

COMMUNITIES AND PLACE OVERVIEW AND SCRUTINY COMMITTEE AGENDA

Monday, 10 December 2018 at 1.30 pm in the Bridges Room - Civic Centre

From the Chief Executive, Sheena Ramsey

Item Business

1 Apologies for Absence

2 Minutes of the last meeting (Pages 3 - 16)

The Committee is asked to approve, as a correct record, the minutes of the last meeting held on 29 October 2018.

3 Review fo Address Skills Shortages & Increase Employment Opportunities - Third Evidence Gathering Session (Pages 17 - 20)

Report of Acting Strategic Director, Communities and Environment and Strategic Director, Care Wellbeing and Learning

4 Making Gateshead a Place Where Everyone Thrives - Six Month Assessment of Performance and Delivery 2018/19 (Pages 21 - 22)

Report of the Acting Strategic Director, Communities and Environment

4a Community Safety - Six Monthly Assessment of Delivery and Performance 2018/19 (Pages 23 - 32)

4b Communities and Place - Six-monthly Assessment of Delivery and Performance 2018/19 (Pages 33 - 54)

5 Annual Work Programme (Pages 55 - 58)

Report of the Chief Executive and the Strategic Director, Corporate Services and Governance

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GATESHEAD METROPOLITAN BOROUGH COUNCIL
COMMUNITIES AND PLACE OVERVIEW AND SCRUTINY COMMITTEE
MEETING

Monday, 29 October 2018

PRESENT: Councillor N Weatherley (Chair)

Councillor(s): T Graham, D Burnett, B Clelland, S Dickie, K Dodds, A Geddes, F Geddes, H Haran, S Hawkins, H Kelly, J McClurey, K McClurey, J Simpson, J Turnbull and A Wheeler

IN ATTENDANCE: Councillor(s): J Adams, M Brain, M Henry, L Green. I Patterson,

APOLOGIES: Councillor(s): M Hood

CPL13 MINUTES OF THE LAST MEETING

RESOLVED - That the minutes of the meeting held on 17 September be agreed as a correct record.

CPL14 CONSULTATION RESPONSES - STATEMENT OF GAMBLING PRINCIPLES

The Committee received a report on the Consultation Responses which have been received as a result of the consultation on the Statement of Gambling Principles for 2019 – 2022. The Council is required to publish a Statement of Gambling Principles every three years. The Statement sets out Gateshead Council's policy regarding premises and activities licensed or regulated under the Gambling Act 2005.

The Policy was drawn up in consultation with all relevant groups and services within the Council and a widespread public consultation took place between 30 July and 19 October 2018. The views of the Communities and Place Overview and Scrutiny Committee were sought on the responses and proposed amendments as a result of the responses.

The Committee were asked to consider the following

7 responses were received:

1. Councillor Brenda Clelland

Councillor Clelland questioned whether the reference to 'having had high blood pressure', referred to in section 4.1 Prevalence of Gambling and Gambling Harm in Gateshead_was correct;

For consideration:

Gerald Tompkins, Consultant in Public Health, responded as follows –
‘Yes, a history of high blood pressure has been identified as a risk factor, and yes I’d agree it does seem odd. However, we also know there are higher rates of smoking and alcohol consumption amongst problem gamblers, both of which are associated with high blood pressure. There is also an issue of problem gambling among those who are economically inactive and it would be no surprise to find higher prevalence of high blood pressure in this group which includes the long-term sick; and there is of course greater levels of stress in this population, and stress is also linked to hypertension. High blood pressure therefore cuts across a number of the other risk factors.

Nevertheless. I’ll look again at the wording of this section, as it might prove a distraction from the focus on other factors.’

Proposed new wording:

Replace:

‘Factors associated with problem gambling include:

- being male
- being from Black/Black British, Asian/Asian British or other non-White backgrounds
- having low mental wellbeing
- having ever had high blood pressure.’

with

‘The majority of problem gamblers are men, and the groups where the evidence base for vulnerability to gambling harm is strongest include the following:

- ethnic groups
- youth
- people with low IQ
- substance abuse/misuse
- poor mental health.

source: Gambling-related harm as a public health issue: Briefing paper for Local Authorities and local Public Health providers (Gambling Commission, February 2018).’

2. Councillor Neil Weatherley

Councillor Weatherley confirmed that he was content with the changes included in the draft Statement of Principles.

For consideration:

Agree

3. Jazz Chamley, Tyneside Services Manager, Gateshead Evolve

Ms Chamley confirmed that Evolve do not currently provide gambling services in Gateshead therefore it was not possible to comment on the draft Statement of Principles

For consideration:

Not applicable

4. Rob Burkitt, Lead – Shared Regulation and Better Regulation, Gambling Commission

Rob Burkitt confirmed that he was happy with the changes included in the draft Statement of Principles

For consideration:

Agree

5. Catherine Sweet, Head of Marketing and Communications, Gamcare

Gamcare sent the following generic response to all licensing authorities who consulted with the organisation.

‘The function of the Statement is to reflect locally specific gambling concerns and to reflect the Council’s wider strategic objectives. The active use of the Statement is one means by which you can make clear your expectations of gambling operators who have premises in your area. This allows operators to respond to locally specific requirements and adjust their own policies and procedures as required.

- A helpful first step is to develop a risk map of your local area so that you are aware of both potential and actual risks around gambling venues. A useful explanation of area-based risk-mapping has been developed with Westminster and Manchester City Councils, which gives some guidance on those who may be most vulnerable or at-risk of gambling-related harm. For more information please see www.geofutures.com/research-2/gambling-related-harm-how-local-space-shapes-our-understanding-of-risk/
- Consider that proposals for new gambling premises which are near hostels or other accommodation or centres catering for vulnerable people, including those with learning difficulties, and those with gambling / alcohol / drug abuse problems, are likely to adversely affect the licensing objectives set out by the Gambling Commission. This is also relevant regarding the proximity to schools, colleges and universities.

- A detailed local risk assessment at each gambling venue – pertinent to the environment immediately surrounding the premises as well as the wider local area – is a good way to gauge whether the operator and staff teams are fully aware of the challenges present in the local area and can help reassure the Local Licensing Authority that appropriate mitigations are in place.
- Does the operator have a specific training programme for staff to ensure that they are able to identify children and other vulnerable people, and take appropriate action to ensure they are not able to access the premises or are supported appropriately?
- Does the operator ensure that there is an adequate number of staff and managers are on the premises at key points throughout the day? This may be particularly relevant for premises situated nearby schools / colleges / universities, and/or pubs, bars and clubs.
- Consider whether the layout, lighting and fitting out of the premises have been designed so as not to attract children and other vulnerable persons who might be harmed or exploited by gambling.
- Consider whether any promotional material associated with the premises could encourage the use of the premises by children or young people if they are not legally allowed to do so.

We would suggest that the Local Licensing Authority primarily consider applications from GamCare Certified operators. GamCare Certification is a voluntary process comprising an independent audit assessment of an operator's player protection measures and social responsibility standards, policy and practice. Standards are measured in accordance with the GamCare Player Protection Code of Practice. If you would like more information on how our audit can support Local Licensing Authorities, please contact mike.kenward@gamcare.org.uk

For consideration:

Gateshead Council is already committed to mapping risk relating to gambling-related harm and this is reflected in the draft Statement of Principles.

Inspections undertaken of all gambling premises in the borough ensure that

local risk assessments, staff training programmes, staffing levels, layout of premises and promotional materials are regularly reviewed.

No further change to the proposed Statement of Principles is necessary in response to this consultation response.

6. Gosschalks Solicitors, on behalf of the Association of British Bookmakers

In addition to a substantial generic response, the Association of British Bookmakers has made the following specific comments:

- Paragraph 4.1 is headed 'Prevalence of Gambling and Gambling Harm in Gateshead' and then indicates that there is no local data currently available on the prevalence of gambling in Gateshead. Instead, this section seeks to extrapolate figures from the Natcen Social Research 'Gambling Behaviour in Great Britain in 2015'. We respectfully submit that if figures are to be extrapolated, they should be extrapolated from more recent figures based on England alone. The Gambling Commission, in association with NHS Digital has published figures (on the Gambling Commission website) from the Health Survey England 2016 and if the national lottery is excluded, that the figure is reduced to 42% of people in England. These figures also show that 0.7% of people in England identified as problem gamblers. On the basis that more recent and more local figures are available, this paragraph should be amended to reflect this.
- Paragraph 4.7 contains a list of 3 bullet points detailing matters that the Licensing Authority expects local risk assessments to consider as a minimum. The second bullet point refers to areas of 'high deprivation'. This bullet point should be deleted. The relative affluence of an area can have no bearing on any risk to the licensing objectives unless the Licensing Authority has pre-determined that persons within the area are automatically vulnerable or more likely to commit crime as a result of gambling. We are certain that this pre-determination has not been made.
- Paragraph 7.10 requires that licensees have a full understanding of the principles of mental capacity set out in the Mental Capacity Act 2005. This paragraph should be deleted and replaced with a paragraph that requires that gambling operators ensure staff receive training to ensure that those staff are able to recognise behavioural signs of vulnerability.

For consideration

With respect to Paragraph 4.1 replace:

'This suggests 63% of adults (aged 16+) had gambled in the previous year, or 45% if we exclude the National Lottery – this is equivalent to 75,400 people.

The great majority of these will be non-problem or low-risk gamblers, but a small proportion will be at moderate risk or be problem gamblers. Nationally, it is estimated less than 1% of the population is a problem gambler, and this equates to just over 1000 people locally, most of whom (more than 90%) will be men.'

with

'This suggests 56% of adults (aged 16+) had gambled in the previous year, or 42% if we exclude the National Lottery draws – this is equivalent to 70,200 people. The great majority of these will be non-problem or low-risk gamblers, but a small proportion will be at moderate risk or be problem gamblers. Nationally, it is estimated less than 1% of the population is a problem gambler, and this equates to nearly 1200 people locally, most of whom (around 85%) will be men; additionally there will be about 1800 local people who are at moderate risk of gambling-related harm.'

With respect to Paragraph 4.7, 'areas of high deprivation' can be removed given the requirement to consider vulnerability, which we should base on the list of risk factors, all of which we can map and which will have distribution very similar to deprivation.

With respect to Paragraph 7.10 it is not felt that the ABB proposal is sufficient and that staff need both an understanding of the risk factors and what they should do if someone is vulnerable. It is recommended that the Statement of Principles is not amended.

7. Tim Briton, Legal and Democratic Services

Tim Briton responded as follows:

The proposed amendments help to update and clarify the Statement of Principles, and are supported by Legal Services.

I note that the Gambling Commission have suggested that the Council does not have the ability to control the number of betting machines in premises or the nature of those machines. This is addressed by section 181(1)(a) of the Act. There are other Councils that also make reference to this power in their Statements of Principles, eg eg Tamworth, Spelthorne and Leeds. I would propose not making this amendment to the Statement of Principles.'

For consideration

Rob Burkitt, Lead – Shared Regulation and Better Regulation, Gambling Commission has clarified that Section 181(1)(a) of the Gambling Act 2005 allows licensing authorities to limit self-service betting terminals rather than fixed odds betting terminals which are actually Category B gaming machines. On that basis the proposed change to the Statement of Principles should remain.

RESOLVED - That the Committee agreed to the proposals being taken to Cabinet for incorporation into the Statement of Gambling Principles for 2019 – 2022.

CPL15 REVIEW TO ADDRESS SKILLS SHORTAGES & INCREASE EMPLOYMENT OPPORTUNITIES - SECOND EVIDENCE GATHERING

The Committee were advised that this was the second evidence gathering session for the Review to Address Skills Shortages and Increase Employment opportunities.

