, [Class of 2020](#), May 2020

people ill”¹⁵. Improved skills open opportunities to ‘good work’, but training can also have positive impacts on people’s mental health in and of itself¹⁶.

Finally, the pandemic has significantly increased the need for digital skills as well as access to digital devices and the internet. Digital skills make people able to replace face-to-face social interactions (to an extent at least). These skills are also critical in being able to work from home in jobs where that is a possibility.

3d Economic outlook

The pandemic has had a significant impact on the economy.

ONS data from July shows that UK GDP was 11.7% below where it was in February. Current projections that the UK is not ‘bouncing back’ quickly from the economic downturn earlier in the year, and international forecasts lean towards a global recession.

Projections by GLA economics, based on the Bank of England’s August scenario point to a long recession, with output and employment not returning to pre-crisis levels before 2023. Government support schemes (especially CJRS or furlough scheme) are pushing most of the employment impacts into 2021. GLA economics estimates that most London sectors will experience historic downturns in 2020 - most notably for Accommodation & foods; Arts, entertainment & recreation; Education¹⁷; and Construction. There is significantly reduced travel into central London and intention to visit is low. This is also described as the ‘donut effect’¹⁸. For Hackney this means businesses in Shoreditch, specifically those relying on footfall, are in a comparatively worse position than businesses in Dalston and Hackney Central.

The most recent ONS Business impact of coronavirus survey¹⁹ indicates that across all UK industries, 71% of businesses said they were at no or low risk of insolvency. In the accommodation and food services industry however, 17% of businesses were at a severe risk of insolvency. 75% of businesses in arts, entertainment and recreation are experiencing a decrease in turnover, compared to 31% in IT. Across all industries the figure is 48%. In the week ending 18 October 2020, overall footfall decreased to below 70% of its level in the same period of the previous year, with footfall dropping across high streets, shopping centres, retail parks. This happened across all 10 featured countries and regions.

Potential for economic growth and job opportunities

Some sectors of the economy have clearly been more severely impacted than others. This also leaves a situation where new economic opportunities are likely to be concentrated in those sectors where business insolvencies are least likely. As mentioned above, vacancies have been highest in the IT; health and care; and education sectors.

¹⁵ [Fair Society, Healthy Lives: The Marmot Review](#), Feb 2010

¹⁶ Government Office for Science, [What are the wider benefits of learning across the life course?](#), 2017

¹⁷ There are particular difficulties in measuring output in the education sector under lockdown which means GDP figures are hard to compare to previous years and subject to larger than normal revisions.

¹⁸ London Recovery Board, [Overview of COVID-19 impacts to date](#), 15 Sept 2020

¹⁹ ONS, [Coronavirus and the latest indicators for the UK economy and society](#), 22 Oct 2020

Health and care

As well as introducing new changes and opportunities the pandemic has also accelerated some trends. For example, the nature of the crisis has created more demand for skills in health and care. In fact, in the immediate aftermath of the crisis social care and healthcare and nursing were two of only three sectors (the third being domestic cleaning) with positive growth for job vacancies in both central London and at a UK level. This trend in job growth and skill demand in these sectors is expected to rise on account of the aging population long after the pandemic and the expected impact of new immigration policies. Currently, 24% of workers in health and social care were born abroad. In London, 45% of key workers, and 53% of workers in health and social care, were born abroad²⁰. The government's proposed new immigration rules mean many essential social care roles will not qualify for a Health and Social Care visa or Skilled Worker visa²¹. This will lead to increased vacancies in social care.

IT and digital

The IT sector has the least percentage of businesses at risk of insolvency. It's also the sector where the least amount of businesses have experienced a decrease in turnover and has one of the highest numbers of vacancies. The move to a more online way of working across large parts of the economy will increase the need for skills in IT and digital technologies. It seems reasonable to expect the IT sector to be one of the most reliable industries for jobs and growth in the coming year at least.

Public sector and education

Demand for jobs in the public sector is holding up. As with most recessions, public sector spend and demand for jobs becomes more important as a proportion of the economy. Although the education sector has shrunk significantly early in the year, this may be explained to a large degree by difficulties in measuring educational output in the normal way with schools having to revert to online teaching. It is also worth repeating that education was one of the sectors with the highest number of vacancies between March and July, although this dropped significantly in August. There have been particular concerns about the economic prospects for nurseries and early years provision, as forced closure earlier in the year significantly impacted income for these businesses²². The need for employees with child care qualifications may therefore be slow to recover.

A greener economy

Another trend in the economy accelerated by the pandemic has been the move to a greener economy. This is a broad term but generally means jobs and economic processes where natural assets are managed sustainably. This applies to both new jobs, such as developing new and greener products, and jobs that improve existing work to make it 'greener'. Similar to digital skills the skills for a greener economy are not limited to low carbon and environmental skills but cut across many sectors of the economy including SMEs and manufacturing as well as energy, waste and transport. Some skills demand will be met by a new response but others can be met by existing routes with a refocus on environmental

²⁰ ONS, [Coronavirus and non-UK key workers](#), 8 October 2020

²¹ Welsh Centre for LPublic Policy, [UK migration policy and the Welsh NHS and social care workforce](#), 28 Sept 2020

²² [Survey of Childcare and Early Years Providers and COVID-19](#), Department for Education, survey conducted between 2-20 July

technologies. For example, plumbing and electrical skills will remain in demand with retrofitting of more efficient technologies. Other business systems such as resource efficiency will create demand for skills such as business management and project management. Additional demand for skills in general infrastructure and construction can also be expected connected to some additional central government funding (e.g. home insulation).

Other sectors of the economy

In addition to the sectors of the economy discussed above the pandemic has created additional skills demand in logistics (e.g. driving, warehouse operatives). In addition the financial and insurance sectors in London are associated sectors that will continue to create well paid and attractive employment opportunities.

Skills Economy and Growth Scrutiny Commission 23 rd November 2020 Supporting Local Economy and Businesses	Item No 5
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Outline

The Commission will hear from the cabinet member for Planning Culture, and Inclusive economy about the current situation for local businesses and the support rendered thus far. There will also be a Representative from The Spread Eagle pub in Homerton to discuss the challenges COVID has presented for their business, and the support they require to remain solvent. The Group Director of Finance and Corporate Resources to discuss business rate relief.

Invited Guests:

- Cllr Guy Nicholson, cabinet member for Planning, Culture, and Inclusive Economy.
- Representative from The Spread Eagle pub in Homerton.
- Group Director of Finance and Corporate Resources.

Action

The Commission to note the presentations ahead of the subsequent Q&A session.

Skills Economy and Growth Scrutiny Commission 23 rd November 2020 Low Traffic Neighbourhood Scheme	Item No 6
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Outline

The Commission will hear from officers and a cabinet member about the early progress, success, and challenges of the Low Traffic Neighbourhood scheme that is in its early stages of implementation in the borough.

The aim of low traffic neighbourhood schemes is to minimise traffic and in turn reduce air pollution. The schemes also aim to encourage more travellers to switch from using their cars to walking and cycling.

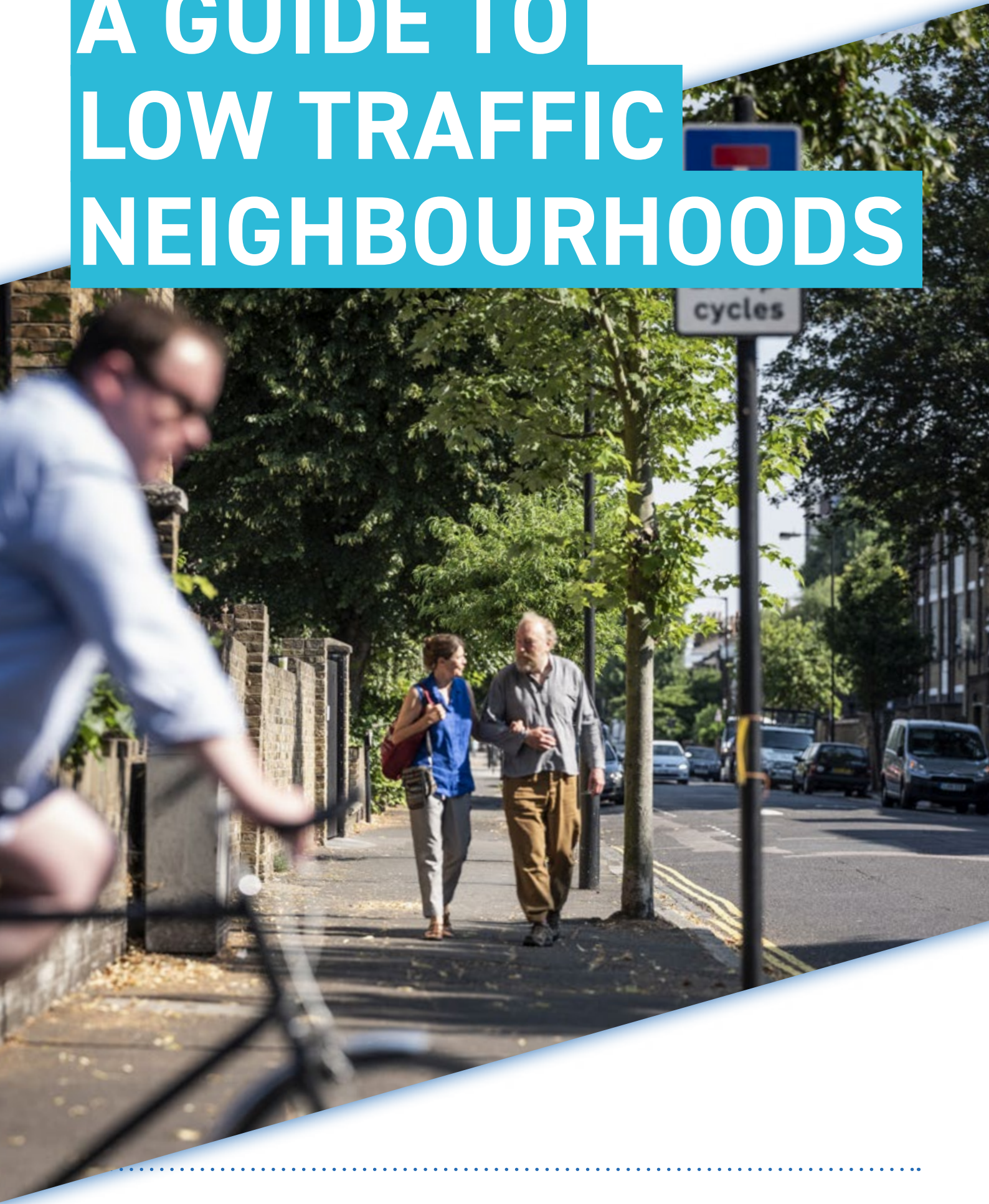
Invited Guests:

- Director Public Realm
- Head of Streetscene
- Cllr Jon Burke, the Cabinet Member for Energy, Waste, Transport and Public Realm.

Action

The Commission to note the presentations in anticipation of a subsequent Q&A.

A GUIDE TO LOW TRAFFIC NEIGHBOURHOODS



PEOPLE LIVING IN AREAS OF WALTHAM FOREST WHERE LOW TRAFFIC NEIGHBOURHOODS, AND OTHER WALKING AND CYCLING SCHEMES, HAVE BEEN IMPLEMENTED ARE WALKING AN EXTRA 32 MINUTES A WEEK, AFTER JUST ONE YEAR, AND CYCLING AN EXTRA NINE.

THE DETAIL

The big picture for decision-makers is “Low Traffic Neighbourhoods: An Introduction For Policy Makers” Read that document first, then for more nitty-gritty detail read on...

This guide is from London Cycling Campaign and Living Streets and draws on expertise from those who've designed, implemented and campaigned for award-winning low traffic neighbourhoods. It is a companion document to “Low Traffic Neighbourhoods: An Introduction For Policy Makers”, designed to help officers, designers and others begin to understand some of the complexities, nuances and capabilities of these schemes in more detail.

WHAT SIZE AND WHERE SHOULD NEIGHBOURHOODS BE?

Each neighbourhood or “cell” is a group of residential streets, bordered by main or “distributor” roads (the places where buses, lorries, lots of traffic passing through should be), or by features in the landscape that form barriers to motor traffic – rivers, train lines etc.

- You should be able to walk across a neighbourhood in fifteen minutes at most. Larger, and people start driving inside the neighbourhood. We suggest an ideal size of about 1km².

- Groups of cells or neighbourhoods should be clustered around key amenities and transport interchanges in a 6-10km radius (with 1-2km walking journeys key). This is typically what you get in Dutch suburbs and towns. People walk and cycle within their area, and to the station etc.

- Cells should link together with crossings across distributor roads or other cell boundaries – this enables people to walk and cycle between cells from home to amenities, transport hubs etc.

- The positive benefits of low traffic neighbourhoods can be further enhanced by providing high-quality cycle tracks and pavements along the distributor roads also.



PHOTO: WALTHAM FOREST COUNCIL



WHAT ARE THE DIFFERENT TYPES OF MODAL FILTERS?

BOLLARDS/GATES/PLANTERS

Rows of objects to block motor vehicles, but not other modes. You may need to remove some car parking spaces (either side) for turning circles. Leave 1.5m gaps between bollards and building lines to allow wider cycles (but not cars) to pass through. You can use extra space to provide places to sit, small play areas, pocket parks etc. Include lockable or bendy bollards for emergency services. Locate filters in the middle of a cell to allow residents to park either side; and/or at cell boundaries along main roads, to enable direct cycling/pedestrian crossings and minimise motor vehicle turning movements across any cycle track; and/or set back from main road to separate waiting/loading bays for shops and residents' parking.

OPPOSING ONE-WAYS

Areas of one way streets running in opposite directions can be designed to ensure motor vehicle traffic cannot progress through an entire cell. But one ways can increase traffic speed, there's less opportunity for public realm improvements, and potential enforcement issues. To avoid disrupting cycle networks, "contra flow" arrangements are required, but are far less cycle-friendly than two-way streets with bollards/gates etc.



PHOTO: ROSEHILL

BUS GATES

Allow access for buses (and/or delivery and resident vehicles), often via triggered rising bollards or Automatic Number Plate Recognition (ANPR) cameras. Rising bollards can incur maintenance costs, and while ANPR can generate revenues, the lack of a physical barrier means they can be ignored by some drivers. Bus gates work very well to ensure buses can pass through an area and don't need rerouting, while an entire cell can still be filtered to other motor traffic.



PHOTO: PAUL GASSON@GMAIL.COM

TIME-LIMITED/SIGNAGE ENFORCEMENT

Sign a no entry (even in both directions at once), or sign one on time-limited basis. But without regular enforcement, such signs, when attached to a short distance of road, are often ignored.

SCHOOL STREETS

These are time-limited filters based on or around streets with schools on them. Bollards can be raised or lowered for an hour around school start and end by school staff – preventing through traffic and parents dropping off close to the school; or camera or warden enforcement can enforce a wider exclusion zone for non-residents at school pick up/drop off times. These can be easier to build support for, and can lead to full-time filtering later on, but do not offer the all-day or area-wide advantages other schemes can. So they are unlikely, for instance, to lead to children playing out outside of school hours or increased community interactions among residents.



PHOTO: BEN KNOWLES

WIDTH RESTRICTIONS

Width restrictions to keep out HGVs from residential streets, or one-ways that cut off a steady flow of through traffic that mostly goes in one direction, reduce traffic. While sometimes such schemes are easier to get residents to accept, they often don't deliver a broader range of benefits. Traffic may still be too high for children to play out, and traffic speeds can increase rather than decrease on such roads.



AROUND 15% OF DISPLACED TRAFFIC DISAPPEARS FROM THE AREA ENTIRELY AS DRIVERS ADJUST ROUTES AND BEHAVIOUR.



PHOTO: WALTHAM FOREST COUNCIL

WHAT TO DO AT THE EDGE OF A LOW TRAFFIC NEIGHBOURHOOD

With a reduction in motor traffic, there are increased opportunities to improve the public realm for people living and working locally who use those streets every day.

CONTINUOUS FOOTWAYS/BLENDED CROSSINGS

These continue the pavement (and cycle track) directly across side street entrances, on a raised table. They are ideal for reinforcing pedestrian/cycling priority and the boundary to a low traffic neighbourhood. They can raise concerns among those who are visually-impaired or who have children, as they purposefully reinforce the pavement rather than road, but where they have been implemented in the UK so far and in Europe they have a very good safety record – better than simple raised tables. And they can really help reinforce the message to drivers that they are entering an area of low, calm and slow traffic.



PHOTO: PAUL.GASSON@GMAIL.COM

MAIN ROAD CYCLE TRACKS

Where low traffic neighbourhoods are implemented, the number of turning movements into and out of the neighbourhood drops dramatically. So side streets become far easier to cross for pedestrians (see "continuous footways/blended crossings" above). Placing filters at the junction with a main road ensures motor vehicle turning movements drop to zero. This enables cycle tracks on the main road to be built without a concern over motor vehicles turning across the track. Where turning movements are permitted but low in number, a cycle track can be designed to run across the side road alongside a continuous footway (see above).

PARKLETS

Modal filters often offer opportunities to reclaim space from the carriageway and/or parking spaces. This space can be used for seating, "parklets" or other greening (including wildflower plantings, sustainable urban drainage etc.), activity space (seats, bike racks, but even outdoor table tennis tables, slides and swings etc. are possible) or other public realm improvements.



PARALLEL CROSSINGS

To join multiple modal cells across main roads parallel cycle/pedestrian crossings are ideal (e.g. "tiger" crossings or parallel signalised crossings, rather than combined/shared ones such as "toucans"). If a filter is located at the junction of a side street, then the crossing can be run directly across the main road from the side street.



PHOTO: PAUL.GASSON@GMAIL.COM

COMMON MISCONCEPTIONS AND MODAL FILTER CELL MYTHS

"DISPLACED" TRAFFIC BUNGS UP THE MAIN ROADS

There is sometimes concern that modal filters will increase congestion and therefore pollution on main roads. The evidence shows this not to be the case. It can take months for traffic patterns to settle, but medium-term "traffic evaporation" (<http://rachelaldred.org/writing/thoughts/disappearing-traffic/>) is well-evidenced. Around 15% of displaced traffic disappears from the area entirely as drivers adjust routes and behaviour – avoiding the area, changing modes or even cancelling journeys. The result is a couple of minutes extra on some resident journeys as they have to drive further round the edge of the cell before entering, but little substantive change to main road congestion (see also Waltham Forest "village scheme" figures here <http://www.enjoywalthamforest.co.uk/work-in-your-area/walthamstow-village/comparison-of-vehicle-numbers-before-and-after-the-scheme-and-during-the-trial/>).

THE "DISPLACED" TRAFFIC MAKES OTHER NEARBY RESIDENTIAL AREAS WORSE

Often the opposite is true, as cut-through drivers give up on a route because it is disrupted by a cell. Where through traffic is an ongoing issue in a neighbouring residential area, the installation of a low traffic neighbourhood nearby can stimulate resident demand for a similar treatment.

RESIDENTIAL SIDE STREETS ACT AS AN "ESCAPE VALVE"

When a main road is disrupted, such as by a collision, the restricted capacity of side streets doesn't help and the extra turning movements created by drivers seeking to avoid the main road, can even generate extra congestion. The end result is there is little benefit from residential areas being open to through traffic during such events.

SCHEMES DISADVANTAGE EMERGENCY SERVICES, THE MOBILITY IMPAIRED AND ELDERLY

Emergency services have generally been very positive about such schemes. They are statutory consultees and typically see no change in response times, with most common concerns raised being placement of lockable bollards for access during extended incidents, and their GPS systems being updated appropriately. The elderly and mobility-impaired may face slightly longer car journeys, as will others, but will also benefit from quieter, less car-dominated streets to cross and use.

MODAL FILTER CELLS CAN INCREASE THE LIKELIHOOD OF CRIME AND SEVERANCE, LIKE CUL-DE-SACS

Many cul-de-sac estate and street layouts feature rear and side public access that can increase risk of burglaries and/or are in developments where car use was designed as the primary transport mode, with severed connections for walking and cycling.

By contrast modal filter cells do not increase side/rear access to properties, but do retain direct cycling and walking routes, while discouraging car use by making car routes marginally more circuitous. So modal filter cells retrofit the experience of kids being able to play out on their streets to more traditional suburban and urban street layouts, without many of the disadvantages that can come with cul-de-sacs.

SCHEMES SHOULD BE COMMUNICATED SIMPLY, CLEARLY AND ENGAGINGLY – SO EVERYONE CAN UNDERSTAND THEM AND THEIR BENEFITS, AND SO RESIDENTS FEEL THEY HAVE A STAKE IN THE SCHEME.

HOW TO GET A LOW TRAFFIC NEIGHBOURHOOD

The infrastructure needed to produce low traffic neighbourhoods is easy to implement, but they can also be controversial. Doing some or all of the following can help you deliver higher levels of support and less controversy (and these ideas should be useful for consultations in general).

DO AN ENTIRE AREA

Low traffic neighbourhoods must be planned as an entire continuous area bounded by main/distributor roads. Attempts to reduce traffic in part of an area without regard to neighbouring streets can often result in the same traffic concentrating on fewer streets and/or a backlash at consultation stage.

That said, some boroughs plan an area, then consult on a few filters within it at a time – maximising buy-in and demonstrating the benefits to other residents nearby, before moving on. This is a similar approach to many Controlled Parking Zone consultations. And like those, does risk rising resident dissatisfaction on remaining streets left open. It's also slower and leaves potential gaps if some streets reject the scheme.

START A REAL CONVERSATION

An ideal scheme starts with a more general conversation with residents about their perceptions of their area. If this conversation highlights issues to do with motor vehicle traffic volumes and speeds, then the area is a possible contender for a cell (giving residents good data on through traffic is also worthwhile). But some areas are already quiet enough. Letting residents tag all sorts of issues, including crime, anti-social behaviour and traffic issues on a map of their area is a great way to check support for schemes and gain general insight into resident concerns.



PHOTO: WALTHAM FOREST COUNCIL & COMMONPLACE IS

MAKE IT A GENUINE CONVERSATION

If initial surveying and data does identify a need or desire for a low traffic neighbourhood, do not wait until you have a detailed design for public consultation before talking to residents. Give residents options, hold workshops and use tools such as "Community Street Audits" to engage residents, businesses etc. Let residents understand the principles and evidence, and co-design a scheme with officers. There will be some who will try to cut out elements that inconvenience them, but by being clear about the principles, officers can ensure key benefits are prioritised and realised, while community expertise is also effectively used. Sometimes, presenting a more aspirational scheme will enable more residents to buy in to a vision, but also allow room for sensible negotiation and compromise, while leaving an effective scheme on the ground. But don't allow a scheme to move forward that won't deliver real benefits for the whole neighbourhood.

ENSURE COMMUNICATION/ENGAGEMENT

EXPERTISE

Social media is changing the consultation process dramatically. Relying on officers untrained at communicating large schemes to the public risks backlash. Schemes should be communicated simply, clearly and engagingly – so everyone can understand them and their benefits, and so residents feel they have a stake in the scheme. Negative language (road "closures", "blocks" etc.) should be avoided too. And community benefits for all should be emphasised – low traffic neighbourhoods are not just a "walking" or "cycling" scheme, they make local streets safer and healthier places for everyone. Consider using specialist communications and/or engagement officers around these schemes. And be prepared to devote a significant proportion of the overall budget to communications.

BUILD SUPPORT

Start with other officers and councillors throughout the borough – everyone needs to understand the scheme and support it, particularly councillors in the wards affected and the entire cabinet. These will be the people residents turn to with queries and concerns. Build as broad a coalition of support as possible – local MPs, GPs (activity-related health benefits), religious leaders, heads of schools (relating to active travel plans) etc. Again, these stakeholders should be engaged and on board before the scheme goes fully to public consultation. Businesses in or abutting the area should be similarly engaged early, particularly if they need to deliver into, out of, or through the area – with design ideas suitable for them already in officers' plans, but these should be as flexible as possible.

EMPHASISE COMMUNITY-WIDE BENEFITS

Even if funding is for a cycle or walking route, emphasise community-wide benefits of these schemes for everyone. Children playing out, people able to cross the road easier, pollution reduction etc. And be realistic about the negatives also – slightly longer and more circuitous car journeys into/out of the cell; the likely period of increased congestion during construction and for up to a year after etc. You need to be able to sell a vision to residents who may not know much about "modal filter cells". Pictures, testimonials and data from other areas helps make schemes "real". Diagrams showing how people can access an area are worth considering. Similarly, officers should use the space freed up by filters, and often the filters themselves, to deliver public realm benefits for the entire community – play equipment, "pocket parklets", seating, lighting, trees/planters, rainwater gardens etc.



REMOVE ALL THE THROUGH TRAFFIC

Leaving in any through routes, unless they are very circuitous, simply focuses traffic on fewer streets. This will reduce the benefits of the scheme and could lose it goodwill over time. It also ensures there is less or no "traffic evaporation". When through traffic is completely removed, the experience in general is that main roads have far more capacity to cope than the residential side streets – so increases in motor vehicle volumes seen on main roads are low in percentage terms, and after an initial period of bedding in, traffic settles to broadly where it was before. 15% or so of traffic over the area is likely to "evaporate" in such schemes – moving out of the area entirely or switching mode. In other words, congestion doesn't go up with these schemes, in general.

BE READY TO HANDLE CONTROVERSY

Handle persistent dissenting and abusive voices that can "stir up" those who otherwise would only have minor concerns quickly, countering any misinformation. Similarly ensure misinformation from any source on social media is quickly flagged and rebutted or dealt with before it gains traction. A public FAQ listing top concerns and answering them is worth considering, that is modified through the life of the consultation, engagement, trial, build and post-implementation process. Use councillors, comms/engagement officers, positive local campaigners and community groups, as well as the press to communicate benefits and dispel myths.

"The average road with the Village saw a 44.1% reduction in vehicles on the road and a reduction in speed from 21.6mph to 19.5mph" Chris Proctor, Programme Manager, Enjoy Waltham Forest.

The Waltham Forest schemes have in one year seen people in the areas with changes walking over 30 minutes more and cycling nearly 10 minutes more a week – because the roads are quieter, cars are slower and it's nicer to get around by walking and cycling.

CONSIDER A LIVE TRIAL

A long trial – ideally six months or more – can allow councils and residents to see the benefits in situ, and even allow officers and residents to work together to solve any emerging issues or tweak and re-test designs. It is vital, however, that residents do not feel it's an option to stop trials early etc. And trials likely mean consulting twice.



PHOTO: ALAN SLINGSBY / BRIXTON MEDIA

DON'T MAKE IT A YES OR NO VOTE

Use of sliding scales of approval rather than yes/no answers should be considered. This allows residents to express a preference on a scheme without turning consultation into a perceived referendum, or turning mild concerns into outright opposition. In a similar vein, it's well worth considering the results on the basis of smaller areas of influence over the scheme rather than the entire neighbourhood in one go – it's not at all unheard of for residents to approve of a modal filter on their street, but not one on a street nearby, which they might want to use to drive through the rest of the area.

GET DATA

Use data to demonstrate current car ownership and use in the area, through traffic numbers and proportion, congestion, pollution levels etc. Use surveys and early engagement results to showcase why the scheme is proposed, as well as traffic speeds. Use data to demonstrate likely outcomes. And gather data across a wider area – including main roads nearby and outside the cell - before, during and after any scheme to demonstrate outcomes (and often, that congestion hasn't increased on main roads).

STAY STRONG AND GET POLITICAL BUY IN

Even small schemes can rapidly generate controversy in this social media age. Political engagement and will is vital. If councillors aren't committed to these schemes, they will back down when faced with any opposition, and schemes will fail. For that reason, everyone involved in the council hierarchy must buy into these schemes and early – so it's vital before schemes come under any fire they not only understand why they're proposed, and what they can deliver, but back them. Every scheme like this will generate some backlash – but a few years down the line, the (hopefully few) residents who fought to keep the schemes out, will fight to keep them in if threatened. For this reason, plan schemes according to the political cycle, to avoid schemes derailing local elections, allowing them the time to bed in and become well-accepted and popular. This maximises political gain for the schemes and minimises risk that opposition politicians will try and get schemes removed – costing the council extra money.

USE YOUR SUCCESS TO BUILD MORE

Build a high-quality pilot scheme which neighbouring communities will be able to see and experience, and then ask for their own version of. But try to avoid making the first scheme particularly high budget or unique – delivering lower quality elsewhere risks leaving the communities in later schemes feeling cheated.



London Cycling Campaign and Living Streets consultancy services teams have joined forces to offer cycling & walking consultancy to help boroughs with Liveable Neighbourhood bids and on Low Traffic Neighbourhoods.