The Committee were advised that at the first session they heard from Early Years and the North East LEP about Careers. The Committee were advised that today's session would hear from Matthew Waterfield, Principal, Emmanuel College, Kevin Marston, Assistant Principal, Gateshead College and Kevin Pearson, Principal Learning Skills Manager, Gateshead Council.

The Committee heard from Matthew Waterfield, Principal at Emmanuel College. Mr Waterfield explained that the school has been very successful but has been criticised for being separate, however, he advised that this was something the school were working on changing.

The Committee heard that the Government's vision is

- To build a world class careers system that will help young people and adults choose the career that is right for them.

The Gatsby Foundation advised in their Good Career Guidance Handbook that:

- Good career guidance is the key to social mobility: it is about showing young people, whatever their social and family background, the options open to them and helping them to make the right choices to set them on the path to rewarding future careers

The schools vision is that:

- Students may go on to achieve considerably more than they might have imagined possible.

98% of Emmanuel students leaving KS4 in sustained education, apprenticeship or employment destination (this figure is 94% nationally).

96% of Emmanuel students are staying in education (86% nationally).

94% of Emmanuel students staying in education or employment after Level 3 study (this is 89% national).

The School is working towards achieving the 8 Gatsby Principles and the Head outlined some of the challenges which are they are faced with within each principle.

Principle 1 – A Stable Careers Programme

- Forming a single and unified strategy know and understood by pupils, parents, teachers and employers.

- Ensuring every child accesses their entitlement in this area regardless of their background

Principle 2 – Learning from Career and Labour Market Information

- Intentional engagement with information about the labour market – helping students understand when they are receiving input
- Engagement with parents on aspiration and ambition – the challenge to broaden understanding

Principle 3 – Addressing the needs of each pupil

- Patchy to date particularly regarding those students who have already left
- The need to track progress through careers advice pathways from Year 7 onwards

Principle 4 – Linking curriculum learning to careers

- Ensuring that we meet the benchmark in respect of:
 - Every pupil – including those who do not see themselves as ‘STEM people’
- Finding effective but efficient ways of STEM departments leading on careers alongside the pressure to achieve the best possible grades with new reformed GCSE course

Principle 5 – Encounters with employers and employees

- Opportunities for students to talk face to face and benefit from mentoring and guidance
- Opportunities within particular sectors (such as retail)

Principle 6 – Experience of workplaces

- Smart and effective ways of directing students to right experiences
- Changing the mind-set amongst students to ensure that they understand that work experience is principally aimed at exploring career opportunities and expanding networks and thus, put students in the driving seat

Principle 7 – Encounters with further and higher education

- Helping students to navigate the market place of HE and to evaluate the quality of apprenticeship opportunities
- Exploring university with parents including the value of non-STEM course particularly with some sub-groups

Principle 8 – Personal guidance

- Maintaining expertise and up to date information across the staff team
- Raising awareness across the staff of the importance of individual conversations

It was queried if the school kept a record of the parents they were reaching. The school advised that parents register when they attend events and efforts are made to bring the Year 7 parents in. It is seen as an important part of the success of the school and where parents have missed information they are contacted, and it becomes established as a culture of parental engagement.

The Committee welcomed the school and asked about the test and whether the school felt they were representative of the area. The school predominantly takes students from its catchment area, two thirds of which are therefore from deprived communities. It is also demanded of the College that the social mix of the catchment area is fully reflected within each intake. This is done with reference to the Income Deprivation Affecting Children Index (IDACI). There is still an entrance test, however this is not something which can be passed or failed. Emmanuel College takes students of all abilities and all children who apply take a non-verbal reasoning test which is used to provide an indicator of their ability, in order that they take children from the full range of abilities into each year group.

The Committee queried whether there is an issue with young people going on to university and getting a degree and then not being able to get a job, in particular in terms of the advice they are given on the course they choose. The school advised that it is difficult and that it is important for young people to experience more and not just a one to one in a school. Work experience does help in this area but young people should be connecting with other forms of education to identify potential opportunities. The head advised that young people should be engaged at a much earlier age and given the opportunity to look at what different environments offer. It was queried whether we project our aspirations for the North East (Gateshead) to be a place for people to come back to if they go away to University.

It was queried whether we project our aspirations for the North East (Gateshead) to be a place for people to come back to if they go away to University.

The head felt that there was an issue in that we don't do enough to tell our story. The school have a couple of alumni who work with the school and who have jobs in the finance sector. The head felt that young people want to be ambitious and that just meeting someone who has gone before can give them a boost.

The Committee heard from Kevin Marston, Assistant Principle, Gateshead College about the introduction of new T Levels into Sixth Form and FE Provision. The new T Level Programmes will be delivered over two years and will contain common core and specialist units. They will include, knowledge, skills and behaviours with up to 1800 hours in total over the two years. There will be contextualised numeracy/literacy and digital skills. They will include behaviours and transferable skills and will be aligned to the latest apprenticeship standards.

The reason for the change is based on recommendations from the Wolf report (2011) and the Sainsbury's Review (April 2016). They have come from the DfE Post 16 Skills Plan (July 2016). Research has been undertaken in European and Scandinavian models. They will have a parity with A Levels.

T Levels are a Level 3 Technical Study Programme and will equip learners with:

- Knowledge
- Skills
- Behaviour
- Progression

- Employment
- Further technical training or L4 Apprenticeships

Not all curriculum sectors will be included.

Each T Level programme will include 1800 hours over two years and consist of five key components.

1. Level 3 technical qualification for each pathway – 15 strands
2. Work Placement – 45-60 days (min 315 hours)
3. Maths, English and Digital
4. Other occupation-specific requirements eg licence to practice
5. Employability, enrichment and pastoral

Gateshead College had to apply to be an Early Adopter from 2020 there were three routes for early adopters

- Digital (Production, Design and Development)
- Construction (Planning and Design)
- Childcare Education

54 were selected nationally, only 4 in the North East region, 2 colleges and 2 6th form colleges, only 40% general FE colleges and those who applied had to be rated Outstanding or Good by Ofsted.

The government has made a commitment to work placements in its 2016 Skills Plan as it accepted the 34 recommendations from the Independent Panel on Technical Education and includes the following;

- Every 16-19 year old learner undertaking a college-based technical education route will be entitled to a high quality, substantial work placement.

Where work experience is usually 1-2 weeks as part of a study programme and aims to help students gain 'general' employability skills and more of a 'work taster' and is often the first employment linked experience for many. Work Placements will be a minimum of 45 days and will be occupationally specific and will be focussed on developing technical and practical skills, it will need to be with an employer in a real working environment.

Change has been identified as being needed as currently work placements are not common place and it is known that employers want students to leave college equipped with practical skills for specific roles, as well as general employability skills.

Some challenges have been identified following feedback from the pilots and the LMI;

- Employers feel overloaded
- SMEs under significant financial constraints
- Some sectors are harder to crack than others – Digital Sector

- Flooding the employer pool
- Pre-16 Careers / IAG patchy
- Small employers have limited resources to commit to work placements including:
 - Equipment space and IP
 - Staff Time
 - Finances
- There is an overwhelming preference for the block model
- Impact on providers
 - GCSE's
 - Funding
- Financial Costs for Parents/Guardians

The college need to work to engage learners and they do this by, setting expectations, motivating and enthusing learning, they look to anticipate potential issues early on (eg paid part-time work, travel, bursaries). They work hard to match learners to placements. The college work with the learner to make sure they are ready to begin a placement.

The work that is done in terms of matching employers is to adapt the approach and marketing materials based on the employers we are engaging with currently. The focus is on this being a different model for work experience that will add value to the business and that employers joining at an early stage will be helping to create the future for work placements. Work needs to be done to manage warm leads and regional networks and to manage employer expectations.

The Government has announced a £38m investment for the first wave for capacity building. The Spring Budget in 2017 pledged £500m. 21 colleges selected maths as centres of excellence. These colleges are expected to receive £40m over the next five years. Gateshead College is the only college in the region to be selected.

It was queried why construction wasn't included in the first set. The college advised that the expected number of learners for construction courses would not make the course viable and the college wanted to see a significant number of level 3 learners. The college advised that in 2023 construction would be included in the scheme.

It was noted that whilst it is appreciated that there is a lack of soft skills there is a lot of pressure on young people to have a pre-determined plan and what is being described by the college isn't necessarily the same as what is coming from schools. It was therefore queried whether there could be practical conversations between the college and schools. It was noted that there is a lot of challenges, including some within the secondary sector, however, this scheme is very much college driven and the college want to see students in the region prosper and the region prosper. The college advised that they would love to extend the window and develop more collaboratively with secondary schools.

The college were congratulated on achieving their outstanding ofsted in particular given the lack of economic investment and it was suggested that there will come a

point where government needs to be lobbied for funding, it was queried whether the college was working with other colleges in the region to lobby for funding. It was noted that the Principal of the College is constantly working at government level and working with cross parliamentary groups. The principal also works with the DFE and ESFA on development of programmes and she also works with other colleges.

The Committee heard from Kevin Pearson, LearningSkills, Kevin advised that there are currently 13000 Gateshead people of working age who have no educational qualification. There are 36500 Gateshead people of working age without a full level 2 qualification.

Total enrolments for 2017 – 2018 were at 12200 which was an increase of 21.7% on the previous year. There are 1884 learners who are unemployed, 501 who have a learning disability and 1321 who have a physical disability. There are 470 from the BME Communities and 111 from LGBT groups. There are 1033 aged 16-24 and 291 who are in the 50-65 age range who are unemployed. Currently, Gateshead are 14th in the country in NEET.

The service is funded by the ESFA and are now supporting an increasing number of people with learning and physical disabilities, 75% of learners are from deprived wards in Gateshead. There has been a 30% decrease in adult learners, this is due to the funding being complex and not cost-effective.

There has been a 35% decrease in apprenticeships.

Some challenges that have been identified include, Social Support and Mental Health, the hourly rate for delivery hasn't gone up in 5 years, the devolution of the adult skills budget, and the apprenticeship turmoil.

There are still some reasons to be optimistic, young people are more productive and have an amazing capacity to learn. FE staff are resilient, imaginative and committed and FE delivery has improved beyond all recognition in the last 10 years.

The Committee were concerned that there is not any investment put in place for our young people to achieve their full potential.

- RESOLVED - (i) That the views of the of the Committee be noted in the final report
(ii) That the focus of the next evidence gathering session be agreed.

CPL16 ANNUAL WORK PROGRAMME

The Annual Work Programme report was presented to Committee. Changes to the work programme are highlighted and are subject to the agreement of the Chair and Vice-Chair.

RESOLVED - That the information contained within the report be noted.

Chair.....

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TITLE OF REPORT:	Review to Address Skills Shortages & Increase Employment Opportunities – Third Evidence Gathering Session
REPORT OF:	Tony Alder, Acting Strategic Director, Communities & Environment Caroline O'Neill, Strategic Director, Care, Wellbeing & Learning

SUMMARY

This report gives detail of the third evidence gathering session that will take place on the 10th December 2018. The views of the Committee are being sought on the evidence presented.

Background

1. Communities and Place Overview and Scrutiny Committee agreed that the focus of its review in 2018/19 will be working to address skills shortages and increase employment opportunities.
2. The review will help the Committee to have a truly holistic view of the current skills and employment position and the challenges we face both now and, in the future, as well as looking at best practice in other areas which could be developed in Gateshead.
3. The Committee will also consider how we or our partners currently work; highlight gaps in provision and identify more effective partnership working opportunities for the benefit of our residents and their ability to access employment opportunities, with a view to agreeing a set of recommendations.

Purpose of this session

4. The scoping report, agreed by OSC on the 18th June 2018, laid out the position in Gateshead in terms of skills and employment. Broadly, these are:
 - Whilst skills levels are improving, Gateshead continues to have a higher than average number of residents with no/low-level skills and a lower than average number with high-level skills.
 - Levels of benefit dependency and health-related issues remain significantly higher than national comparisons.