FOR MORE INFORMATION CONTACT:

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**A GUIDE TO
LOW TRAFFIC
NEIGHBOURHOODS**



APPENDIX SIX (A): SUPPLEMENTARY GUIDANCE ON LOW TRAFFIC NEIGHBOURHOODS

About this guidance

Low Traffic Neighbourhoods (LTNs) form a key part of the Streetspace for London programme. LTNs offer a cost-effective way of delivering safe and attractive streets for walking and cycling by preventing through traffic from using residential neighbourhoods to avoid main roads (often known as 'rat running'), while retaining local access for residents and visitors. This can be achieved by various approaches to design to limit the movement of motor vehicles on certain streets and improving conditions for walking and cycling.

A successful LTN makes walking and cycling more convenient than the car for short trips, while maintaining essential access. It will also enhance the quality of place and reduce local air and noise pollution and road danger.

For further information about the potential benefits of LTNs, and what bids for TfL funding should seek to achieve, please refer to the London Streetspace Plan guidance for boroughs.

This supplementary guidance sets out:

- Recommended approaches to define and locate LTN areas
- Guidance on planning LTNs and suggested design features

TfL's Strategic Neighbourhoods Analysis (SNA) – a series of strategic-level spatial analyses to inform the potential suitability of different areas for LTNs and the challenges/opportunities in each – is contained in appendix 6B of the London Streetspace Plan guidance and should be read alongside this document (appendix 6A).

Together these two appendices (6A and 6B) replace the former appendix 6 of the London Streetspace Plan guidance for boroughs on LTNs.

How to decide on locations for LTNs

Decisions about the locations and number of LTNs should be made using a combination of the Strategic Neighbourhoods Analysis below and any local data and knowledge about opportunities, challenges and the potential to be complemented by other projects. LTNs can perform several purposes at once, such as addressing residents' concerns with through traffic while providing a safe walking and cycling connection. Where LTNs are located will depend on which objectives a borough is prioritising.

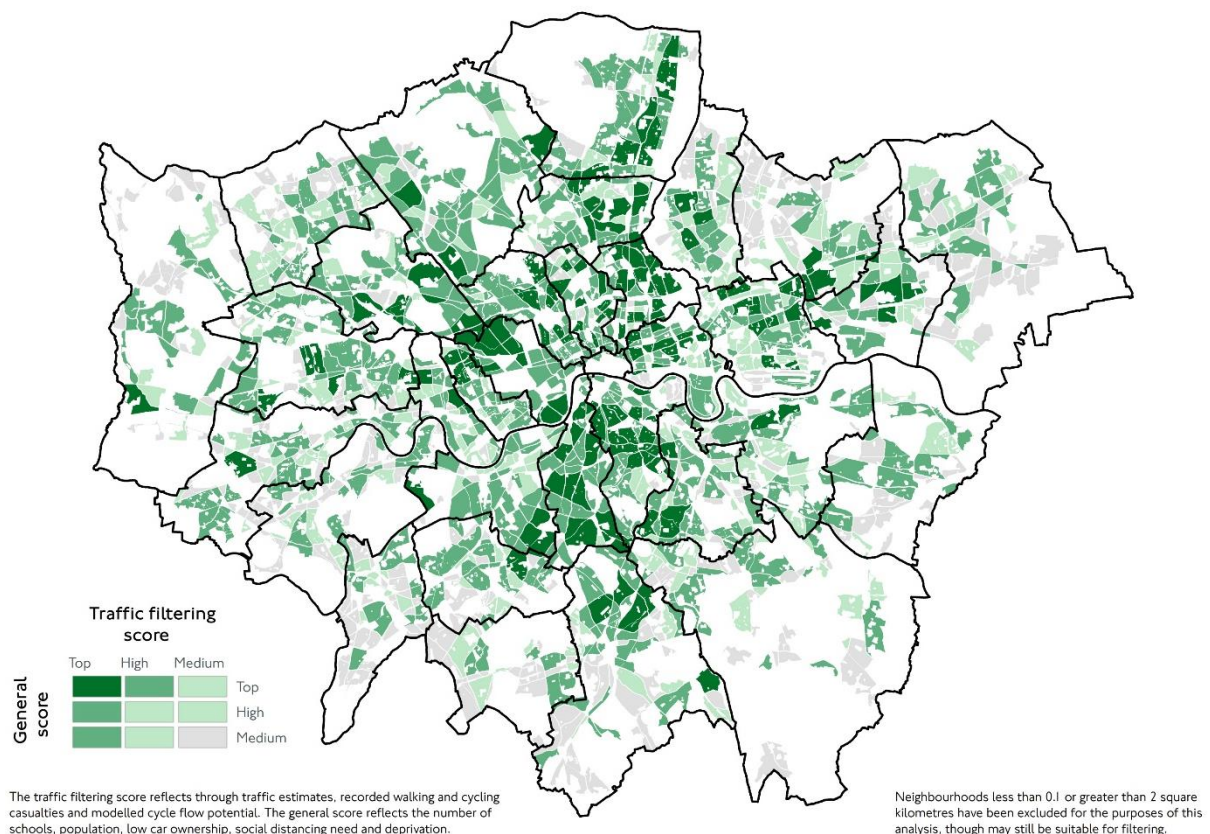
Identifying potential LTN areas

- In general, it can be useful to **start by identifying where the key lines of severance are**, including roads which will continue to carry higher traffic volumes, railways and rivers (this is also a good opportunity to review how easy it is to cross these severance points by foot/cycle). It may be relevant to also consider non-residential land such as parks and industrial land.
- **The residential neighbourhoods left in between create potential LTN areas**, sometimes referred to as 'neighbourhood cells.' The SNA can then be used alongside local knowledge to identify priorities of where to implement LTN schemes first and to determine what specific LTN schemes are trying to achieve.
- This approach has been taken at the strategic level for the SNA using the street types framework and assuming that 'high' and 'medium' movement roads will form the perimeters

of neighbourhoods. While this is an appropriate basis for London-wide analysis and a good starting point, there will likely be instances where this does not fully reflect local circumstances so boundaries should be determined at the local level. It also does not reflect where filters may already be in place and very small and large neighbourhoods are excluded to ensure the robustness of the data presented but may still be suitable for filtering.

- **The SNA overview map provides a broad indication of where LTNs may be most suitable** and a starting point for boroughs to explore the potential for LTNs in their area (shown in Figure 1). Neighbourhoods are first given a traffic filtering score based on through traffic, walking and cycling casualties and cycling potential. This is then combined with a general score based on the number of schools, population, low car ownership, social distancing need and levels of deprivation. This provides a broad estimation of the potential for LTNs at the London-wide level, but boroughs should look at the full set of SNA maps in Appendix 6B to build a richer understanding of the challenges and opportunities in their area. The analysis should be treated as a guide rather than a rule, as there will likely be instances where a neighbourhood may not score highly at a strategic level, but has strong case based on local evidence.

Figure 1 – The Strategic Neighbourhoods Analysis – overview map



Linking to other improvements

- **Consider the location of LTNs in relation to strategic and local cycling routes** to help create a coherent, safe cycling network across as wide an area as possible. In some cases, LTNs can help connect different parts of the cycle network together with routes via low-traffic, filtered streets. In these cases, cycle routes through the LTN should be carefully considered,

particularly how these interact with the perimeter roads (e.g. do they line up with the crossing points on these streets). These routes should be clearly signposted within the LTN.

- **LTNs may also complement town centre road space reallocation schemes** to act as walking and cycling routes to town centres and to prevent any increase in through traffic on nearby residential areas.
- **Consider the location of school streets and LTNs.** In some cases, an LTN may substantially reduce traffic levels outside multiple schools (see SNA map in appendix 6B).

Considering LTNs within the wider transport network

- Consider the potential impacts on the wider road network. Well planned **LTNs can lead to traffic reduction**, particularly where LTNs cover a wider area or several are implemented together. This is in part because of the reduction in through traffic, and in part due to making it more convenient for residents to travel by foot or cycle for shorter trips than it is to travel by car, shifting some trips to other modes.
- It is also important to carefully **consider the connectivity of local road layouts** when planning LTNs. There may be instances where a proposed LTN does not lead to *general* traffic displacement due to mode shift but has an existing through route with a direct, parallel/convenient alternative in another neighbourhood, potentially leading to *acute* traffic displacement. In these instances, the option of implementing more than one LTN should be explored. This will not always apply as the layout of the road network in London often does not provide parallel routes in this way. There may also be cases where preventing high traffic flows in one LTN disrupts part of a longer 'rat run' that affects other neighbourhoods, potentially reducing traffic there as well. Potential traffic impacts should be discussed with TfL.
- Boroughs should work with TfL to discuss how proposals for LTNs may affect local bus routes including journey times, both along perimeter roads and any routes that go through a proposed neighbourhood. It is important that the needs of different bus customers are considered in the design and implementation of LTNs. Bus gates are a good option for allowing for continued through-routes for buses without offering the same to general traffic.
- Emergency service access must also be given careful consideration, with early dialogue with these services strongly recommended in addition to their role as statutory consultees. Vehicle widths should be considered and it may be appropriate to use non-physical filtering (e.g. cameras and enforcement) in some locations so areas can still be accessible to emergency vehicles in locations where through travel is considered essential. Collapsible/moveable barriers that can allow emergencies vehicles through but block general traffic may also be an option worth discussion.

TfL assesses bids for funding from boroughs based on deliverability, value and location. For the assessment of how suitable a proposed location for an LTN is, TfL will use the following criteria, in part informed by the SNA:

- Traffic and road danger reduction
- Enabling social distancing
- Cycle connectivity
- Safe access to schools
- Demographics/deprivation
- General suitability/other characteristics

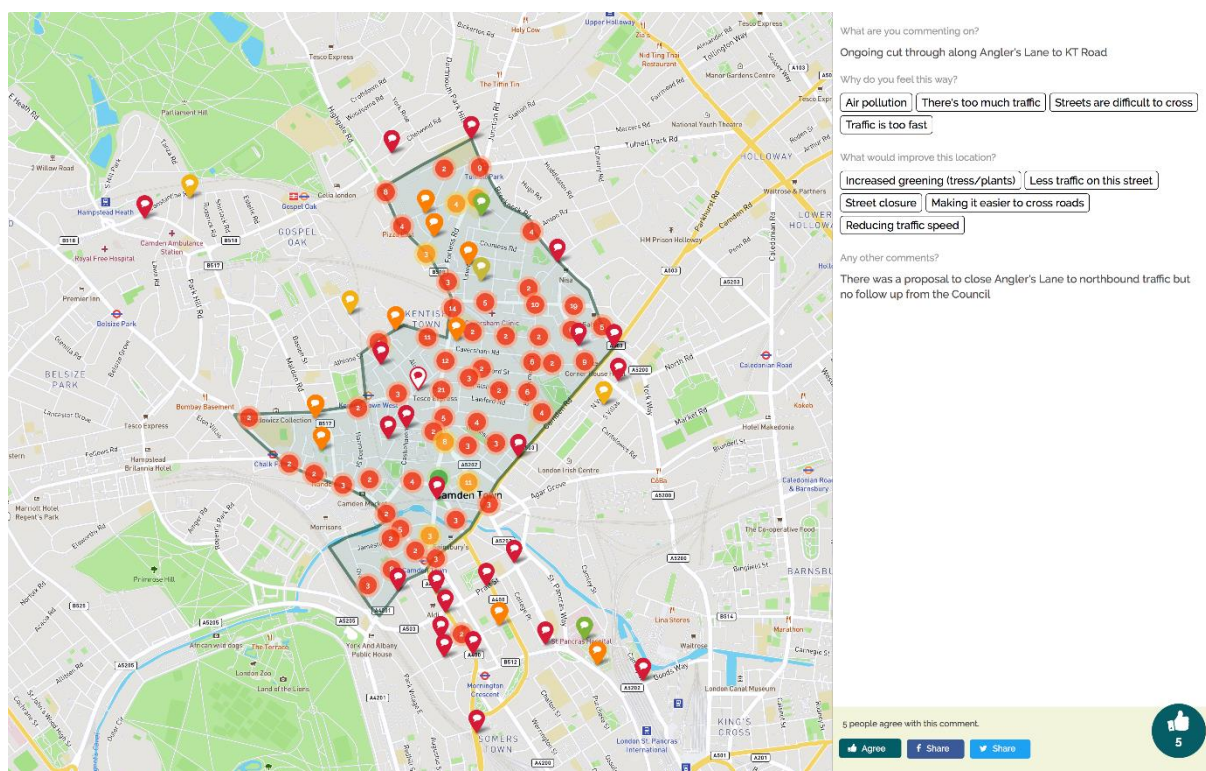
Note that the SNA does not impact the assessment of deliverability or value and thus cannot be definitive on whether an area is appropriate for a bid or not. Deliverability and value are both important to consider when selecting where to submit proposals for.

How to plan and design LTNs

Engagement on LTN proposals is crucial to successful implementation. Residential streets often generate a sense of ownership and belonging for those who live on them and can have a major influence on their quality of life. Co-design approaches where councils work with the community to design schemes can often produce the best results. This initial engagement should shape plans while formal consultation and notice periods (e.g. for Experimental Traffic Orders, or ETOs) are still required to ensure schemes are legally implemented.

The current lockdown restrictions and the timescales in which measures need to be delivered present considerable engagement challenges, particularly preventing in-person consultation events. However, there are other options, such as online tools where the community can comment on specific locations and the issues they have faced there (see Figure 2 for an example). Steps should be taken to reach out to those who may find it more difficult to contribute online.

Figure 2 – An example online platform for community comment and engagement



Source: Kentish Town Healthy Streets on Common Place (<https://kentishtownhealthystreets.commonplace.is/>)

Another important aspect will be the nature of the intervention. Using temporary materials to restrict motorised vehicle access not only has the advantage of being lower cost, it also affords the opportunity for alterations to be made relatively quickly and easily, when using ETOs. In some cases, it may be appropriate to adjust schemes based on community feedback and/or observations and data on, for example, traffic flows.

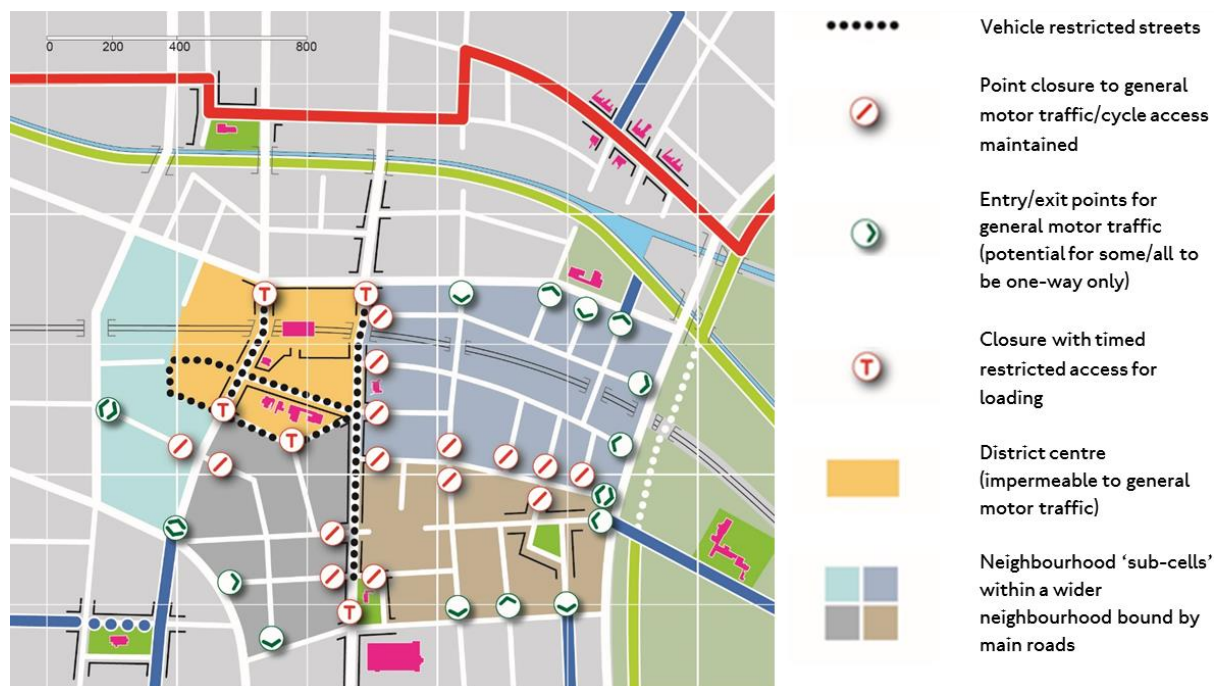
The approach above can help to identify appropriate neighbourhood 'cell' boundaries and identify any severance points to address. This should, along with an understanding of their impacts, begin to

inform the plan for intervention. Optioneering and trade-offs are then a key part of the next stage in the design process. These options and their impact should be communicated to political, public and other local stakeholders, as discussed with TfL as necessary.

LTNs generally do not require significant civil engineering so can be designed quickly and at low cost. There are a variety of different types of intervention available, which may be appropriate depending on the specific challenges that boroughs are seeking to address. These include:

- Modal filters: bollards, planters or banned turns, cycle contra-flows, bus gates, cameras/enforcement
- Measures to enhance public realm and urban greening e.g. planters and parklets, pocket parks at closure points in either a temporary or semi-permanent form, and if there is scope for more permanent features, sustainable drainage systems (SuDS)
- Cycle parking, preferably on the carriageway rather than the footway. This may serve as destination parking e.g. Sheffield stands at shops or for short stay on residential streets, or for home-use by residents e.g. cycle hangars
- The inclusion of school street(s)
- It may be appropriate in locations with local cafes and restaurants to using closures to make space available on-street for tables and chairs in a socially distanced manner, once the hospitality sector is allowed to re-open

Figure 2 – Illustrative LTN achieved through a range of complementary interventions



It is recommended to consider how these measures can complement one another and provide efficiencies through good planning and design:

- Modal filters offer the opportunity to significantly enhance the quality of the walking and cycling environment on both the street that is being filtered and adjacent roads. The connectivity of the internal neighbourhood street network should be assessed, with strategic placement of filters working together to deter rat running. Careful design is required because excessive use of filters can increase costs and may not always provide the best outcomes – particularly if residents are not engaged on the scheme design. A balance of restricting

through motor traffic and allowing access for residents is needed in most instances. Access and through movement of emergency service vehicles must also be considered in close co-operation and consultation with the emergency services.

- Modal filters may provide additional value when they are located at the most common entry/exit points of the neighbourhood for people cycling. When placed within a neighbourhood, they can help to create a flexible community space. They can also be used to create space for local businesses for either queueing, or as the hospitality sector is allowed to reopen, tables and chairs within the public realm.
- How neighbourhood cells link with one another should be considered, particularly for people walking and cycling as they cross main roads. Existing controlled crossings at neighbourhood cell boundaries may inform where interventions within the neighbourhood are prioritised; for example, to enhance walking provision along a link that directly links to a crossing providing access to an adjacent neighbourhood.
- Access for freight and servicing should be considered when locating filters, particularly how they relate to the main roads around them. In some instances, it may be appropriate to set a filter back to allow kerbside access at the top of the side road while still restricting vehicle movement along it (this may be particularly relevant where nearby loading requirements can be moved away from the main road to free up space there).
- It may be necessary to suspend car parking bays where modal filters are proposed (as well as in other locations to support social distancing). It may be appropriate in some instances to set a filter back to allow for car parking, although this should not be prioritised over safe access for people walking and cycling. For further guidance on this issue, see the [supplementary guidance on car parking](#).



Wordsworth Road filter at junction to support the provision of a signed cycle route (left) and road narrowing to facilitate traffic calming (right)

Consideration should be given as to how interventions can be adjusted as part of a monitoring regime and what changes would be needed to make a layout permanent should it prove successful. Details of changes should be passed onto providers of digital mapping and wayfinding tools e.g. Google and SatNav companies to avoid traffic continuing to attempt to route into the neighbourhood.

Summary

Implementation of LTNs can have a significant impact on local active travel opportunities and outcomes. This guidance sets out the main principles to consider when planning an LTN. The Strategic Neighbourhoods Analysis should be read alongside this guidance to inform the selection and prioritisation of schemes by borough officers, councillors and stakeholders.

This document sets out a summary of the Emergency Transport Plan for the purposes of review by the Overview and Scrutiny Committee.

Prepared on 13/11/2020 by Streetscene, Housing and Neighbourhoods directorate, London Borough of Hackney. movegreener@hackney.gov.uk

Note that this document represents a summary and outline of the official Emergency Transport Plan which was approved by Cabinet on 29/09/2020 and which is available on www.hackney.gov.uk

1. INTRODUCTION & BACKGROUND

The coronavirus pandemic has had a significant impact on traffic levels in the borough. A car-dominated to minimise the potential for coronavirus transmission, has the potential to vastly increase the number of motor vehicles on our roads, exacerbating air pollution in a borough that already has sixth highest mortality rate out of 418 UK local authorities¹ and by one analysis, the largest number of road injuries amongst pedestrians and cyclists per 1000 journeys of any borough in London².

Associated with any increase in private cars, the public health and road safety implications will be profound for those groups already disproportionately impacted upon by the secondary effects of motor vehicle use, including those on low incomes, people of minority ethnic backgrounds, the elderly, and children. This would be particularly socially unjust in a borough where 70% of households do not own cars.

The Secretary of State for Transport and the Department for Transport have been clear that local authorities are expected to undertake emergency structural measures to encourage active travel and discourage non-essential motor-vehicle use. The Government's statutory guidance on transport network management states:

“The government therefore expects local authorities to make significant changes to their road layouts to give more space to cyclists and pedestrians. Such changes will help embed altered behaviours and demonstrate the positive effects of active travel.”³

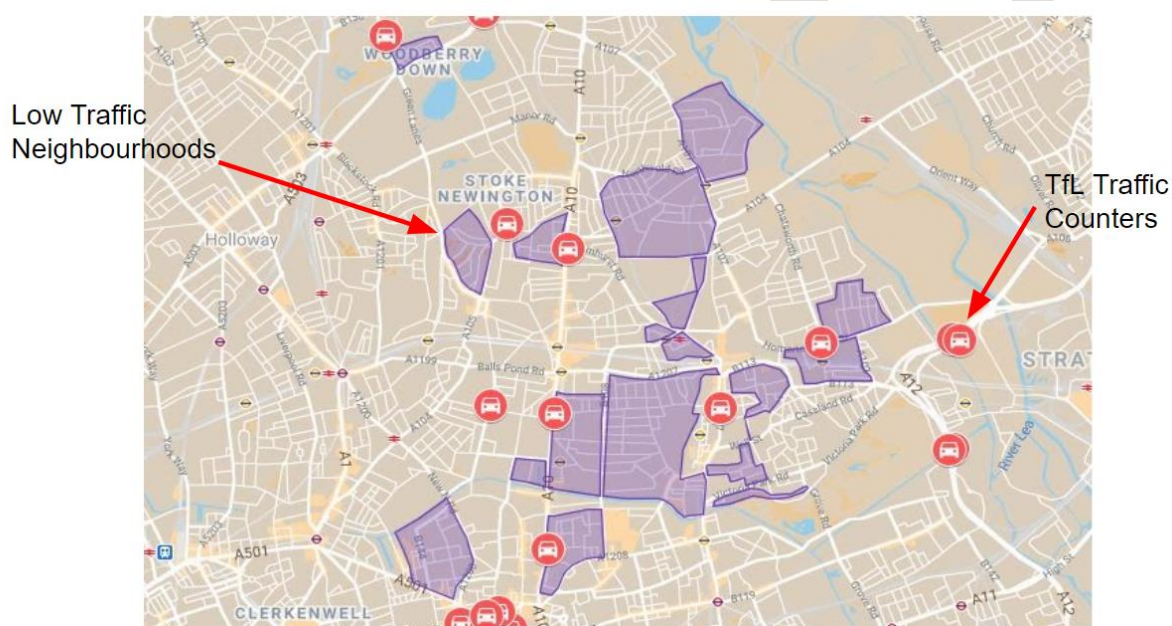
¹ Public Health England (2014), *Estimating Local Mortality Burdens associated with Particulate Air Pollution* [accessed 3 July 2020]

² CPRE London, *London Boroughs Healthy Streets Scorecard*, 13.02.20

³ Department for Transport, *Traffic Management Act 2004: network management in response to COVID-19*, 23.05.20

As the Cabinet Member for Transport said in the introduction to the Emergency Transport Plan “*The Emergency Transport Plan (ETP) represents an ambitious leap forward in our plans to tackle the problems associated with motor vehicle use and in particular, the through-traffic that represents around half the vehicles on our roads at any given time.*”

It is important to note that Hackney now has not just isolated road ‘closures’ but a carefully planned network of liveable Low Traffic Neighbourhoods (LTNs) right across the borough. Permeable filters eliminate through-traffic and rat-runs while maintaining full access to residential areas.



The ETP has also been used to guide further investment in green infrastructure and tree planting; new bus prioritisation and a full review of bus lane hours of operation; and the provision of new cycle parking. It details plans for the fast-tracking of two new cycle routes on Green Lanes and Queensbridge Road and brings forward elements of the Cycle Future Route 3 between Dalston and Clapton.

The ETP also provides further details on plans to rapidly deliver School Streets at a further 39 primary schools in September, the largest commitment of its kind in the U.K, covering almost every primary age child attending a state school in the borough.

Policy Context

The key principles guiding the work on Hackney's built environment remain those set out in the [Hackney Transport Strategy 2015-2025](#); the [Local Implementation Plan 2019-2022](#) (LIP) and the [Local Plan 2033](#). These have all been subject to full scrutiny, widespread consultation and detailed planning.

The ETP does not seek to replace the core documents, but to supplement and capture the most urgent measures required in the immediate post lockdown period. The omission of proposals already contained within those other documents should not be seen as a reduction in their importance.

School Streets rollout is supported in Hackney's LIP, Objective 7. Specifically "Hackney will continue to support timed closures to support School Streets and play streets and encourage greater adoption of the initiative in areas of high deprivation and childhood obesity. We will introduce at least 12 [new] School Streets by 2022 [taking the total to 17]". There is also a Mayor of Hackney manifesto pledge supporting School Street rollout.

Stoke Newington Church Street Town Centre Scheme is supported by the Council's long term aspirations for the area enshrined in the Hackney Transport Strategy's Walking Plan, Policy W8. Specifically "Stoke Newington Gyration removal. The Council, working jointly with TfL will continue to seek the removal of the Stoke Newington gyration and regeneration of the town centre through public realm improvements" see also LIP Objective 26 on Low Emission Neighbourhoods. Specifically "we will support businesses to reduce their emissions through the City Fringe Low Emission Neighbourhood, create low emission town centres and continue to expand the Zero Emission Network for businesses across the borough". This latter policy has been developed recently through the LEN16 project in Stoke Newington.

Low Traffic Neighbourhoods (LTNs) are residential areas accessible to motor vehicles making local trips but not to rat-running through traffic. Through traffic is prevented by a combination of physical measures (planters, bollards etc) and enforcement by cameras. They are supported by the Hackney Transport Strategy's Liveable Neighbourhoods Plan. Specifically policy LN15 Filtered Streets – "Reducing Residential Through Traffic Hackney will work with local residents and key stakeholders to systematically identify and implemented filtered streets on an area wide basis across the borough to reduce rat running and through motor traffic on residential roads" The Council already has about 120 modal filters within the borough and has more planned for the current and future years. Officers are also developing a LTN plan for expanding this across the borough.

Strategic cycle routes are supported by LIP Objective 1. Specifically "The Council will continue to reallocate carriageway road space from private motor

vehicles to cycle route provision or cycle parking, walking or bus infrastructure.” A Mayor of Hackney manifesto pledge supports every resident being within 400m of a high-quality safe cycle route.

Central Government Policy

Government has issued new advice to ease the lockdown restrictions and allow more people to get back to work. On 14 May the Transport Secretary stated that it is people’s ‘civic duty to avoid public transport’ in order to maintain social distancing.

The Government has stated that local authorities in areas with high levels of public transport use should take measures to reallocate road space to people walking and cycling, both to encourage active travel and to enable social distancing during restart. They have urged that measures should be taken as swiftly as possible, and in any event within weeks, given the urgent need to change travel habits before the restart takes full effect.

The government identifies a number of interventions that are a standard part of the council's traffic management toolkit, but state a step-change in their roll-out is needed to ensure a green restart. They include:

- *“Introducing pedestrian and cycle zones: restricting access for motor vehicles at certain times (or at all times) to specific streets, or networks of streets, particularly town centres and high streets. This will enable active travel but also social distancing in places where people are likely to gather*
- *Modal filters (also known as filtered permeability); closing roads to motor traffic, for example by using planters or large barriers. Often used in residential areas, this can create neighbourhoods that are low-traffic or traffic free, creating a more pleasant environment that encourages people to walk and cycle, and improving safety*
- *Encouraging walking and cycling to school, for example through the introduction of more ‘school streets’. Pioneered in London, these are areas around schools where motor traffic is restricted at pick-up and drop-off times, during term-time. They can be effective in encouraging more walking and cycling, particularly where good facilities exist on routes to the school and where the parents, children and school are involved as part of the scheme development.*
- *‘Whole-route’ approaches to create corridors for buses, cycles and access only on key routes into town and city centres*
- *Identifying and bringing forward permanent schemes already planned, for example under Local Cycling and Walking Infrastructure Plans, and that can be constructed relatively quickly”⁴*

⁴ Traffic Management Act 2004: network management in response to COVID-19 (DfT, updated 23 May 2020, Sourced at <https://www.gov.uk/government/publications/reallocating-road-space-in-response-to-covid-19-statutory-guidance-for-local-authorities/traffic-management-act-2004-network-management-in-response-to-covid-19>)

The Government's Chief Medical Officer, Dr Chris Whitty, has said that social distancing measures may be needed until at least the end of 2020. As the 'lockdown' period comes to an end and movement is relaxed, it will be more important than ever to enable people to do this safely, both from the coronavirus and its indirect effects, such as the serious deterioration that has been witnessed in driver behaviour.