- A mismatch of skills, both nationally and locally exists, with research¹ showing large mismatches between skills young people are developing and the jobs available.
 - Challenges exist between learner supply and employer demand when trying to address the wider skills needs of the economy.
 - National research shows 1 in 5 workers in elementary type roles are classed as underemployed and 13% of part-time workers are people who could not find a full-time job. This is particularly concerning given the nature of Gateshead's employment base, with just under 40% of employees in entry level jobs² and just over 25% of the working age population working part-time.
5. This is the third in a series of evidence gathering sessions being undertaken for this review. The first two sessions have looked at early years and preparedness for school, careers and work inspiration, extra-curricular activity at school and post-16 learning. This session will look at post-18 learning and higher education, as well as in-work progression and career development from the perspective of the social care sector.
6. This session will hear two presentations of fifteen minutes from:
- Dr Emma Barron, Business Development Manager, Northumbria University
 - Peter Northrop, Locality Manager NE, Skills for Care
7. Northumbria is a research-rich, business-focused, professional university with a global reputation for academic excellence. Northumbria is top ten in the UK for the number of graduates entering professional employment and nine out of ten of graduates are working or studying six months after graduation. Dr Emma Barron is the Business Development Manager and will talk about routes into higher education and progression into employment.
8. Skills for Care are an independent charity helping to create a well-led, skilled and valued adult social care workforce. They work as a delivery partner for the Department of Health and Social Care and work closely with related services such as health and housing. They provide practical support to help leaders and managers recruit, develop and lead their staff, retaining them from entry level right through to senior leadership and management roles. Peter is the Locality Manager for Yorkshire and Humber/NE and will talk about the issues within the social care sector, specifically around career-progression and perceived career opportunities within the sector.

Issues to Consider

9. When considering the evidence outlined above, the Committee may wish to consider the following:
- Latest data confirms the north east region has the highest proportion of university entrants from low participation neighbourhoods with a percentage of 23.4% compared to a national average of 11.4%³.

¹ Research by the Centre for Economic and Social Inclusion on the behalf the LGA

² SOC 2010 Major Group 6-9, Nomis 2018

³ Higher Education Statistics Agency (HESA) February 2018

- In 2015/16, 94.7% of our graduates were in employment or further study within 6 months of graduation.
- Degree Apprenticeship offer commenced 2017/18. Recruitment has been 224 for this academic year.
- There are clear signs of a shortage in many occupations, notably in nursing, engineering, construction, teaching, IT and parts of the business services industry.
- 72.5% of graduates in graduate level jobs for 2015/16 leavers - ambition to increase this to 82%.
- For Gateshead residents to remain independent and living at home they require a vibrant, diverse, skilled and professional adult social care workforce.
- Adult Social Care contributed £1.7 to £2 billion to the North East economy in 2017/18. Almost half of this was in wages⁴.
- The adult social care workforce in the North East has grown by 9% since 2012. If it is to meet predicted demand it needs to increase by another 33% by 2035.
- In Gateshead there are currently 6,100 jobs in adult social care split between local authorities (13%), independent sector providers (79%) and jobs for direct payment recipients (9%).
- Adult Social Care staff turnover in Gateshead was 21.5% in 2017/18. However, 80% of recruits came from within the sector.
- Gateshead has an experienced core of workers with an average of 8.9 years of experience in the sector and 71% have worked in the sector for at least three years.
- 26% (1600 people) of the workforce are 55 years of age or over and may retire in the next 10 years. Whilst only 10% (610) are under 24 years of age.

Future evidence gathering sessions

10. As agreed in the scope, future evidence gathering sessions will cover the following:

January

- Retraining – people at risk of unemployment through job loss and automation
- Skills for the unemployed

March

- Increasing employment opportunities for local people

Recommendation

11. It is recommended that the Committee:

- Gives its views on the evidence presented
- Notes the proposals outlined at point 10 of the report, as the focus for future evidence gathering sessions.

Contact: Sarah Douglas

Ext: 2030

⁴ The Economic Value of the Adult Social Care Sector – England, June 2018 <https://skillsforcare.org.uk/economicvalueengland>

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TITLE OF REPORT: Making Gateshead a Place Where Everyone Thrives – six month assessment of performance and delivery 2018/2019

REPORT OF: Anthony Alder, Acting Strategic Director, Communities and Environment

SUMMARY

This report provides the six month assessment of performance and delivery for the period 1 April 2018 to 30 September 2018 in relation to the Council's Thrive agenda.

Background

1. The report forms part of the Council's performance management framework and gives an overview of progress for the priorities appropriate to the remit of the Communities and Place Overview and Scrutiny Committee (OSC) and the Community Safety Sub OSC.
2. The Council's new strategic approach Making Gateshead a Place Where Everyone Thrives, was approved by Cabinet in March 2018 to ensure the Council continues to get the best outcomes for local people and remains a viable and sustainable organisation into the future.
3. As part of the Council's performance management framework, five year targets were replaced with a single 2020 target with strategic indicators identified as either target or tracker indicators. These targets were approved by Cabinet on 12 July 2016. There are proposed changes to several of the Community Safety Sub-OSC strategic outcome indicators outlined in paragraph 5; these will be presented to Cabinet in January 2019 for approval.

Delivery and Performance

4. The six month assessment of performance for 2018-19 focuses on the achievements and actions undertaken during the period 1 April 2018 – 30 September 2018. Areas for future improvement are also identified.
5. The strategic indicators aligned to both committees have been reviewed to ensure they are appropriate in measuring performance in respect of the Thrive agenda. Implementation of new strategic indicators will be developed for Culture and Leisure and introduced as part of the 2019/20 performance reporting cycle. There are five strategic indicators for Community Safety Sub-OSC that require amending, one that is proposed to be deleted and a new indicator proposed and these will be presented to Cabinet in January 2019.

Recommendation

6. It is recommended that the Communities and Place OSC:
 - (i) consider whether the activities undertaken during this timeframe are supporting delivery of the Thrive agenda;

- (ii) agree that the report be referred to Cabinet on 22 January 2019, with the recommendations from this OSC, for consideration as part of the composite report relating to the Council's overall performance.

Contact: Marisa Jobling

Ext: 2099

Communities and Place Overview and Scrutiny Sub-Committee

Making Gateshead a Place where Everyone Thrives Six-monthly Assessment of Delivery and Performance 2018/19

10 December 2018

Portfolio:

- Communities & Volunteering – Councillor L Green

Lead Officer: Tony Alder, Interim Strategic Director, Communities and Environment.

Support Officer: Anneliese Hutchinson, Service Director, Development, Transport and Public Protection

The committee undertakes scrutiny and review in relation to:

- Community Safety
-

Summary

This report sets out performance for the first six months of 2018/19 in line with the Council's Performance Management Framework. The report's focus is those 'Strategic Outcome Indicators' (SOIs) that fall within the remit of the OSC Communities and Place.




This report highlights key actions delivered within the last six months against the Council's strategic approach of Making Gateshead a Place Where Everyone Thrives.

Strategic Outcome Indicators: Summary of Performance




Six Month Performance 2018/2019

The performance for the strategic outcome indicators which are available to be reported are noted below. Please note that performance commentary included in the overview section uses the following keys.

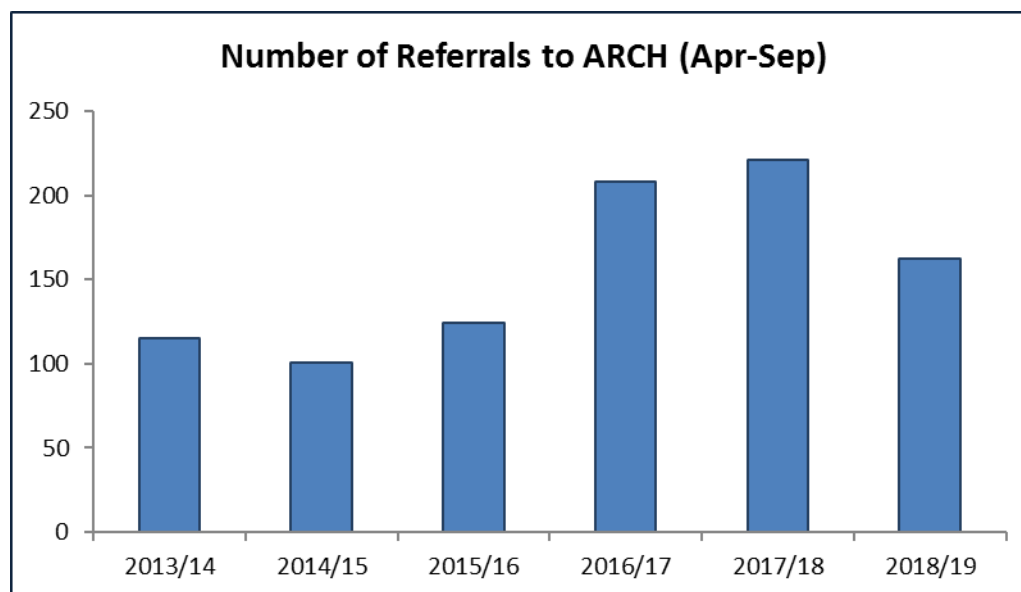
Performance Trend

 Decreasing	Performance has not improved from the year end result
 Maintaining	Performance has remained the same as year end result
 Improving	Performance has improved from year end result

Performance against 2019/2020 Target

 Not yet achieved	2020 target is not yet achieved
 Progressing towards target	Performance is progressing towards target and there is improvement from the last available result
 Achieving	2020 target is being achieved

LW27 – Referrals to ARCH
(Contributes to Live Well Gateshead)



Overview

2019 / 2020 Target
(to maintain and
track) = **282**

Performance Trend



Performance
against 2019/2020
Target



Work continues to increase awareness of hate crime and, therefore, increase the number of hate crime reports. The target for this indicator is 282 referrals. For the six months to September 2018, the number of referrals made is lower than the previous year (162 referrals compared to 221 in the previous year). This reduction is partly due to the low numbers of reports made in April 2018. This is a trend that has been noted across the country. However, the number of hate crime reports has picked up in the second quarter and, if reports continue as they have done in recent months, the target of 282 is expected to be met.

As of October 2018, the ARCH Hate Crime reporting system will no longer be operational, therefore the number of hate crime reports made will be collected internally by the Community Safety team as opposed to being recorded on an external system. These changes should not affect the number of reports made.