FUNDING

Currently TfL has paused all of its active investment for 20/21, including all work on the existing [transport] Local Implementation Plan (LIP) funded programme. For Hackney, this has led to a loss of about £4m of funding. As a result a large number of previously LIP-funded and Liveable Neighbourhood schemes have had to be suspended

TfL created the London Streetspace Plan [LSP] which seeks to deliver temporary measures. A shared total of £45m was made available for the London boroughs to bid for projects for three main areas: Applications for LSP funding were on a 'first come first served basis'. Officers have worked hard to develop bids to meet the criteria. Hackney's initial allocation is:

- £800k for strategic cycling routes
- £500k for strategic cycle routes and modal filters
- £350k for school streets
- £302k for Low Traffic neighbourhoods
- In addition the Council has been awarded £100k from the Dft for similar projects.

In June 2020 we were asked by TfL, at very short notice, to bid for a further Tranche of DfT Emergency Active Travel funding. At the time of writing we are awaiting the outcome of bids for the Stoke Newington scheme from this pot of funding, as well as proposals for Seven Sisters Road and Chatsworth Road. Proposals for Stoke Newington Church Street would transform the area by widening the pavements, thus greatly enhancing local walking conditions. The 'bus gate' and the neighbourhood filters will not only create a brand new east-west cycle-friendly route through the town centre, but also make crossing Church Street easier for pedestrians as well as cyclists on the north-south CS1. Traffic would be reduced on this street by the installation of a new 'bus gate' halfway along the street which will be supported by five neighbourhood filters to close off rat runs.

In summary, the current level of funding available for delivering the projects under the ETP, and progressing through the capital approval process, is:

TfL Streetspace Funding Phase 1	£1,952,000
DfT COVID Transport Funding	£100,000
Highways capital budget	£100,000
	£2,152,000

A full list of the schemes in the ETP is shown below in table 1. Note that this is a fast changing programme and although some updating has been done the latest information on schemes is contained in the commonplace platform here <https://rebuildingagreenerhackney.commonplace.is/overview>

Table 1 ETP Implementation programme. (Hackney Emergency Transport Plan 2020 - Essential Works Programme)

Scheme name & Description	Scheme Status	TMO Advertised	Resident Notification Letters	Start Date of Implementation	End Date of Implementation (Go Live date)
School Streets					
School Streets programme involving 39 School Streets schemes	Funded - TfL Streetspace - £350K Funded - Council Capital - £100K	from 20/08/20	from w/c 31/08/20	31/08/20	07/09/20
Healthy Town Centres					
Stoke Newington Church Street - Busgate, 5 neighbourhood closures, pavement widening outside shops	Bid Submitted - Emergency Active Travel Fund (EATF) Tranche 2 - £685K	Q1 2021	Q1 2021	Q1 2021	Q1 2021
Hackney Central - Proposals in development	In development	tbc	tbc	tbc	tbc
Broadway Market - Scheme implemented (temporarily)	Implemented - Temporary	Done	Done	Done	Done
Chatsworth Road - 'bus gate' proposals	Bid Submitted - EATF Tranche 2 - £200K	tbc	tbc	tbc	tbc
Low Traffic Neighbourhoods					

Barnabas Road	Implemented - Experimental Traffic Orders	Done	Done	Done	Done
Gore Road	Implemented Experimental Traffic Orders	Done	Done	Done	Done
Ashenden Road	Implemented Experimental Traffic Orders	Done	Done	Done	Done
Ufton Road	Implemented - Experimental Traffic Orders	Done	Done	Done	Done
Hackney Downs (5 road closures around Brooke/Evering Road)	Funded - DfT EATF Tranche 1 - £100K	13/08/20	13/08/20	20/08/20	28/08/20
Hoxton West (3 road closures, 1 busgate)		30/07/20	10/08/20	/06/08/20	24/08/20
London Fields closures (5 Road closures, 1 busgate) & Pritchards Road Busgate		20/08/20	20/08/20	27/08/20	03/09/20
Mount Pleasant Lane		01/10/20	10/09/20	25/09/20	09/11/20
Southwold Road banned turn		01/10/20	10/09/20	25/09/20	09/11/20
Elsdale Street and Mead Place		26/11/20	16/11/20	03/12/20	03/12/20
Clissold Crescent		01/10/20	03/09/22	24/09/20	21/10/20
Marcon Place and Wayland Avenue		17/09/20	03/09/20	24/09/20	19/10/20
Hertford Road		22/10/20	03/09/20	24/09/20	22/10/20
Shore Place		1/10/20	03/09/20	24/09/20	19/10/20
Weymouth Terrace		22/10/20	26/10/20	29/10/20	2/11/20
Cremer Street		10/09/20	10/09/20		28/09/20
Strategic Cycle Routes					

Balls Pond Road - Completing missing link to facilitate better crossing for cyclists and pedestrians on Balls Pond Road	Funded - TfL Streetspace - £400K	Done	01/09/20	14/09/20	01/12/20
Queensbridge Road Phase 1 - To complete the southern portion of the Queensbridge Road Central London Cycle Grid	Funded - TfL Streetspace - £400K	Done	Done	Done	Done
Queensbridge Road Phase 2 - Installation of light segregated cycle lanes on a 600-metre stretch of the key north-south Queensbridge Road	Funded - TfL Streetspace - £50K	08/10/20	12/10/20	12/10/20	Mid-Nov ??
Green Lanes - Installation of light segregated cycle tracks on a 2km stretch of this road	Funded - TfL Streetspace - £400K	17/09/20	14/09/20	28/09/20	06/11/20
CFR 3 - Modal filters at Powell Road at Kenninghall Road, and Downs Park Road.	Funded - TfL Streetspace - £50K	tbc	tbc	tbc	tbc
Seven Sisters Road - Implementation of segregated with flow cycle lanes on Seven Sisters Road	Bid Submitted - EATF Tranche 2 - £180K	tbc	tbc	tbc	tbc
Supporting Measures					
Cycle Training - Cycle training practices focusing on the west of the Borough	£60K Bid submitted to TfL £185K Bid Submitted DfT EATF Tranche 2	NA	tbc	tbc	Continuous implementation
Cycle Parking - Providing cycle parking in various forms including public cycle parking bays, cycle parking at primary schools and a 300-space cycle parking hub in Shoreditch	£277K - Bid Submitted DfT EATF Tranche 2 £60K DfT Bid £260K - Allocated S106 funding	tbc - Various TMO's needed	tbc	tbc	tbc

USE OF EXPERIMENTAL ORDERS

An Experimental Traffic Order (ETO) is an order which imposes traffic restrictions. As the traffic authority, Hackney has the power to simply impose an ETO without consultation. Once an ETO has come into force, there is a statutory 6-month period within which anyone may object and such objections must be written objections. Section 122(1) of the RTRA 1984 requires that the Council, ...is required to balance that duty, and the matters to which it relates, against any factors which point in favour of imposing a restriction on the movement ... as well as take into account all other factors which are relevant,

An ETO may only stay in force for a maximum period of 18 months whilst the effects are monitored and assessed ... Changes can be made during the first six months of the experimental period to any of the restrictions ... if necessary, before the Council decides whether or not to continue with the changes brought in by the experimental order on a permanent basis

. It is important to re-iterate that the Experimental Traffic Orders were a condition of DfT funding. . These orders allow for rapid implementation, concurrently with a public engagement process, and also provide a mechanism for the permanent implementation, amendment, or reversal of a scheme depending on their operational performance. By definition they do not require full and extensive prior consultation. But we are committed to ensuring that after an initial 6 months of settling in period we will do a full and extensive investigation into how the new changes are affecting the quality of life for Hackney residents

Equality Impact Assessment

When considering whether to implement any scheme, including modal filtering, local authorities must ensure that they are in line with the public sector s.149 Equality Act 2010 duty. In developing these proposals, consideration has been given to the impact in terms of Equalities and the ETP contains programme level EQIA assessments. The Council's overall objectives are set out in the EQIA for the Hackney LIP and Transport Strategy, which stress the council's desire to see all schemes developed to provide a high quality environment for all residents regardless of their level of mobility.

At each stage of the design process designers will ensure that all opportunities have been taken to provide facilities to, or above the current

design best practice. Detailed scheme-specific EQIA's will be undertaken for each scheme. Work is continuing to ensure these are best in class.

Officers have ensured that all impacts on protected characteristics have been considered at every stage of the development of this programme. This has involved anticipating the consequences on these groups and making sure that, as far as possible, any negative consequences are eliminated or minimised and opportunities for promoting equality are maximised. The creation of an inclusive environment is one of the key design considerations of projects and it is expected that the overall effect on equality target groups will be positive.

The overarching inequalities impact of providing enhanced conditions for active travel has a positive effect on many groups - women, older people, BME, lower income groups, and those with existing health conditions are already much less active than average. Recent Sport England Survey suggests those who are already less active are doing less exercise as a result of the lockdown. A car-led recovery which this plan seeks to prevent, risks exacerbating these inequalities further.

Consultations

Pre-implementation consultation is not a requirement for Experimental Traffic Orders (ETOs) in which the first 6 months of operation is considered to be the consultation period, where people can view the actual impacts of the measures and respond back to the Council with their views.

A communications strategy has been developed for all transport proposals relating to the Covid 19. Part of this includes writing to residents and businesses within the areas affected, so that they are aware of the measures and the reasons for taking the schemes forward. Neighbouring boroughs and other key stakeholders such as the emergency services would also receive this information, which would include details of how the Council would assess the impacts of them whilst they are in.

Website updates are provided and newspaper pieces in Hackney Today and Hackney Life will continue to be published. The ETO process, including information on how to object or make other comments, would be made clear through the communications describing the schemes.

Residents and businesses are able to provide feedback on the schemes via a dedicated Commonplace public engagement platform, through email and letters. Links to the online channels; an introductory press release and a map

of the consultation map for Hackney Downs from the Commonplace platform (**Figure 5**) can be found below.

Commonplace page: <https://rebuildingagreenerhackney.commonplace.is/>
 Press release: <https://news.hackney.gov.uk/rebuilding-a-greener-hackney/>
 Social media activity: [Twitter](#), [Facebook](#)

Figure 5 Example map from council's Commonplace consultation platform
 (larger version A4 version is contained in Appendix A; Maps and Figures)

**REBUILDING A
 GREENER HACKNEY**

Hackney Downs Low Traffic Neighbourhood

-  **Schools with proposed School Streets**
 Only cyclists, pedestrians, and emergency and refuse vehicles can pass through
-  **New traffic filter:**
 Only buses, cyclists, pedestrians, and emergency and service vehicles can pass through
-  **New bus gate:**
 Only buses, cyclists, pedestrians, and emergency and service vehicles can pass through
-  **Low traffic neighbourhood motor vehicle entry and exit points**
 Low traffic zones, creating quieter, greener neighbourhoods that support walking and cycling. Each zone can be accessed by car via a main road from outside the low traffic neighbourhood.



There are challenges associated with engagement under experimental traffic orders including the rapidly changing street environment (and its use by residents) as lockdown measures change. However, direct guidance from the DfT is strongly supportive of the use of experimental traffic orders in the current situation, enabling changes to be made quickly to the road network using ongoing consultation.

Previous engagement and consultations relevant to the individual schemes are detailed below:

School Streets

As this was an existing programme, the Council has undertaken extensive engagement with education authority and school contacts. Inviting expressions of interest has resulted in a very high response. Dedicated transport officers

have reached out to every school and engaged with school communities regarding the issue of school-run traffic.

The Council is further engaging with local residents, the school community (including parents, school staff and school administration) and local businesses. This engagement will take place before and during the implementation of the schemes. The use of Experimental Traffic Orders will ensure that all parties have the opportunity to see the actual impact of each scheme before a final decision is made.

Extensive consultation and engagement was undertaken with the 5 pilot sites, and subsequent 4 sites where the council has already implemented School Streets. The council has close engagement with Special Educational Needs and Disability (SEND) transport providers, disability groups, non-urgent hospital transport, internal departments such as waste, Met police etc. School Streets has received considerable attention over the past 3 years in Hackney and awareness of the programme in the community is already high. The Council has had good responses from across the borough and from stakeholder groups to previous consultations.

Stoke Newington Church Street

Previously, the Low Emissions Neighbourhood (coined LEN16) project on Church Street hosted a Commonplace engagement platform, which can be found here: <https://stokey.commonplace.is/about> This was paired with a local community stakeholder workshop.

The street also hosted Car Free Day 2019, which was a very popular and successful event. This event closed down the street to all traffic, and also featured a special engagement stand for the LEN16. An overview of the engagement can be found here: <https://drive.google.com/file/d/130-pTMUn1jceWxxjq5ErMUP2KxeYBVc/view>

As part of the LEN16 project, the Council also commissioned a Delivery and Servicing Study, which was paused due Covid-19. This has been completed in October 2020 and will be used in further preparation of the scheme.

Hackney Central

The borough held a Hackney Central Conversation on the Commonplace Consultation Platform in early 2020 to guide the borough's Liveable Neighbourhood project for this area. <https://hcc.commonplace.is/>. Several preliminary studies were done to prepare an evidence basis. Studies included a delivery & servicing study, an economic activity survey and a movement

study.

Broadway Market

The temporary measures introduced in Broadway Market in May 2020 are being used as an experimental scheme for consultation purposes. Prior to lockdown, consultation was planned and design ideas were being developed to address issues along Broadway Market, following previous background work and a successful bid to the Good Growth Fund. A consultation on proposed changes to waiting and loading in June/July 2019 supported the removal of parking and the provision of two disabled bays with parking bays converted to loading bays.

Early Closures

The closures that have been implemented in Barnabas Road, Gore Road, Ashenden Road and Ufton Road are part of a series of early road safety measures to support people to walk and cycle, maintain social distancing and protect people from increased traffic as lockdown eases. They were implemented using Experimental Traffic Orders (ETOs); The first six months of these orders act as the consultation period and this means that we will be asking local people to have their say on the measures alongside their implementation and before any decision is made on whether or not to make them permanent. This is in line with the DfT and TfL guidance on responding to the effects of the pandemic.