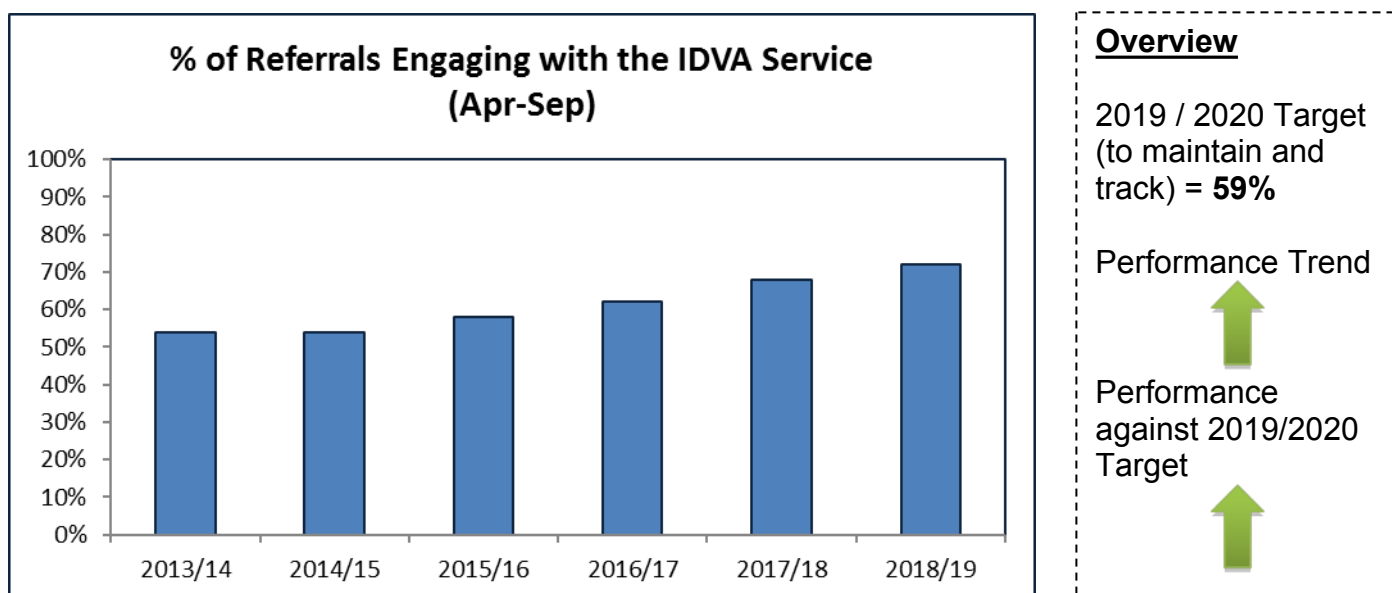
Key achievements

- National Hate Crime Awareness Week took place between 13th and 20th October 2017. A number of events took place across the borough to further raise awareness of hate crime and encourage victims to come forward. The main event for Gateshead was “Experts by Experience”, an event which saw victims of hate crime talk about their personal experiences and the impact that hate crime has had on them.
- A bespoke hate crime tracking database has been developed to identify and respond to hate crime in Gateshead and ensure an enhanced service is provided to victims.
- Home Group has worked closely with partners in Gateshead to make some significant changes to national policies and procedures. This in turn has led to an increase in reports of hate crime amongst their tenants.

Areas of focus over next six months

- Working with Special Branch we will embed the new Prevent reporting form within referral processes which will strengthen our internal data collection and identification method to ensure that we are capturing all referrals.
- Launch the new Gateshead Hate Crime reporting system to make it easier and quicker for professionals to log hate crimes and encourage increases in self-reported or witnessed incidents.
- Establish a Strategic Hate Crime Supporting Victims task and finish group to review referrals to VictimsFirst Northumbria and look at initiatives designed to increase the uptake of support services.

LW28 – Percentage of high risk victims engaged with the Independent Domestic Violence Advisor (IDVA) service (Contributes to Live Well Gateshead)



The target for this indicator was to maintain performance of 59%. The engagement rate for the first six months of 2018/19 is 72% for those the service has been able to contact. Referrals to the service, which now deals with all clients of domestic and sexual abuse, regardless of risk level, have increased in the last 12 months. There were 824 referrals received in the first six months of 2018/19, compared to 652 in the previous 12 months. This represents an increase of 26% (+172 referrals).

As of August 2018, the Domestic Abuse service in Gateshead has changed to work with victims of all risk levels. This is expected to have an impact on the engagement rate of victims and now makes it difficult to compare performance to previous years.

Key achievements

- To improve engagement of victims of domestic abuse, Domestic Violence car is operational. This provides an opportunity for an Independent Domestic Violence Advisor to

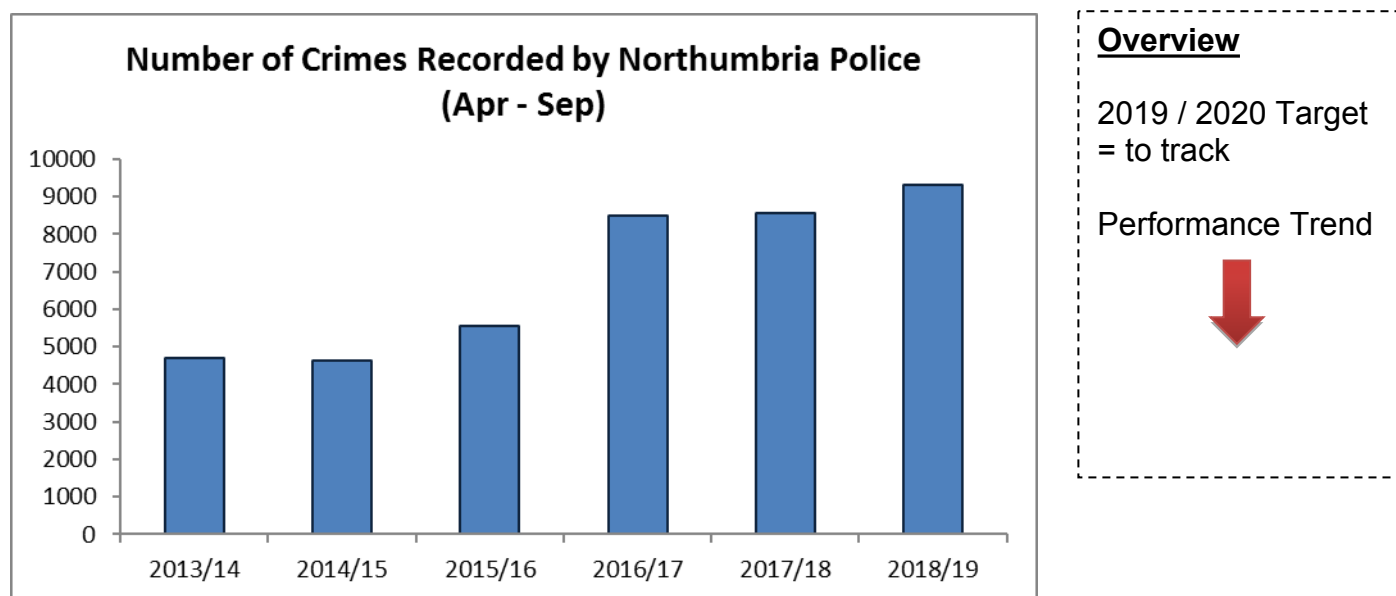
accompany a police officer to a domestic incident, increasing the chances of engagement between the victim and the worker.

- As of August 2018 the Domestic Abuse service now works with medium-risk victims of domestic abuse rather than solely high-risk victims. This has provided consistency of services and, in some cases, an offer of support that the victim may not have had access to previously.
- A specialist children's worker is now based in the domestic abuse team, ensuring continuity of support between services for the parent and the child.

Areas of focus over next six months

- The new domestic abuse service will be launched in November 2018.
- Finalise the domestic homicide review for Adult D and implement any of the recommendations identified.

LW31 – Total recorded crime (Contributes to Live Well Gateshead)



Recorded crime in Gateshead continues to increase. Between April and September 2018, recorded crime in the borough increased by 8%, with an additional 869 crimes recorded compared to April-September 2017. This increase, although of some concern, is lower than most of the other area commands in the Northumbria Police Force area and is slightly lower than the overall increase for Northumbria which currently stands at +9%.

Whilst performance is deteriorating with the number of crimes reported, data shows that the rate of recorded crime (per 1,000 residents) is still relatively low in Gateshead. For the six months to September 2018, there have been 46.41 recorded crimes in Gateshead per 1,000 residents. This is lower than the most similar family group average of 50.99.

Key achievements

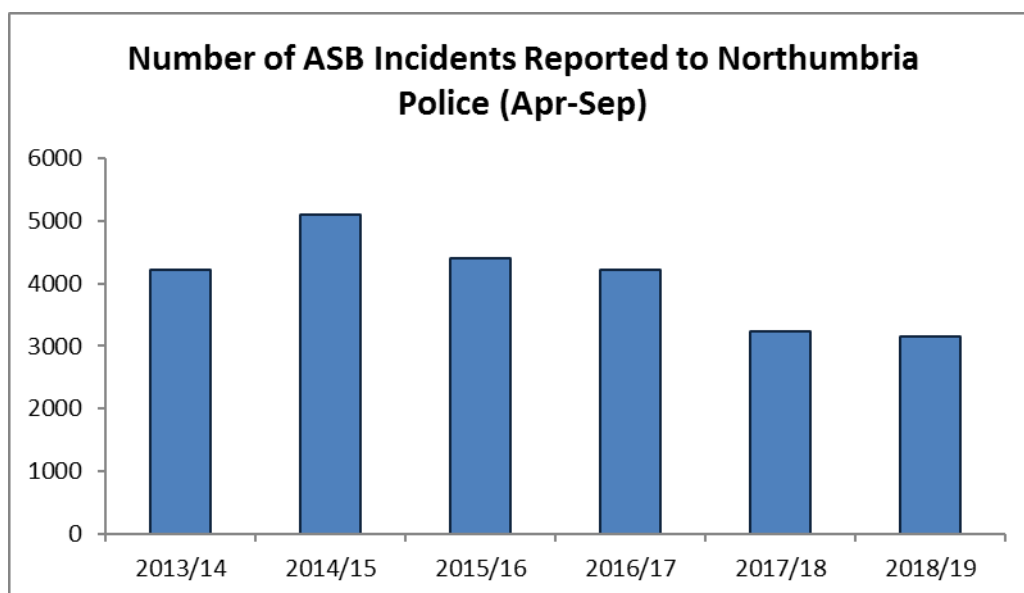
- Operation Magnet, the police operation to tackle organised crime across the force has received more partnership focus and input in the last six months. A number of operations involving key partners have taken place aimed at disrupting these networks as far as possible.
- Several operations have taken place in the last six months to address environmental crime. These include:
 - Operation Itinerant – a borough-wide operation to tackle scrap metal traders
 - National Rogue Trader Week operation targeted illegal tyre sales
 - Additionally, a large test purchase operation is planned for 5th November with Trading Standards focusing on firework sales

Areas of focus over the next six months

- Work is ongoing with police colleagues to improve the partnership element of Operation Magnet.
- Consult with members of the public on four proposed Public Space Protection Orders:
 - Pensher Street East
 - Mill Road/Baltic Car Park area
 - Dog Control Orders (Borough-wide)
 - School Parking
- Continue to develop the Integrated Offender Management in order to effectively and efficiently deal with complex offenders in Gateshead.

LW32 – Reported incidents of anti-social behaviour (ASB)

(Contributes to Live Well Gateshead)



Overview

2019 / 2020 Target
= to track

Performance Trend



Incidents of anti-social behaviour reported to Northumbria Police have fallen so far this year. There have been 3,143 incidents reported, compared to 3,236 in the previous year and equating to a reduction of 3%. The figures for youth ASB are also positive, with a 12% reduction reported

so far this year. Despite these reductions, tackling anti-social behaviour remains a priority for the Community Safety Board.

Whilst performance have improved, there still remain areas which are susceptible to incidents of ASB, and partners are working together to identify and address the issues raised in order to improve the quality of life for all Gateshead residents.

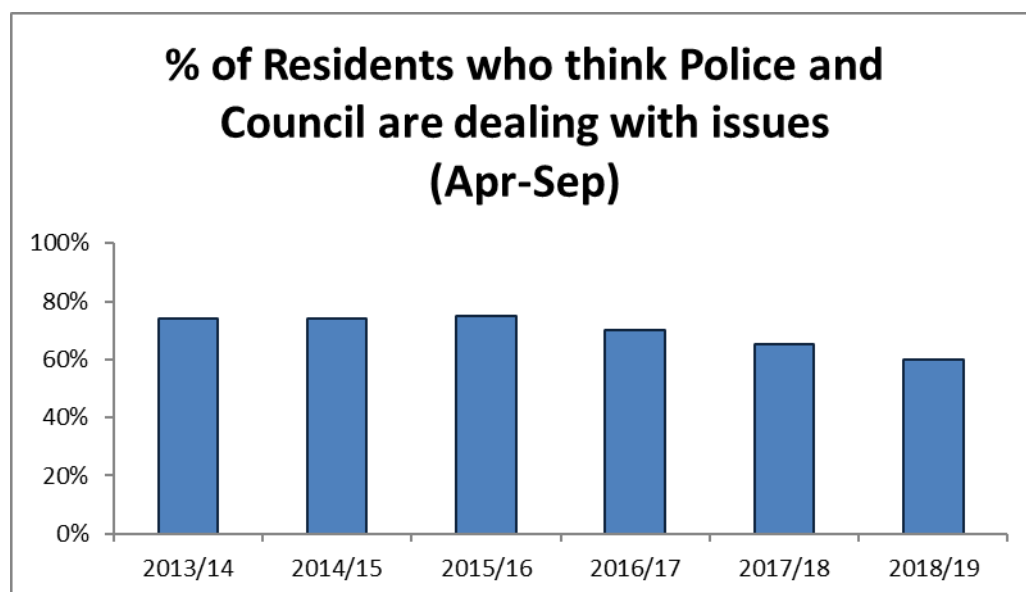
Key achievements

- To help address youth anti-social behaviour in hotspot locations, Operation Clasper is in effect across the borough. The process involves taking the details of a child or young person who is believed to be involved in anti-social behaviour. Any young person repeatedly stopped will receive a home visit from police and housing officers or, if this fails to address their behaviour, more formal action will be considered.
- The use of the tools and powers that form part of the ASB, Crime and Policing Act 2014 has increased in the first six months of 2018/19. Many residents may not understand the difference the use of these powers has made but, for partners, this increased knowledge has enabled officers to address issues and problematic individuals at an early stage, preventing escalation and therefore reducing the impact these behaviours have on the wider community.
- The first successful injunction for a person under 18 years of age was granted earlier this year, with positive requirements attached to the injunction to ensure that the young person is encouraged to change their behaviour through positive experiences.

Areas of focus for next six months

- Engagement and diversion of young people has been identified by partners as a gap. Partners are trying to secure funding to improve services for young people in the community.
- A review all of partnership meetings that are held to discuss complex individuals is due to take place. This will streamline the approach partners take and reduce duplication for services.
- Undertake a systems-thinking review of how we tackle ASB to ensure we have the right approach to supporting victims.

LW33 – Proportion of people who agree the police and council are dealing with the ASB and crime issues that matter
(Contributes to Live Well Gateshead)



Overview

2019 / 2020 Target (to maintain and track) = **72%**

Performance Trend

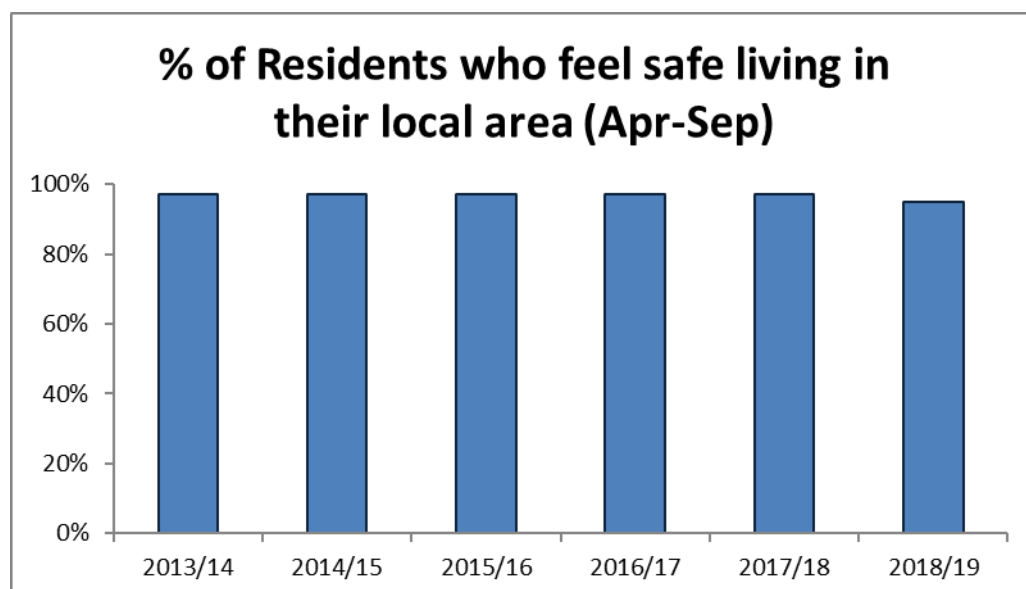


Performance against 2019/2020 Target



The target for this indicator is to maintain the figure of 72% achieved in 2015/16. In the first six months of 2018/19, 60% of Gateshead respondents feel that the council and police are working together to deal with the anti-social behaviour and crime issues that matter. This figure is lower than the figure reported in the first half of 2017/18 (65%) and lower than the Northumbria Police Force average (64%).

LW34 – Proportion of people who feel very or fairly safe living in their neighbourhood
(Contributes to Live Well Gateshead)



Overview

2019 / 2020 Target (to maintain and track) = **98%**

Performance Trend



Performance against 2019/2020 Target



The target for this indicator is to maintain the figure of 98% achieved in 2015/16. In total, 95% of respondents to the Safer Communities Survey in the first six months of 2018/19 feel very or fairly safe living in their neighbourhood, slightly lower than the figure reported in the six months of 2017/18. This figure is marginally lower than the Northumbria Police force average, where the

proportion of people feeling safe currently stands at 97%. Although below target, it is still very positive that 95% of residents feel safe in their neighbourhood.

Key achievements

- A series of world café events have taken place across the borough since March 2018 to improve partnership working in Gateshead. Each of the four events held have been well attended by members of the public and partners. They have given residents an opportunity to celebrate the good things about their neighbourhood, whilst also allowing partners to understand the issues that really matter to residents.

Areas of focus for next six months

- Partners will meet in November to discuss the world café events. Each of the events will be reviewed and a plan for future engagement activity will be proposed to ensure they meet the needs of the community.

Proposed Amendments to Existing Strategic Indicators

- LW32 – Reported incidents of ASB
 - It is proposed that this indicator is amended to incorporate other sources of reported anti-social behaviour. As well as police-recorded incidents, data collected would also include anti-social behaviour reported to the Private Sector Housing team and The Gateshead Housing Company
- LW27 – Referrals to ARCH
 - The ARCH Hate Crime recording system was decommissioned in November 2018. It is proposed that this indicator is changed to reflect changes in recording. Data collected will include reports made via the council's online reporting system and reports made to the police
 - 2019/20 will be the baseline year for this indicator as this is a different way of recording hate incidents.
- LW31 – Total recorded crime
 - It is proposed that this indicator is changed to report only on violent and serious acquisitive crime
 - Violent and serious acquisitive crime includes all violence against the person, robbery, sexual offences, burglary, theft of motor vehicle and theft from motor vehicle
 - In 2017/18 violent crime accounted for 40% of all recorded crime in Gateshead. In reporting on these crime types only, partners will begin to understand the effects these crimes have on victims
 - There will be no target set against this indicator
- LW33 – Proportion of people who agree the police and council are dealing with the ASB and crime issues that matter
 - This indicator has not changed but, rather than having a numerical target for this indicator, it would be preferable to set the target as being the best performing local authority in the Northumbria Police Force area. The reason for this is that this is more of a challenge for partners and the figures reported across Northumbria for this indicator fluctuate

- LW28 – Percentage of high risk victims engaged with the Independent Domestic Violence Advisor (IDVA) Service
 - Currently, this indicator measures the engagement rate of high-risk clients. The newly-established Domestic Abuse service now works with medium-risk victims as well as high-risk victims, meaning that data collected post-October 2018 cannot be compared to previous years' data
 - Due to changes in this service, it was felt that there was a better way of capturing the effectiveness of the service and so it is proposed that this indicator will now report on ***the proportion of cases closed where the risk level has reduced***
- A new indicator is proposed that would seek to reducing the gap between those wards with the highest crime rates and those wards with the lowest crime rates. This would assist in measuring partners' effectiveness in supporting people to thrive.
- It is proposed that one indicator is deleted altogether. The figures for LW34, which measures the proportion of people who feel very or fairly safe in their neighbourhood, do not change significantly and have not been below 95% in the eight years the Safer Communities Survey has been surveying residents

Communities and Place Overview and Scrutiny Committee

Making Gateshead a Place Where Everyone Thrives Six-monthly Assessment of Delivery and Performance 2018/19

10 December 2018

Portfolio:

- Economy – Councillor J Adams
- Environment & Transport – Councillor J McElroy
- Housing – Councillor M Brain
- Communities & Volunteering – Councillor L Green
- Culture, Sport & Leisure – Councillor A Douglas

Lead Officer: Tony Alder, Acting Strategic Director, Communities and Environment.

Support Officer: Ian Stevenson, Neighbourhood Management Team Leader

The committee undertakes scrutiny and review in relation to:

- Economic Development and Lifelong learning
 - Culture, including leisure, arts, sport and recreation
 - Housing, physical development and regeneration
 - Transport planning and public transport
 - Local environment including climate change
-

Summary

This report sets out performance for the six-month period April to September 2018 in line with the Council's Performance Management Framework. The report's focus is those 'Strategic Outcome Indicators' (SOIs) that fall within the remit of the OSC Communities and Place and are available to report at this six-monthly period. The relevant SOIs (where there is an available performance update) are set out in the table attached at Appendix 1. The SOIs that are not available to report at the six-monthly stage will be reported at year-end 2018/19.

Performance is measured using trend analysis from the data reported last year rather than annual targets, as Strategic Outcome Indicators have 5-year targets set.

Where data was not available to report at year end 2017/18, updates are included at the front of this report.

This report also highlights key actions delivered within the last six months against the Council's Thrive agenda.

Delivery of the Thrive Agenda. Strategic Outcome Indicators: Summary of Performance

Year-end performance 2017/18

At the 2017/18 year-end stage (June 2018) the following strategic outcome indicators were not reported in the year end 2017/18 performance report due to the availability of data. Following validation of the figures, a performance update for each of these is available below.