Hoxton West

In late 2018, the Council carried out a consultation on proposed closures of parts of Provost Street, Nile Street and Ebenezer Street. Some of the concerns expressed through this consultation included that traffic would be diverted onto residential roads such as Murray Grove and the roads to the north and it was decided not to proceed at the time. The measures in this scheme now include an additional closure in Shepherdess Walk to address this issue.

- a) Post implementation, a new -rat-run formulated in the area using Nile Street and Provost Street. As a response, Hackney adapted the closures as a response and changed the positioning of some traffic filters. The new rat-run has now been removed: <https://www.hackneycitizen.co.uk/2020/09/21/town-hall-tweaks-low-traffic-neighbourhood-hoxton-west/>

London Fields filters

Much consultation work has been carried out in the area of the London Fields filters in recent years, with proposals proving controversial and the concerns broadly depending on where people lived. However, schemes implemented included:

- Quietway 2 along Middleton Road
- A new signal junction at Middleton Road and Queensbridge Road
- Traffic calming / environmental changes along Queensbridge Road near to Queensbridge Primary School
- A bus gate in Lansdowne Drive
- A School Street outside London Fields Primary School.
- New cycle and pedestrian facilities are currently being implemented along Queensbridge Road between and including the Hackney Road junction and Whiston Road.

Improvements to Richmond Road included installing 2 busgates which has been discussed at workshops with local residents. This has been integrated with the rest of the London Fields LTN.

- a) Before the LTN came into force, there were several banned turns into the area, including the one on Mare Street into Richmond Road. The LTN further down Richmond Road now stops through traffic, which means this banned turn and others can be lifted. This has been done as can be read here: <https://news.hackney.gov.uk/banned-turns-removed-after-introduction-of-low-traffic-neighbourhoods/>

Other Low Traffic Neighbourhoods

Most of these are newly proposed measures, however engagement on Marcon Place and Wayland Avenue did take place as part of the Hackney Central Conversation mentioned above. Residents have also suggested closing Clissold Crescent in previous correspondence with the Council.

- b) Each of the new closures (smaller LTN's) have their own Commonplace for scheme specific comments

Queensbridge Road

A public consultation on the section of Queensbridge Road to the South of Whiston Road was carried out in September 2019 with nearly 80% in favour of these proposals. Commonplace has been launched on the changes in Phase 2.

Green Lanes

Public consultation on a previous version of the scheme was conducted between 6th Feb and 20 Mar 2020 including officers attending drop-in sessions and consideration of written responses to the proposals. Some 2900 copies of the consultation documents were distributed. A total of 773 responses were received. 85% supported the scheme proposals, 12% did not support the scheme proposals, and 3 % neither supported nor not supported the proposals.

Cycle Future Route 3 (Dalston to Lea Bridge)

Previously, the route was consulted on by both TfL and Hackney. Results can be found here: <https://hackney.gov.uk/cfr3>. This link includes a signed decision audit report covering the area of the Downs Park Road - Bodney Road. TfL also consulted on the section around Kenninghall Road, which can be found here: <https://consultations.tfl.gov.uk/cycling/lea-bridge-to-dalston/>

Seven Sisters Road

Hackney consulted extensively on the future of Seven Sisters Road in 2016. <https://consultation.hackney.gov.uk/streetscene/ssrconsultation/>. There has also been a large amount of engagement with local residents in connection with the redevelopment of the nearby Woodberry Down Estate. Early engagement has also been carried out on the route of the Camden to Tottenham Cycle Future Route.

Cycle Parking

Hackney Council has a demonstrable track record of engaging with residents, businesses and schools to ensure that cycle parking needs are understood and met. Following high demand for on street resident parking, Hackney council recently consulted with residents and is delivering over 100 new resident cycle hangars. Hackney Council has run for a number of years a Sustainable Travel to School grants scheme which funds cycle parking and other active travel. Hackney Council also leads on the Zero Emissions Network which has already delivered cycle parking for over 10 businesses.

The knowledge, relationships and frameworks developed by these engagements will be available to support the implementation of the projects set out in this project. The council will engage with schools through our existing channels to identify optimum locations and delivery schedules. Hackney Council will continue our close relationships with Zero Emission Network businesses to install new cycle parking on premise and communicate to the

2500 strong member base about the new cycling infrastructure to ensure maximum impact and usage.

Essential Cycling Support Package

Hackney has a long history of delivering community based training programmes together with encouraging businesses in adapting to more active travel modes. The Zero Emissions Network project is currently working with 2,500 businesses and residents to increase sustainable travel. There has been a huge surge in requests for support in the last few weeks as people start to travel more as restrictions ease. This rise in requests illustrates the need for the support package outlined in this proposal, some of which is currently unavailable due to loss of funding. This included 30 business grant applications and 110 requests for cycle training.

By utilising groups and networks that are already up and running, the Council can encourage a higher uptake and support delivery. For each community, group training sessions are specifically designed around their needs and capacity. For business engagement there is already a provision to encourage a higher uptake of cycling both for employees as indeed for delivery services. Tapping into these sources provides a potential increase in uptake of cycling as well as behavioural change for potential delivery methods, whilst recognising road safety, personal wellbeing and environmentally friendly impact

Monitoring

The impact of the ETP will be wide ranging and transformational. It is an important part of our approach to measure the impacts in order to maximise the benefits and provide the best possible basis for any mitigation measures that might be needed.

It must be recognised that traffic surveys are expensive, and the aim of the monitoring package is to get the best possible information for the budget available. The proposed monitoring package includes three main elements:

Post-implementation monitoring at the local level: For each scheme there will be an estimate made of which road links are likely to be most affected. This will usually be boundary roads but might include selected strategic routes within a Low Traffic Neighbourhood.

Any changes to the road network involve a period of settling in as drivers get used to the changes and while satnavs and digital mapping platforms update their information. Traffic counts should be done after the short term settling period for them to be a useful source of information about the impact of the schemes. Therefore, traffic counts will be conducted within the first two to four

months after scheme implementation, following the settling in period and with regard to avoiding holiday periods.

Depending on the results of the first survey there will then be follow-up surveys done after around six months.

Monitoring Trends

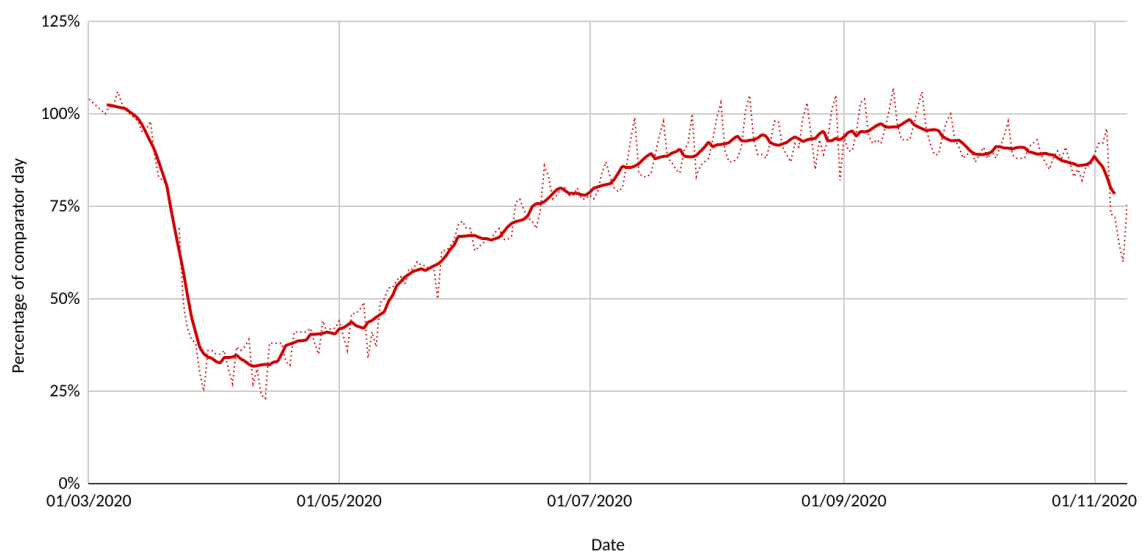
A primary aim of the ETP is to produce long lasting change. It is therefore necessary to have some way of monitoring this. Local traffic levels must be viewed in the context of wider patterns. It is clear from National level traffic data that there are major events on a national scale that influence over-all volumes of traffic. In this context, it is important to consider that it is larger events that influence the overall 'swells' of traffic levels.

From the table below, which is a national picture, it is clear that major events such as the first national lockdown, and the current second national lockdown have a huge influence on traffic levels, as would be expected.

But also, traffic increased nationally between July and September from 75% of the previous years levels to nearly 100% as the economy started to re-open and with schools reopening in September.

Great Britain: Use of motorised transport modes as percentage of equivalent day in previous year (with rolling average trendline)

1 March 2020 to 9 November 2020



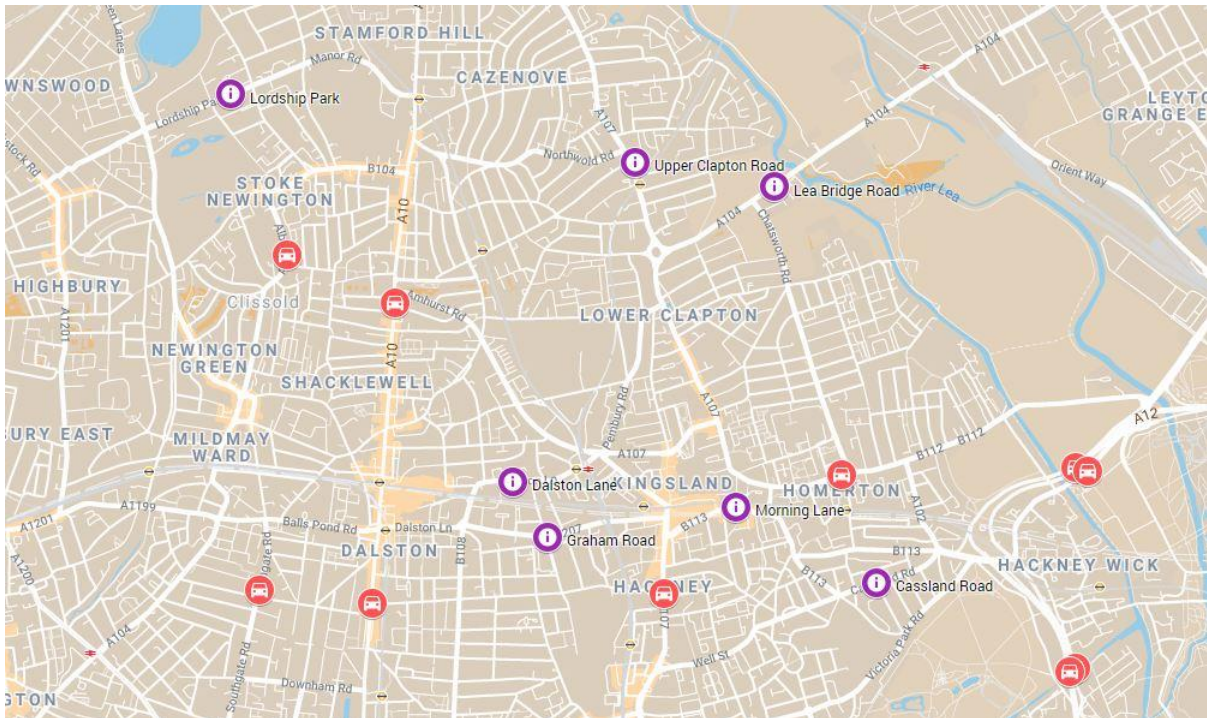
The Dft and TfL have a network of permanent traffic counters that record traffic flows throughout the year on an hourly basis. Liaison with DfT and TfL has helped to establish the extent to which their trend data is relevant to Hackney.

We have been looking, in particular at count sites which are proximate to Low Traffic Neighbourhoods to measure the variation in traffic flow in relation to background patterns relating to the COVID-19 lockdown; the opening of schools and pubs and traffic patterns in previous years. One aim of this is to investigate the claims by some that LTNs have resulted in traffic displacement onto main roads. An example of this work for Albion Road is shown below.

Albion Road



To complement the TfL counters, plans are being prepared to purchase a set of new permanent counters will be installed on more borough roads so that local long-term trends can be evaluated. Some of the suggested sites for these are below.



Monitoring of Opinions

TfL have a proposed programme to monitor public opinion in a selection of Low Traffic Neighborhoods and we have offered to participate in this. If necessary we will supplement this so that we can get the best possible representation of views

early indications, such as from the DfT on 13/11/20 suggest that *“8 out of 10 people support measures to reduce road traffic and two-thirds support reallocating road space for active travel.”*

Risk Assessment

The main risk to the Council with these proposals is reputational as, in order to be most effective in helping to address the social distancing issues and the dangers of a car-led recovery in the quickest way possible, the schemes would be introduced using Experimental Traffic Orders. Owing to the time required for detailed assessments of traffic flows and the large number of changes being introduced by the ETP the potential impacts and interactions between the different schemes have been assessed at a ‘high level’ only.

However, as the plan describes, the risks of taking no or minimal action are both real in terms of increased risk of death or serious health impact on our residents and the consequent reputational damage on the Council that those risks being realised would entail.

The mitigation to the risk of unanticipated traffic impacts is to use experimental traffic orders. This means that Hackney Council has the means to be nimble to a rapidly changing situation and to amend or reverse individual schemes should the need arise. We are strengthening our engagement processes to enable continuous feedback on the schemes via the Commonplace platform.

The first six months is the period where any feedback / objections received is considered. This is consultation and this will be made clear in Notification leaflets/letters, although there will not be a separate dedicated consultation leaflet.

The Council is aware that schemes affecting traffic circulation often take a while to bed-in as drivers and other road users get used to the new permitted routes and road space allocations. With this in mind the Council must ensure that it considers the views and needs of all residents, and does not risk any premature reversal of changes, whilst waiting for robust results from any 'experimental orders' used.

Some temporary physical measures to maintain social distancing may not be possible in the timescales required due to shortages with the contractor.

Next Steps

It is important to consider that the ETP is a live document and one that is being used to plan material advances for Hackney's transport network. As such the Emergency Transport Plan will continue to be used, updated and revised as new information becomes available.

Skills Economy and Growth Scrutiny Commission 23 rd November 2020 Minutes of the Previous Meeting and Matters Arising	Item No 7
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Outline

Attached please find the draft minutes of the meeting held on 22nd September 2020.