PG01 – Working age population – number of residents aged 16-64

PG02 – Increase Overall Housing Supply

PG03 – Proportion of Long Term Empty Properties

PG11 – Proportion of residents self employed

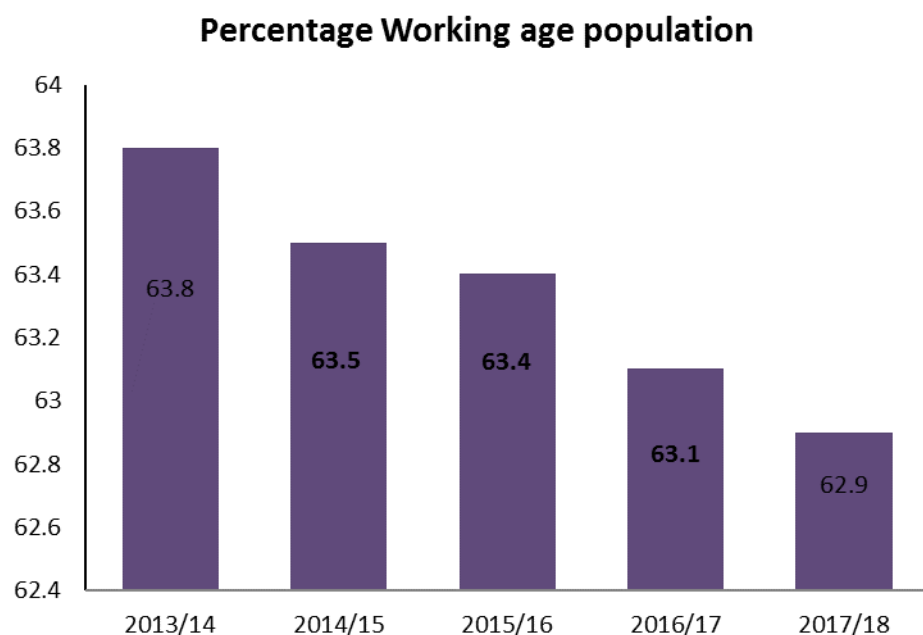
LL11a – Reducing Council Carbon Emissions – Actual

LL11b – Reducing Council Carbon Emissions – weather corrected

LW01 – Increase the number of affordable homes

LW35 – Accessibility to Public Transport (Parts A to D)

PG01 – Working age population – number of residents aged 16-64



Overview

2019/2020 Target
= 127,799

Performance Trend



Decreasing

Performance against
2019/2020 Target



Increasing

Year	Number of people of working age
2013/14	127,700
2014/15	127,400
2015/16	127,500
2016/17	127,300
2017/18	127,900

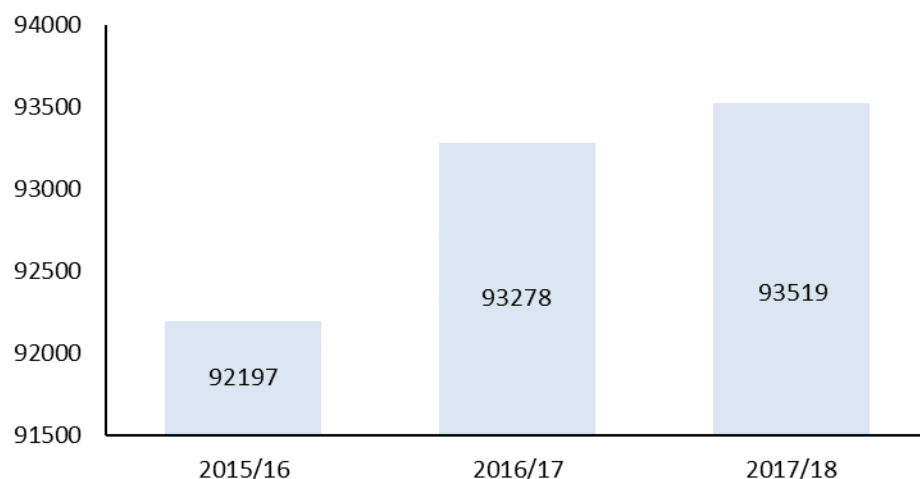
The recently completed Strategic Housing market assessment (SHMA) has identified that although there is likely to be an overall growth in households in the Borough, the dominant area for growth is in the population aged over 60 years. The Census data shows that national trends are typically reflected at a local level.

Economic activity rates for people aged under 25 have steadily declined, primarily as a consequence of the increased numbers remaining in full-time education.

Latest 2016-based subnational population projections published by ONS anticipate that the size of Gateshead's working age population will decline in absolute terms, and as a proportion of the total population. However, it should be noted that ONS projections are based on the continuation of past demographic trends: they do not forecast the impacts of policy intervention. In this respect, activities such as supporting new housing development in Gateshead could stop or reverse decline in the working age population.

PG02 – Increase Overall Housing Supply

Increase Overall Housing Supply



Overview

2019/2020 Target
= 96,167

Performance Trend



Improving

Performance against
2019/2020 Target

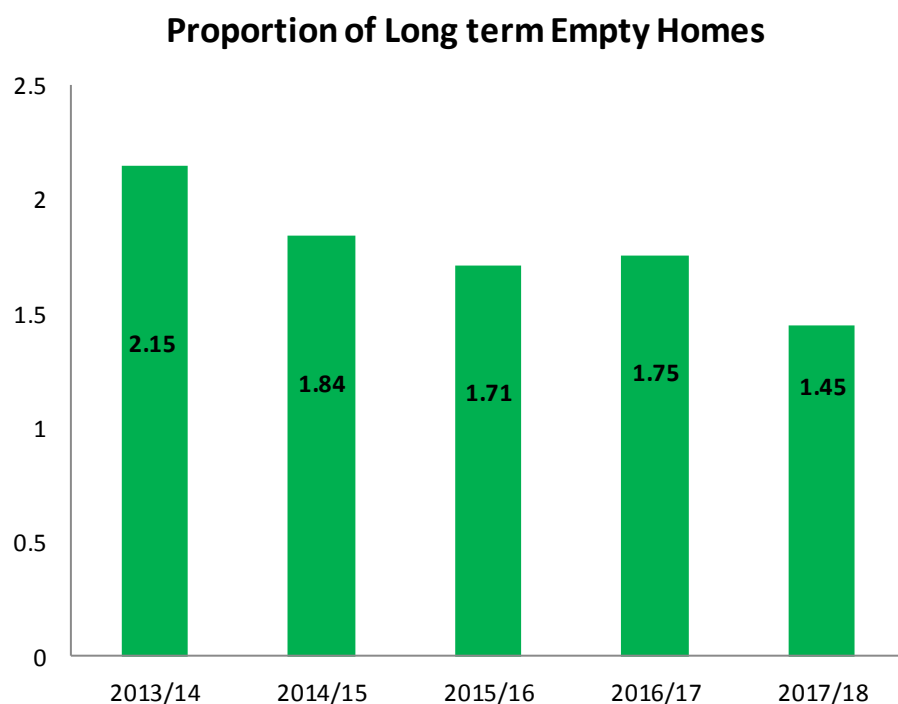


Progressing towards
target

The net number of homes liable for Council tax within the Borough has grown by 0.26% (241 homes) since last year (93,278).

It should be noted that this indicator reports on the change in the number of homes liable for Council Tax in Gateshead over the reporting year. It is not the same measure as net change in Gateshead's total dwelling stock. Delivering against this target will prove challenging due to the high costs of developing land in Gateshead, and a weaker housing market.

PG03 – Proportion of Long Term Empty Properties



Overview

2019/2020 Target
= 1.19%

Performance Trend



Improving

Performance against
2019/2020 Target

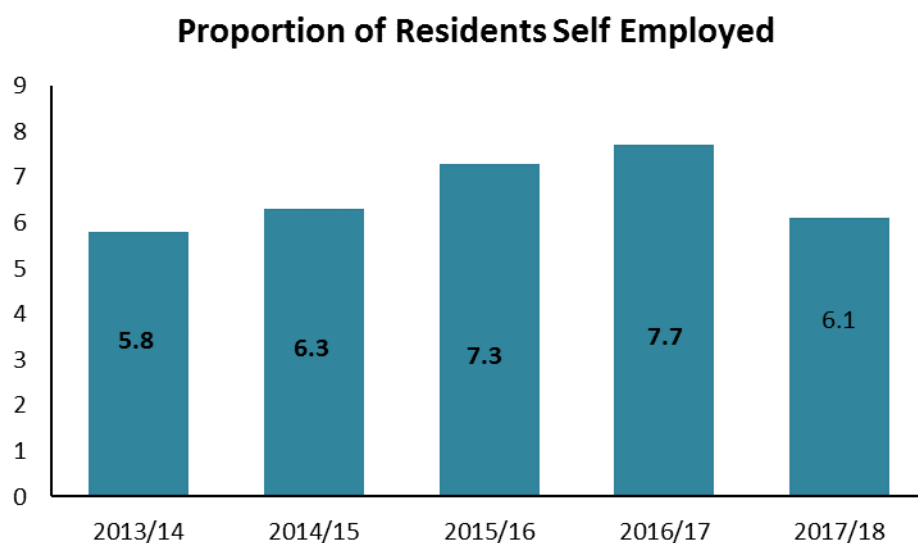


Progressing towards
target

The rate of long-term empty properties has decreased from last year and is now on target. This may be a consequence of continued service activity to tackle empty homes, and the imposition of a Council Tax premium on long-term empty homes.

Last year's upward trend in the long-term void rate has been reversed, and this year's target has been reached.

PG11 – Proportion of residents self employed



Overview

2019/2020 Target
= 7.0%

Performance Trend



Decreasing

Performance against
2019/2020 Target



Not yet achieved

The Council has supported the growth in self-employment by creating an environment in which businesses can start-up, locate, invest, grow and, through initiatives, to stimulate private sector investment, entrepreneurialism, competitiveness, innovation and productivity. These have included supporting inward investment, self-employment and sector development.

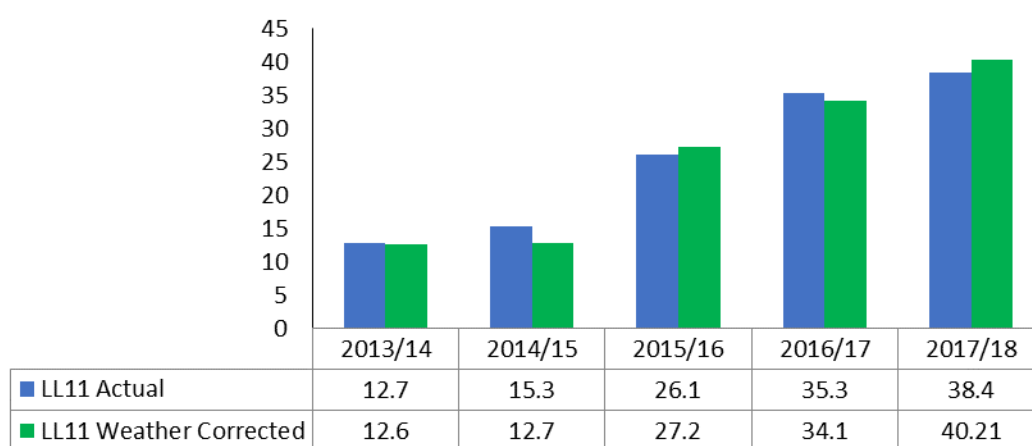
The percentage of residents self-employed has reduced from 7.7% to 6.1%. It is difficult to accurately report the exact number of residents who are self-employed. The indicator relies on data taken from NOMIS official labour market statistics with the ONS Annual Population Survey (APS) the data source. The APS is a continuous national household survey with the aim of providing estimates between censuses of main social and labour market variations at a local area level.

The impact of austerity has been a contributing factor in the reduction in the overall amount of public sector support to assist people to explore self-employment and will have a direct impact on numbers in the borough.

In the first six months of 2018-19, seven people were supported by the Council to set up a business or to become self-employed.

LL11– Reducing Council Carbon Emissions

Reducing Carbon Emissions



Indicator	2017/18 Figure	Trend
L11a Reducing Council Carbon Emissions A) Actual Figure	38.4% (Reduction)	↑
L11b Reducing Council Carbon Emissions B) Weather Corrected Figure	40.2% (Reduction)	↑

Actual greenhouse gas emissions from Gateshead Council operations are 4.8% lower than last year, and 38.4% lower than in 2007/8.

Accounting for variability in annual temperatures, weather-corrected emissions also fell 6.1% on last year and are now 40.2% down on 2007/8.

Breaking this down into the main areas of energy and fuel use, we can see where progress is being made, as follows:

- Gas consumption in buildings decreased by 0.7%
- Electricity consumption in buildings fell by 5.1%
- Streetlights electricity use fell by a further 6.7% as the effect of further energy efficiency lighting replacement took effect.
- Business travel has dropped by 20.4% since 2007/08. Which is quite an increase on last year
- Fleet transport dropped by another 12.6%
- Landfill gas emissions have dropped substantially, since the problems in 2013/14 and are now down by 97% on 2007/08, as the gas produced significantly reduces.

LW01 – Increase the number of affordable homes

Year	Result
2016/17	61
2017/18	64

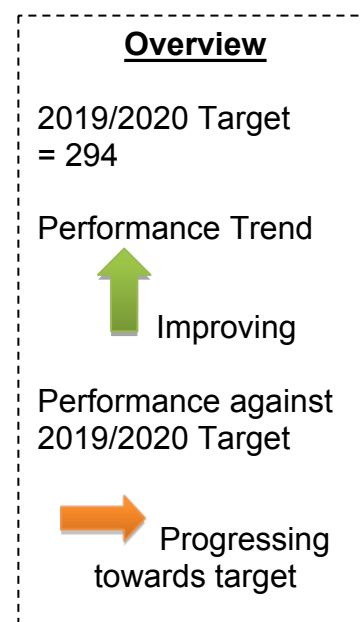
The majority of new build affordable homes have been provided through Keelman Homes at West Park, the Gateshead Regeneration Partnership (GRP) at sites in Birtley & Saltwell and Persimmon Homes have also completed 2 units in Birtley.

93% of new build affordable homes completed during 2017/18 were built on former Council owned land.





A further 35 homes have been renovated (by both the Council and Keelman Homes) and brought back into use as affordable housing using Homes England Grant.

Planning policy requires 15% affordable housing on developments of 15 or more dwellings subject to viability. Gateshead suffers from significant viability issues due to the amount of previous industrial land and land mining usage. This significantly affects the number of affordable houses provided through planning policy and the number of completions is reduced due to viability issues above. Positively, we are able to deliver affordable housing by working with partners including GRP, Keelman Homes, other registered housing providers and Homes England.

The effect of the enforced government 1% reduction in social housing rents in each financial year has had a significant effect on the appetite of developers and housing providers to invest in new social housing development.



LW35 – Accessibility to Public Transport (Parts A to D)

Indicator	2017/18 Year End Figure	2019/20 Year End Target	Performance Trend	Performance against 2019/2020 Target
a) Access to main centres (daytime)	57.2%	57%		Achieving
b) Access to main centres (evening)	52.8%	52%		Achieving
c) Access to key employment (daytime)	59.1%	62%		Not achieved
d) Access to key employment (evening)	44.7%	41%		Achieving




Overall 2017/18 performance has shown a small but positive increase when compared to 2016/17 with three of the four sub indicators meeting 2019/20 targets set.

There is a small decrease in access to employment during the day from 63% in 2016/17 to 59.1% in 2017/18 and it is considered that this slight change is likely to changes in service operator timetables and the level of reduction does not cause concern.




Six-monthly performance 2018/19

The performance for the strategic outcome indicators which are available to be reported are noted below. Please note that trend analysis included in the overview section uses the following keys.

Performance Trend

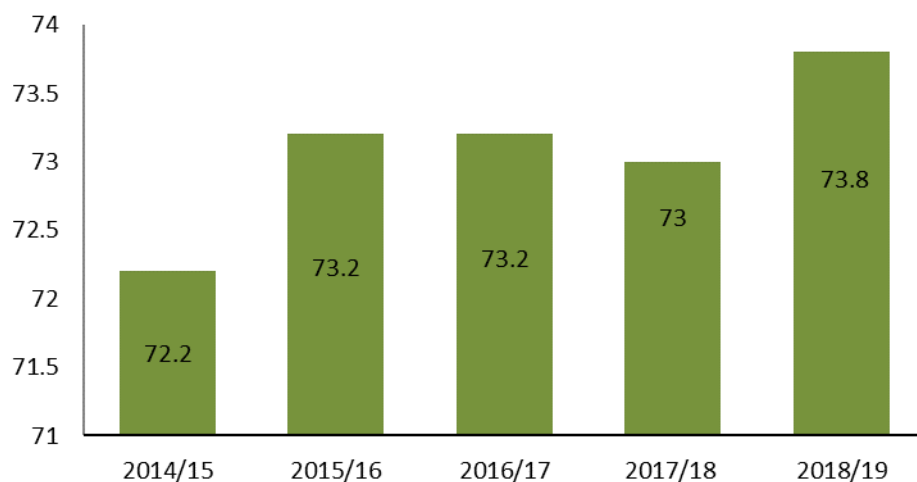
 Decreasing	Performance has not improved from the Year End Result
 Maintaining	Performance has remained the same as Year End Result
 Improving	Performance has improved from Year End Result

Performance against 2019/2020 Target

 Not yet achieved	2020 Target is not yet achieved
 Progressing towards target	Performance is progressing towards target and there is improvement from the last available result
 Achieving	2020 Target is being achieved

PG05 Employment Rate – People economically active and in employment aged 16-64

PG05 Employment Rate



Overview

2019/2020 Target = 73.2%

Performance Trend



Increasing

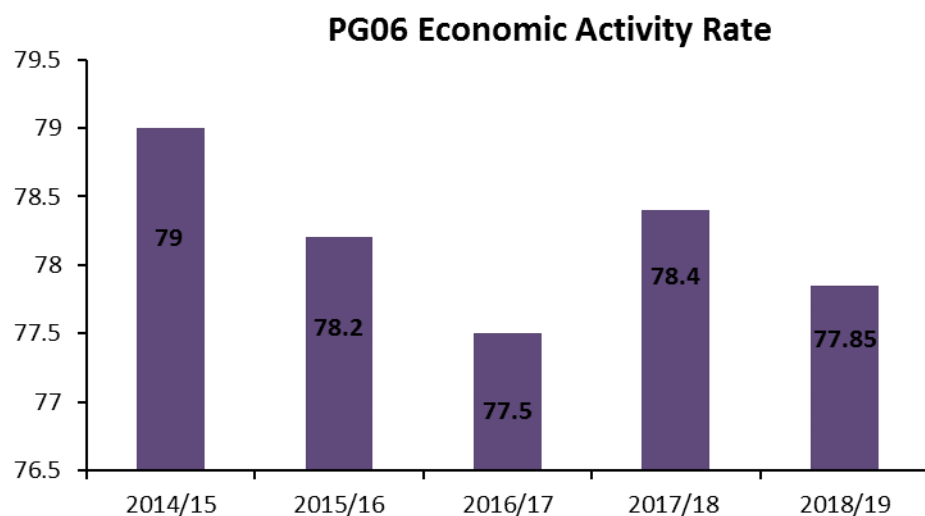
Performance against 2019/2020 Target



Increasing

Employment rates both nationally and locally continue to increase significantly. Gateshead continues to compare well with or out-perform the wider North East (NE) region (71.0%) but is lower than the National rate (75.0%). The National rate is reflective of growth elsewhere in the country and in particular, the South East. A target based on maintaining current levels of performance is seen to be challenging due to the projected decline in the working age population locally and, particularly the political and economic uncertainties around Brexit.

PG06 – Economic Activity Rate – Percentage of all people aged 16-64



Overview

2019/2020 Target
= 80%

Performance Trend



Decreasing

Performance against
2019/2020 Target



Progressing
towards target

Economically active is defined as in work, actively looking for work and/or fit for work.

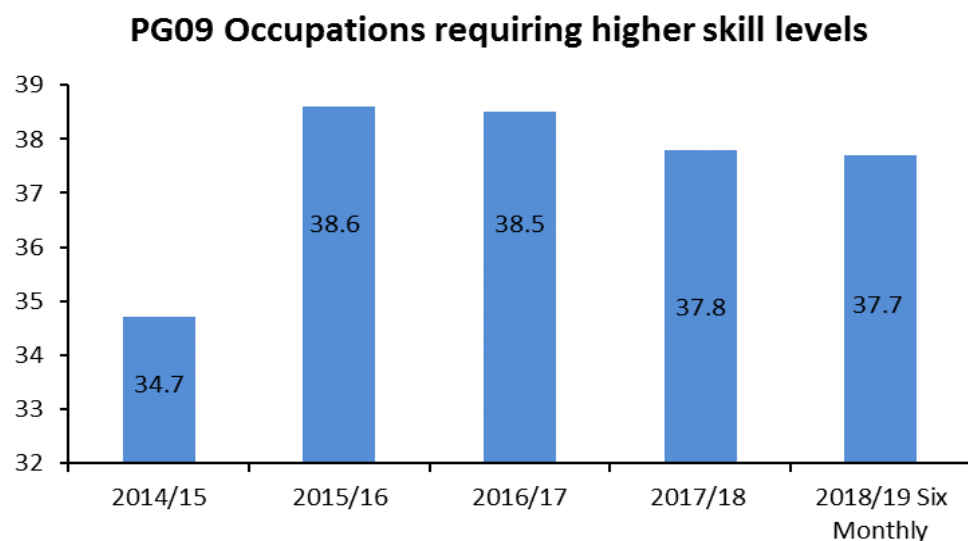
High employment rates and major changes to the welfare system with the introduction of full service Universal Credit (UC) are reducing the number of people classed as economically inactive and thus fuelling a comparatively high Economic Activity Rate.

The full UC replaced six previous benefits (Income-based jobseeker's allowance, income-related employment and support allowance, income support, child tax credit, working tax credit and housing benefit) and affects a larger number of residents within Gateshead and it is still to reach full implemented in many areas.

Gateshead remains consistently ahead of the North East with an average (75.2%) and only half a percentage point behind the National average (78.4%).

This will be further discussed at Corporate Resources OSC when Committee consider the six-monthly impact of Welfare Reform report.

PG09 – Residents employed in occupations requiring higher skill levels



Overview

2019/2020 Target
= 37.8%

Performance Trend



Decreasing

Performance against
2019/2020 Target



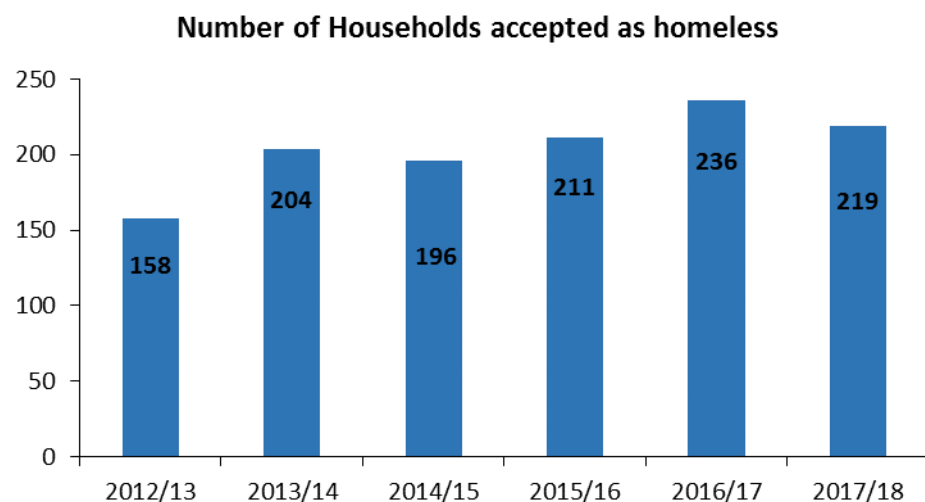
Not yet achieved

Following a decrease in this indicator from 2016/17 to 2017/18 performance is now slowly recovering. Gateshead is behind both the NE region average (39.2%) and some way off the National average (45.8%). This indicator can fluctuate as it is survey based and significant changes can occur over short timescales. As previously mentioned uncertainty over Brexit and its implications could lead to at least some short-term instability in occupations being available that require a higher skill level.

PG29 – Number of households accepted as homeless

PG30 – Number of households prevented from becoming homeless

Under the Homelessness Act 2002, local housing authorities must have processes and procedures in place for preventing homelessness in their area which applies to everyone at risk of homelessness. Homelessness prevention is a statutory duty for the Local Authority and in Gateshead. The delivery of homelessness advice is discharged through The Gateshead Housing Company (TGHC), although prevention activity includes work across all service areas and going forward will also capture prevention work from partner agencies. As good practice, TGHC take steps to relieve homelessness in cases where someone has been found to be homeless but, is not owed a duty to secure accommodation under homelessness legislation.