Please also find letter from Cllr. Williams & Cllr. Moema regarding the definition of ‘key worker’, and analysis into the cost of living and economic drivers behind recruitment.

Matters Arising

Action at 6.1.12

ACTION:	Overview and Scrutiny Officer & Chair to draft a letter to the Mayor and the cabinet member for Planning, Culture and Inclusive Economy requesting key data, metrics, and an overview for an economic resilience strategy, with a particular focus on strategies for mediating the effects of unforeseen major events akin to the pandemic.
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
This matter is outstanding.

Action

The Commission to approve the minutes or comment on requires alterations. Commission to acknowledge and comment on the letter from Williams & Cllr. Moema.

London Borough of Hackney
Skills Economy and Growth
Municipal Year 2020/21
Date of Meeting: 22/09/2020

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

Chair	Cllr Mete Coban.
Councillors in Attendance:	Cllr Gilbert Smyth, Cllr Steve Race, Cllr Richard Lufkin, Cllr Sam Pallis, Cllr Carole Williams.
Apologies:	Cllr Polly Billington (Vice Chair).
Officers in Attendance	Head of Employment and Skills, Andrew Munk; Strategic Delivery Manager, Simone Van Elk.
Other People in Attendance	
Members of the Public	None
Officer Contact:	Timothy Upton  0208 3561872  timothy.upton@hackney.gov.uk

Councillor Mete Coban in the Chair

- 1 Apologies for Absence**
 - 1.1 Cllr Polly Billington sent apologies.
- 2 Urgent Items/ Order of Business**
 - 2.1 No urgent items were raised.
- 3 Declaration of Interest**
 - 3.1 No declarations of interest were declared.
- 4 Minutes of Previous Meeting**
 - 4.1 Minutes were agreed.

RESOLVED:	That the minutes of the meeting held on 20th July 2020 were agreed as a correct record.
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5 Developing a Skills Offer Fit for Post-COVID-19 Recovery

- 5.1.1 Chair introduced the item, referring to the council's published Inclusive Economy Strategy, and highlighting the rebuilding of Hackney's economy as a focus for the commission moving forward, drawing particular attention to changing landscape of work amid the current pandemic.
- 5.1.2 Chair also highlighted that well-being, community aspects, and adult learning had not been sufficiently discussed thus far when thinking of the post-COVID work landscape.
- 5.1.3 Chair highlighted the importance of discussing the risk of residents and businesses being left behind in the occupational paradigm shift that will follow the conclusion of the COVID-crisis.
- 5.1.4 Chair introduces Cllr Williams at the first speaker.
- 5.2.1 Cllr Williams thanks chair for the introduction and agrees that talking about the council's record for employment support is a good place to start, referring to the council's apprenticeship scheme as an example of good work, particularly with their summer recruitment campaign which enjoyed double the numbers of applicants when compared to the previous year.
- 5.2.2 Cllr Williams recognised that the economy would take a substantial hit owing to the pandemic, and the knock-on effect on jobs will be significant, particularly when the furlough scheme comes to an end.
- 5.2.3 Cllr Williams advised that businesses would require a high level of support in the coming months as the impact on their businesses becomes clearer.
- 5.2.4 Cllr Williams highlighted the importance of Hackney's supported-employment schemes for those with special learning needs, which will be crucial to consider in the future in an economy where jobs are increasingly competitive to secure.
- 5.2.5 Cllr Williams advised that the profound impact on the labour market will continue and said that the impact on ethnic minority communities has been disproportionate. Cllr Williams referred to a report from LSE that highly impacted individuals could be young, black, low-paid, self-employed, or educated to a low level.
- 5.2.6 Cllr Williams quoted a figure that around one million (1,000,000) workers may not have jobs following their periods of furlough, stating that central government could and should do more to assist them.
- 5.2.7 Cllr Williams advised that the employment and skills team was reorganised at the start of lockdown to better target and deliver services to residents looking for employment, residents in their final year of education. Cllr Williams highlighted priority areas as: Information, advice and guidance, employment support and job brokerage.
- 5.2.8 Cllr Williams advised that the publication of the jobs and employment newsletter was moved to weekly publishing rather than fortnightly, advising that this was essential in the first phase of the council's response to the pandemic. Two industries highlighted as having vacancies at that time were in health services and supermarkets.

- 5.2.9 Cllr Williams advised that the job opportunities in the aforementioned newsletter were in Hackney, across the borough, and also highlighted online training opportunities.
- 5.2.10 Cllr Williams advised that in September, two key services were integrated: employment & skills, and adult learning. Cllr highlighted that the integration would allow the council to be better placed to implement strategies and deliver enhanced pathways to work, and that work will continue when rebuilding the economy.
- 5.2.11 Cllr Williams advised that the plans laid out in the previous year were interrupted by the pandemic.
- 5.2.12 Cllr Williams advised there is currently little data around unemployment levels, but that the ending of the furlough scheme could dramatically change those statistics.
- 5.2.13 Cllr Williams referenced her offline communications with the commission in terms of her recommendations for the work programme, particularly in terms of the adult-learning offer.
- 5.2.14 Cllr Williams called for the council to be agile in the face of the emerging challenges affecting the skills offer.
- 5.3 Chair thanks Cllr Williams for their input and welcomed the Head of Employment and Skills to speak.
- 5.4.1 Head of Employment and Skills advised the work that's being done around the adult learning offer is at the heart of the inclusive economy strategy & the rebuilding a better Hackney work.
- 5.4.2 Head of Employment and Skills advised the council is seeing large numbers of residents applying for Universal Credit now and large numbers on furlough, particularly in hospitality and retail sectors.
- 5.4.3 Head of Employment and Skills advised that it remains to be seen how the numbers applying for Universal Credit will change at the end of the furlough scheme.
- 5.4.4 Head of Employment and Skills advised that certain sectors such as green jobs may experience growth, but the extent remains to be seen.
- 5.4.5 Head of Employment and Skills advised that there has been work over summer around the experience of young people in the borough during COVID-19, particularly in terms of employment opportunities, which has aligned with some work done by the Young Futures Commission.
- 5.4.6 Head of Employment and Skills advised some of the key points were that young people don't see their employment challenges in isolation, some of their mental health challenges and concerns, and the relationship between the two. It was also highlighted that clear career advice and options are important moving forward, and the council and local partners are being looked to in order to provide information around that.
- 5.4.7 Head of Employment and Skills advised the Hackney's work opportunities, digital services and digital offer is of elevated importance now, noting that is

- particularly important to ensure that any advice given is clear in respect of the skills offer and employment pathways.
- 5.4.8 Head of Employment and Skills advised that there was work done with partners including local further education colleges, voluntary sector organisations, and Job Centre focusing on employability support, online webinars and other digital options, which was all conducted over the summer.
- 5.4.9 Head of Employment and Skills advised that the work underscored the need for quality partnership working moving forward to further improve that work.
- 5.4.10 Cllr Williams advised that the council had, as of the previous week, signed a memorandum of understanding with London Met University which starts a new partnership to get younger people involved with employment opportunities across the borough, and that Universities with campuses in the borough are being targeted for similar memorandums of understanding and partnership working.
- 5.5.1 Chair thanked Cllr Williams and Head of Employment and Skills and opened the meeting to questions, commencing with Cllr Pallis.
- 5.5.2 Cllr Pallis thanked the speakers so far for their reports. Cllr Pallis asked where the council sees other growth sectors coming out the pandemic and how the council could support those sectors to ensure that the skills offer capitalises on them, and also around the relationship between the work around adult education and apprenticeships, and resident participation work. Cllr Pallis referred to work conducted by the community development fund and their focus work on Hackney's estates.
- 5.5.3 Head of Employment and Skills responded that which sectors would experience growth as a result of the pandemic is largely unclear. In terms of how to skill up people ahead of the shift, Head of Employment and Skills pointed out that much of the funding for education is designated for low-level skills, and Hackney will need to gain an understanding and overview of how the skills network looks in the future.
- 5.5.4 Head of Employment and Skills highlighted that how that skill system is designed will require partnership working between Hackney Council and the learning institutions involved in the skilling up of adults.
- 5.5.5 Head of Employment and Skills advised that himself and the present strategic delivery manager had attended a meeting earlier in the day about community halls and how the council's property assets can be best used to deliver the skills offer and prepare residents for opportunities. Head of Employment and Skills advised there is an opportunity to reduce the affects of things like digital exclusion by fully utilising such assets. Head of Employment and Skills commented that it was certainly reassuring that these conversations are taking place, whereas in years prior they had not to the same extent.
- 5.5.6 The present strategic delivery manager advised that the health and care sectors will experience growth and therefore investment, advising that between March and June, most other sectors sadly faced a slump in income and productivity. The delivery manager further stated that the public sector is an increasingly reliable source of employment due to the investment it continually receives.

- 5.5.7 Cllr Williams advised that many of the conversations she has had with other boroughs have been largely around the health and social care sectors and they are therefore likely to be substantial employers.
- 5.5.8 Cllr Williams pointed out that there is an expectation on the borough in terms of job provision, particularly as the borough is diverse, and particularly as minorities have been disproportionately affected by the virus. The Cllr advised there is work to be done around supporting residents toward quality employment.
- 5.5.9 Chair posed a question around how work around business engagement has been impacted by the economic changes during pandemic.
- 5.5.10 Cllr Williams advised that a significant time and human resource was used in the council's COVID-19 response, and those occupied officers who would usually be doing work with employers have been diverted away from that particular end. Cllr Williams called for a refocusing on work with employers to improve the opportunities available to residents.
- 5.5.11 Cllr Pallis posed a further question on resident participation, asking whether there is an opportunity to review the current policy in terms of improvements in resident participation.
- 5.5.12 Cllr Smyth advised that the work post-COVID must be underpinned by wellbeing, and sustainable development goals, and the climate crisis. Cllr Smyth also advised that shorter and more flexible working is likely to increase.
- 5.5.13 Cllr Smyth observed that in addition to nurses and clinicians, there are other roles within the health sector that will create jobs, using the examples of pharmacists, carers, and health trust managers. Cllr Smyth also advised that the supply and demand roles within the health sector would enjoy growth.
- 5.5.14 Cllr Smyth advised that crisis response roles, as well as policy roles, would also be on the increase, as well as roles with the green energy sector.
- 5.5.15 Cllr Smyth expressed hope that the sheer scale of roles that will be on the increase will leave job opportunities more plentiful than some have feared.
- 5.5.16 Cllr Race posed a question asking to what extent the council is lobbying the government to extend the furlough scheme.
- 5.5.17 Cllr Coban added a further question, asking whether the letter referenced by Cllr Williams pertaining to extension of the furlough scheme was an indicator of wider council policy.
- 5.5.18 Cllr Williams advised that those who signed the letter, including herself, certainly agree that the scheme should be extended to protect jobs.
- 5.5.19 Cllr Williams advised that two letters in total were signed by several Cllrs and sent to central government urging them to extend the scheme.
- 5.5.20 Cllr Williams advised that several similar letters had gone out to numerous ministers, but that the letters to ministers do not necessarily get responded to, making collaboration between local authorities even more essential.
- 5.5.21 Cllr Race posed a question asking to what extent the work around reskilling involves Cllr Nicholson, the cabinet member for Inclusive Economy, pointing out

- that the adjusted skills offer for short- & medium-term relief will not necessarily be suitable long term.
- 5.5.22 Cllr Williams advised that the work out Inclusive Economy Strategy and Building Back Better was undertaken across the cabinet, including Cllr Nicholson, and that a significant amount of the work was undertaken collaboratively.
- 5.5.23 Cllr Williams also advised that the work carried about by members of the cabinet must take into account the equality priorities of the council.
- 5.5.24 Chair announced that there would be a five-minute break while he changed locations.
- 5.5.25 Chair posed a question what the implications are for reskilling, particularly considering the shift towards a greener economy.
- 5.5.26 Head of Employment and Skills advised there is an opportunity for the public sector to include its work in providing work placements and jobs to residents toward green jobs. He further advised that skill requirements will change as the boroughs other infrastructure becomes greener, giving an example of changing construction methods.
- 5.5.27 Cllr Williams advised that green-related jobs are a major strand of work within the inclusive economy strategy.
- 5.5.28 The present strategic delivery manager added that green jobs is also part of the council's the environmental sustainability agenda, clarifying that the work goes beyond sustainability, and how sustainability can feed into all areas of the council, including employment offers.
- 5.5.30 Chair posed a question how the pandemic and related skills-offer has impacted young people in the borough as well as existing schemes in place to support them. Chair also wanted to discover what part digital exclusion has played in the changing occupational environment in the borough.
- 5.5.31 Head of Employment and Skills advised that he is working closely with the director of IT to do work around digital exclusion, noting that it its impact is significant. Head of Employment and Skills highlighted that the COVID-19 situation forced staff and residents increasingly online, and that a face-to-face offer for workshops, learning, and other services.
- 5.5.32 Cllr Williams echoed that a large piece of work around digital exclusion is being carried out, lead by the mayor, and other cabinet members. Cllr Williams advised that pre-COVID, there was already a significant issue with digital exclusion in terms of access to learning and employment opportunities.
- 5.5.33 Cllr Williams gave an example of trainees on the supported employment program and how the council had to quickly source devices for them for their learning could continue under COVID-19 restrictions.
- 5.5.34 Cllr Williams expressed a keenness in developing an agile response to e-learning moving forward, always being mindful of digital exclusion, and advised the council should be reminded that some residents have virtually no online access or capability to use the internet.

- 5.5.35 Cllr Williams advised that up-skilling of residents to use online services if they can is underway. Cllr Williams gave an example of Caribbean elders who are taking weekly classes online, when previously they were unable to do so.
- 5.5.36 Cllr Williams expressed the need for balance between moving services online, skilling residents to use online resources, without excluding those who are unable to learn or access those materials.
- 5.5.36 Cllr Pallis posed a question asking how many council employees are on the furlough scheme, and what the plan is to support them, also around procurement.
- 5.5.37 Cllr Williams advised that the furlough scheme wasn't designed with public sector workers in mind and therefore no council workers had been furloughed, but that the option for staff to enter redeployment pools is available. Cllr Williams gave the example that where libraries may have been closed, the staff may have been reassigned to the food-response to COVID, but as restrictions ease, they find themselves returning to their usual posts.
- 5.5.37 Head of Employment and Skills advised there is a lot of ongoing work around procurement, building on the work already done around section 106 agreements, using social value legislation to write robust clauses into contracts to ensure businesses have a framework and plan around local labour. Head of Employment and Skills advised this makes up part of the decisions around which businesses win council contracts.
- 5.5.37 Chair highlighted that the ever changing COVID-19 situation will see the commissions thoughts move toward clarity as things progress and moved the meeting onto the next item.
- 5.5.38 Chair thanks Cllr Williams and Head of Employment and Skills for their ongoing work.

6 Skills, Economy and Growth Scrutiny Commission 2020/2021 Work Programme

- 6.1.1 Chair highlighted that the remit of the commission is largely concerns with forward thinking in terms of policy and asked the scrutiny officer for an overview of the current draft of the work programme.
- 6.1.2 Scrutiny Officer outlined the draft as follows:
- October: Building Back Better Post-Covid-19
 - November: Developing the 15-Minute City
 - January: Cabinet Question Time
 - March: Repurposing Spaces to Support Entrepreneurialism
 - April: Nothing scheduled.
- 6.1.3 Chair opened the meeting to suggestions for the program.
- 6.1.4 Cllr Lufkin advised that the Emergency Transport Plan will need to be looked at once it has had time to establish itself as a scheme, and mentioned as well that

- supporting business and repurposing outside space are important elements to consider.
- 6.1.5 Cllr Race agreed, adding that the future of town centre strategies in the context of COVID and the changing landscape of work & retail, particularly with shifts in consumer behaviour and the subsequent affect on strategies.
 - 6.1.6 Scrutiny Officer suggested that supporting businesses and repurposing space could be moved up in the programme due to their current relevance.
 - 6.1.7 Chair agreed, adding that a serious conversation around town centres is needed.
 - 6.1.8 Cllr Lufkin agreed than sooner rather than later would be better to look at supporting local businesses and held particular importance to the commission due to the levers they have access to.
 - 6.1.9 Cllr Pallis advised he knows an officer in Westminster who has worked on the Soho scheme to repurpose spaces, and they could be someone to reach out to with an invite to give evidence.
 - 6.1.10 Cllr Race highlight that there is a question around business improvement districts, noting that the Westminster scheme is largely driven by the bid, as was the Covent Garden, however Hackney has less involvement. Cllr Race wanted to know why Hackney doesn't use bids to a greater degree.
 - 6.1.11 Cllr Smyth expressed a desire to speak about the resilience of the local economy in Hackney and how that can be strengthened again future shocks similar to the pandemic - risk assessment, planning, and a resilience strategy.
 - 6.1.12 Chair agreed that a resilience strategy for the local economy is needed and would be something to follow up with a letter to the mayor or Cllr Nicholson asking for key data around what will be lobbied for in such an event.
 - 6.1.13 Chair advised that external stakeholders and residents would be valuable guests to the meeting to gain insight into what will be in demand on the high street.
 - 6.1.14 Cllr Race highlighted a conversation around which entities should have sway and access to public spaces for business. Cllr Race's view that a lot of space that could be utilised for hospitality is anchored towards bars, and gave a further example of London Fields, asking which public spaces are of value and what kind of things they could be used for.
 - 6.1.15 Cllr Pallis asked for an update around the Inclusive Economy Strategy, stating that procurement is a particularly important aspect, and wondering if that strategy itself will return as an item in the Work Programme.
 - 6.1.16 Chair agreed that further detail around the Inclusive Economy Strategy would be useful and asked the Scrutiny Officer to contact the relevant officers with the information that the commission has requested.
 - 6.1.17 Cllr Pallis highlighted the need for the commission to be mindful around which levers they can access and called for metrics around the strategy when it returns as a discussion item.

ACTION: Overview and Scrutiny Officer & Chair to draft a letter to the Mayor

	and the cabinet member for Planning, Culture and Inclusive Economy requesting key data, metrics, and an overview for an economic resilience strategy, with a particular focus on strategies for mediating the effects of unforeseen major events akin to the pandemic.
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7 Any Other Business

- 6.1 Cllr Lufkin requested an update around the latest unemployment statistics at the commencement of future meetings.

- 6.2 Chair agreed adding that further statistics would be useful to better frame future discussions.

Duration of the meeting: 7.00 - 8.32 pm

Skills Economy and Growth Scrutiny Commission 23 rd November 2020 Letter of Reply – Definition of Key Workers	Item No 8
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Outline

In September 2019 Skills Economy and Growth meeting, members agreed to submit a letter of reference to the Executive about the definition of a key worker and suggested that this should include an exploration of other organisational practices in relation to recruitment strategies for key workers.

This information was deemed important to gain better understanding of key workers and establish the council's definition.

Action at 6.1

ACTION	The Commission to submit a letter of reference to the Executive making reference to the discussion under item 5.
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A letter of response was received from the cabinet member for Employment, Skills and Human Resources, & the mayoral adviser for Private Renting and Housing Affordability.

Action

The Commission is requested to note the reply and confirm if they are satisfied with the response.

Skills, Economy and Growth Scrutiny Commission

Hackney Council
Room 118
Town Hall
Mare St E8 1EA

Reply to:
tracey.anderson@hackney.gov.uk

November 2019

Councillor Williams
Cabinet Member, Employment, Skills and Human Resources
by email

Dear Councillor Williams

Reference to Council to Explore Key Worker Definition for London Borough of Hackney

Thank you for your detailed report that outlined the challenges the Council is facing in relation to recruitment and retention. As you know, at the Skills, Economy and Growth Scrutiny Commission meeting in September our discussion covered:

1. Recruitment and retention
2. Cost of living and economic drivers impacting on recruitment and retention
3. Resolution and strategies.

A key point we noted from the discussions is that the council did not have data that could definitively identify if there was a correlation between the economic drivers (like the high cost of living and housing costs for inner London boroughs) and the job roles the council was finding difficult to recruit to. We also asked if policies such as the public sector pay cap, welfare benefits cap or access to social housing were a causation of the recruitment and retention issues; but there was no data to confirm if these were contributory to the staff recruitment challenges. If not in train already, we would recommend the council establishes some kind of formal process to identify if there is a correlation or causation between the economic drivers or

Overview & Scrutiny

government policies. We recommend the council aims to establish if these are London wide or Hackney specific.

Another area that came out strongly in the discussion was having a key worker definition. The Commission fully appreciates that the council does not currently use the national definition of a key worker, but we think if a causation or correlation is identified this could help to prioritise finite resources such as housing to workers we need to retain on the borough. It is key for the council to identify if there are particular roles in Hackney's public sector employment that would benefit from classification as a key workers. We would recommend the council considers exploring if other local authorities apply and use a key worker definition to support its recruitment and retention strategies.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Mete Coban'.

Cllr Mete Coban
Chair, Skills, Economy and Growth Scrutiny Commission

Cllr Mete Coban MBE
Chair, Skills, Economy and Growth
Commission
London Borough of Hackney
Town Hall
Mare Street
London E8 1EA

Cllr Carole Williams, Employment, Skills &
Human Resources
Cllr Sem Moema, Mayoral Advisor for the
Private Rented Sector and Affordability
London Borough of Hackney
Town Hall
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13 April 2020

Dear Mete,


Skills, Economy and Growth Commission - 'key worker' definition and analysis into the cost of living and economic drivers behind recruitment

We write further to your correspondence and our appearance before your Scrutiny Commission earlier this year, regarding your Commission's recommendation for the Council to explore a 'key worker' definition and your suggestion that the Council conducts analysis into the cost of living and the economic drivers behind recruitment.

Hackney does not have a 'key worker' policy but does have policies to prioritise households on low and medium income bands living or working in the borough. One of the key issues around having a 'key worker' policy is that there is no universally agreed definition of what constitutes a 'key worker'.

Most key worker schemes have focused on groups of public sector employees who provide essential services, and who may find it difficult to secure affordable housing in the local housing market. In many cases, employment of these workers is affected by recruitment and retention problems because of high housing costs.

Key worker schemes prioritise groups for affordable housing opportunities, usually including some or all of the following: nurses, teachers, police officers, firefighters and social workers. Most would agree that these are key workers. However, a problem with the concept of prioritising 'key workers' is that it inevitably excludes many other groups of workers who could claim, with good reason, to be providing essential services in the local community. Prioritising specified key worker groups for affordable housing opportunities may therefore be seen as unfair by the groups that are excluded. The outbreak of the coronavirus pandemic has highlighted how many workers, essential to the functioning of our communities and businesses in Hackney, would not be captured by such a policy.



In response to this dilemma, when prioritising households for intermediate housing, such as shared ownership and Living Rent, the Council gives priority to households on medium income bands living or working in the borough. A similar approach is taken by the Mayor of London to intermediate homes funded by the GLA.

Through development of an intermediate housing strategy, the Council will promote affordable housing opportunities to key worker groups alongside those who live and work in our borough and are on low to middle incomes, and seek to understand and meet their housing needs and aspirations.

In relation to your recommendation that the Council conducts Hackney-specific analysis into the cost of living and the economic drivers behind recruitment, while there are no present plans to conduct additional new analysis, the Council does regularly review Hackney specific-data about the local labour market to inform its decisions, including our own recruitment strategies. We are aware that there are likely to be significant changes to the local labour market following the Covid-19 emergency and will be monitoring these as trends emerge.

Currently, around 26% of the Council's workforce lives within the London Borough of Hackney. This figure has been in decline. In 2003/04, around 40% of the workforce were Hackney residents. That figure fell to a low of 24% in 2017/18. The recent upward swing has been due to the Council's apprenticeship programme which is aimed at local residents.

We know that, in 2018, around 18% of the applications for Council jobs came from people with Hackney postcodes and that only 20% of our residents have ever considered working for the Council.

In some Inner London boroughs, the local workforce has fallen as low as 15%, in contrast to Outer London, where it is as high as 60%. This fall in local workforce can largely be attributed to the housing market, and subsequent demographic change.

As you will be aware, the Council is leading a range of initiatives to promote local recruitment including innovative local recruitment campaign, award-winning apprenticeship scheme, our supported employment schemes, our Inclusive Economy Strategy and our direct work with local businesses to encourage more local businesses to pay the London Living Wage.

During the current Covid-19 emergency, the borough is facing an unprecedented challenge and the role of your Scrutiny Commission will be increasingly important as we look to support not only the health and wellbeing of our residents but also in supporting the local workforce, businesses and the local economy.

It is very clear that there are significant gaps in the existing central Government support made available to individuals and local businesses and that this is having a profound impact on the livelihoods of Hackney residents. I have enclosed a copy of the Mayor and Cllr Nicholson's recent correspondence with the Chancellor of the Exchequer on this matter, which may be of interest to the members of your Commission.

We look forward to continuing to work with your Commission at a time when the role of proactive, interventionist local government in supporting our local workforce and local economy is now more important than ever.

Yours sincerely,



Cllr Carole Williams
Employment, Skills & Human Resources



Cllr Sem Moema
Mayoral Advisor for the Private Rented Sector and Affordability

CC: Cllr Guy Nicholson, Cabinet Member for Planning, Culture & Inclusive Economy
Mayor Philip Glanville, Mayor of Hackney

Skills Economy and Growth Scrutiny Commission 23 rd November 2020 Work Programme 2020/2021	Item No 9
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Outline

Attached please find the latest iteration of the Commission's Work Programme. Please note this is a working document and is regularly updated.

Action

The Commission is requested to note the updated work programme and make any amendments necessary.

Overview & Scrutiny

Skills, Economy and Growth Scrutiny Commission

Rolling Work Programme June 2020 – April 2021

All meetings take place at 7.00 pm in Hackney Town Hall unless stated otherwise on the agenda. This rolling work programme report is updated and published on the agenda for each meeting of the Commission.

Dates	Proposed Item	Directorate and officer contact	Description, Comment and Action
Mon 8th June 2020	Impact of COVID-19 on Local Business	Chief Executive Directorate Overview and Scrutiny Sonia Khan Simone van Elk	Commission to hear from local businesses to better understand the shifting financial reality for them since COVID
	Impact of COVID-19 on Local Residents	Chief Executive Directorate Overview and Scrutiny Stephen Haynes Sonia Khan	Commission to hear from residents to better understand life since COVID.
Mon 20th July 2020	Skills, Economy and Growth Scrutiny Commission Work Programme 2020/2021	Chief Executive Directorate Overview and Scrutiny Sonia Khan Stephen Haynes	Commission to meet, discuss, and agree upon the year's work programme.
Tue 22nd Sept 2020	Developing a Skills Offer Fit for Post-COVID-19 Recovery	Chief Executive Directorate Overview and Scrutiny Sonia Khan Stephen Haynes	<i>Commission to discuss Hackney's future skills offer and examine what role the commission can play in the development of the skills offer.</i>

Mon 19th Oct 2020 (Cancelled)	Repurposing Spaces to Support Entrepreneurialism (Cancelled)	Chief Executive Directorate Overview and Scrutiny Sonia Khan Stephen Haynes	Commission to discuss what kind of industries may be able to repurpose space, and discuss how best to encourage and assist these endeavours (Cancelled)
	Supporting Local Economy (Cancelled)	Chief Executive Directorate Overview and Scrutiny Sonia Khan Stephen Haynes	Commission to meet and discuss how the commission can support the local economy through the pressures of COVID (Cancelled)
Mon 23rd November 2020	Update on Business Statistics Pertaining to COVID	Chief Executive Directorate Sonia Khan Suzanne Johnson Overview and Scrutiny Timothy Upton	Commission to hear numbers around grants, furloughs, GDP, and unemployment numbers to frame the meeting's subsequent discussions.
	Supporting Local Economy and Businesses	Chief Executive Directorate Ian Williams Stephen Haynes Overview and Scrutiny Timothy Upton	Commission to discuss what support has been extended to businesses, the issues businesses and the local economy faces, and discuss further avenues of support.
	Low Traffic Neighbourhoods	Chief Executive Directorate Sonia Khan Stephen Haynes Overview and Scrutiny Timothy Upton Neighbourhoods & Housing Aled Richards	Commission to hear and discuss the initial progress, struggles and benefits of the low traffic neighbourhood scheme.
Mon 25th January 2021	Cabinet Question Time	Mayor's Office	Cabinet question time.

Wed 10th March 2021	Building Back Better Post-COVID-19	Chief Executive Directorate Overview and Scrutiny Sonia Khan Stephen Haynes	Commission to discuss how best to cultivate an inclusive, greener economy when building back better post-Covid-19
	Resilience Strategy	Chief Executive Directorate Overview and Scrutiny Sonia Khan Stephen Haynes	Commission to discuss the council's resilience strategy with a focus on how that's changed since the pandemic.
	Economy Strategy	Chief Executive Directorate Overview and Scrutiny Timothy Upton	Commission to discuss the council's economic strategies moving forward.
April 2021	TBC	Chief Executive Directorate Overview and Scrutiny Timothy Upton	