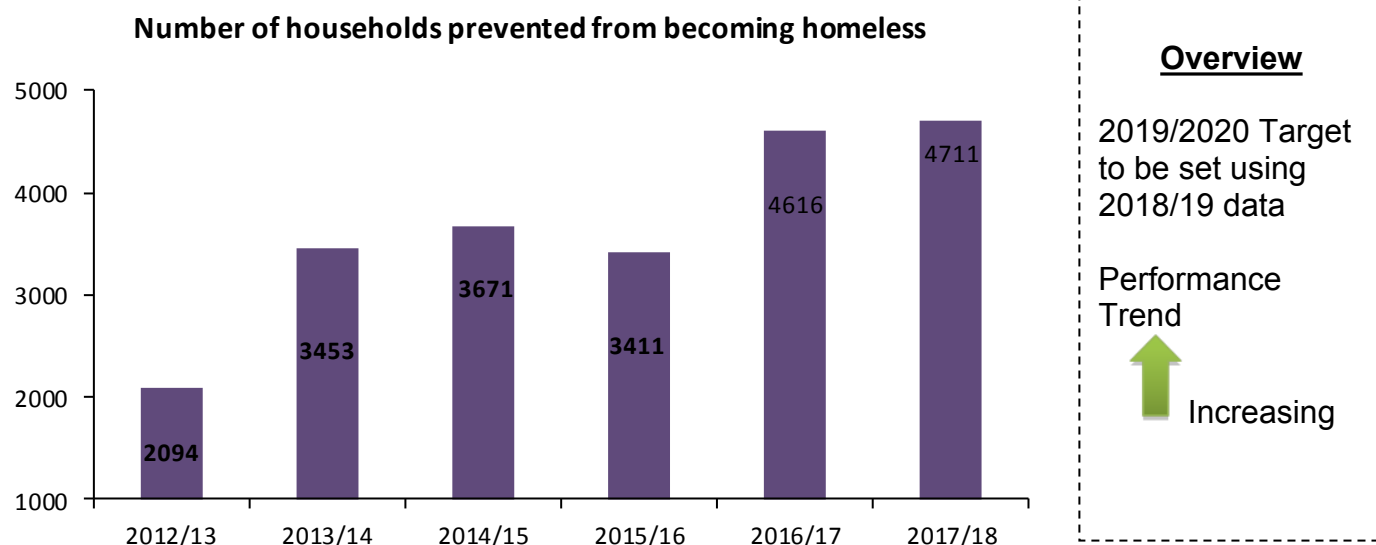
Overview

2019/2020
Target to be set
using 2018/19
data

Performance
Trend



Increasing



As reported at year end, The Homeless Reduction Act came into effect from April 2018, which alongside making prevention a statutory duty, changed the way in which homelessness cases are defined and reported. Going forward we are required to capture performance information in a different way, which is prescribed by the Ministry of Housing, Communities and Local Government (MHCLG).

Prevention is now categorised as interventions for those clients with a real risk of homelessness within 56 days. Through using this definition, much of the preventative activity that had previously been reported will no longer form part of the reported figures, e.g. cases that are awarded Discretionary Housing Payments.

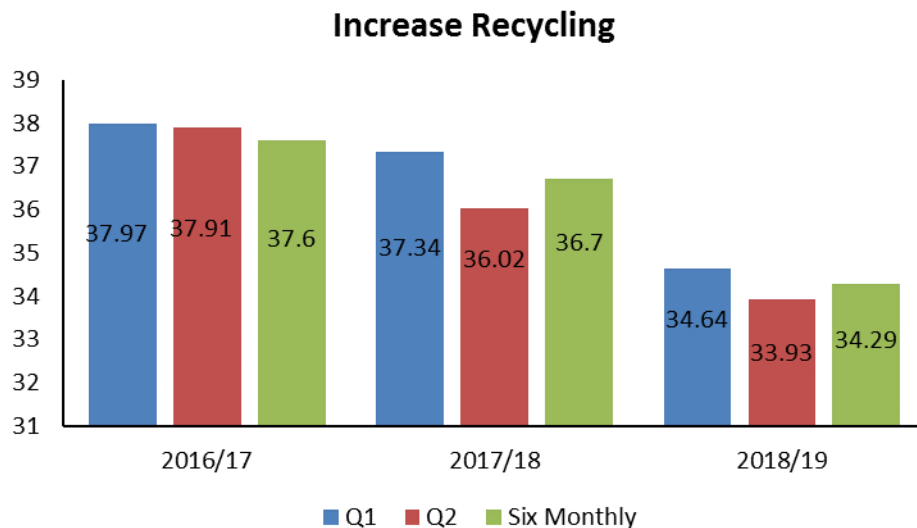
One of the main areas of focus during the first 6 months of this year has been to develop ICT solutions to enable accurate recording of client data, in line with the revised reporting requirements.

A targeted action plan to implement the additional duties imposed by the change in legislation has been established, involving partners from across the council, Gateshead Housing Company and, the voluntary and community sector.

The next phase of the act is to implement a “Duty to Refer” for all statutory bodies and as part of the action plan, we have participated in a cross regional group to ensure a consistent approach to referrals and have worked with partner agencies, DWP, Probation etc to ensure early referrals are made for those clients threatened with homelessness at the earliest opportunity.

Longer term performance measures and targets will be set once the act and associated performance information has been assessed at year end.

LL09 Improve the recycling rate



Overview

2019/2020 Target
= 50%

Performance Trend



Performance against
2019/2020 Target



Not yet achieved

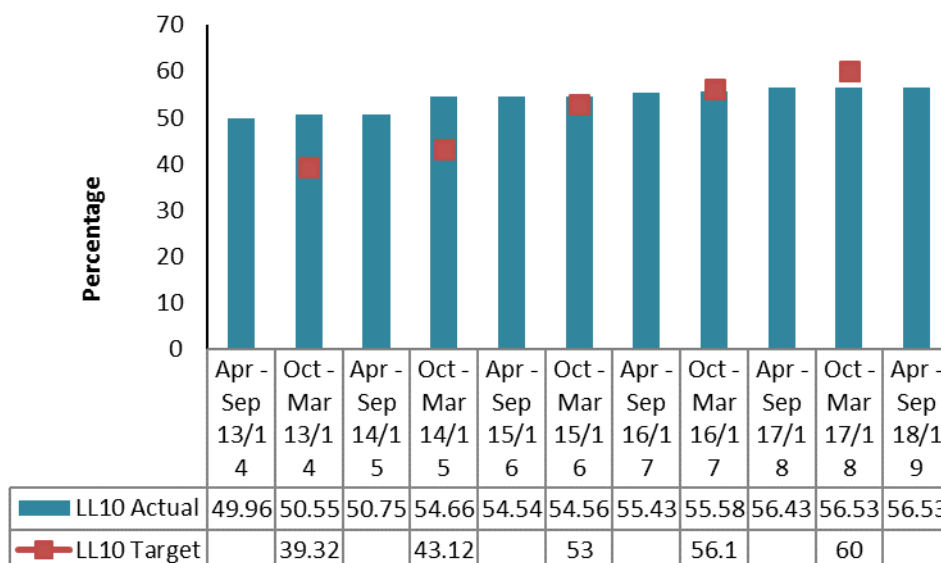
A poor growing season resulting from the excellent summer weather has led to a drop in the green waste tonnage collected when compared to 2017/18 six monthly reporting.

Newspaper usage continues to fall nationally this, plus other moves to online use, have resulted in a further 12% reduction in paper tonnage collected in Gateshead compared with last year. Positively the total recycling collected in blue bins has increased by 3% compared to the same period last year. The increase for overall recycling at Household Waste Recycling Centre (HWRC) and the blue bins will not offset the reduction in green waste collected.

Increased scrutiny throughout the supply chain on the quality of materials collected and during collections continues. Extraction of contaminants whilst materials are being processed has resulted in lower tonnage although waste collected is of a higher quality. Behavioural Change Officers continue to work with residents, management companies and housing associations at communal collection points to improve recycling collection and reduce contamination. Increased use of social media for regular recycling messages and work with partner authorities is ongoing.

LL10 – Increasing Homes in the Highest Energy Efficiency Bands

Homes in the highest energy efficiency bands



Overview

2019/2020 Target
= 60

Performance Trend



Performance against
2019/2020 Target



Not yet achieved

There are 47,881 homes in the Highest Energy Efficiency band and they have a Standard Assessment Procedure (SAP) rating greater than 65.

Large scale changes to The Energy Company Obligation (ECO), have resulted in lower levels of Capital funding available. Warm up North delivery has also ended as has Green Deal. Demolitions of older hard to treat and thermally inefficient properties has slowed significantly this year. This coupled with diminishing returns to existing stock that is treatable and identifiable accounts for the variance

The biggest challenge to improving SAP scores is improving the remaining hard to treat homes – high rise, or solid wall properties and this is due to the high cost of measures. The Council is focusing resources on these property types, with schemes like Gateshead HEIGHTs.

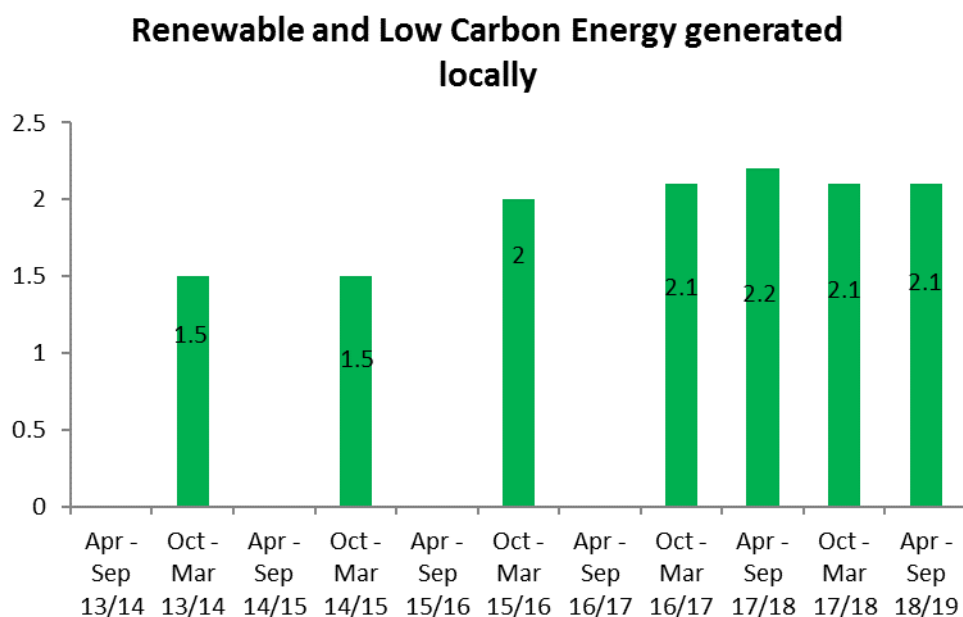
The HEIGHTs project is nearing completion of 7 high-rise blocks of flats and aims to deliver energy efficiency improvements in each block through a variety of measures. By the end of September 2018, there were approximately 400 out of 621 properties connected to the new heating system, with the remainder due to be completed over the next couple of months.

The results of these improvements should be reflected in the figures to be reported at year end. It is also anticipated that further data which will be obtained from Building Control, The Gateshead Housing Company, Planning and Private Sector Housing will also result in an increase in the number of residential properties which have a SAP rating of 65 or greater.

Since April 2018, new laws require private landlords to bring the property up to an energy efficiency SAP rating, before they relet, which should drive more improvement to the private rented sector.

In future years, we can provide numbers of measures installed for a given year, to further illustrate how the SAP score is improving.

LL12 – Percentage of renewable / low carbon / energy generated locally



Overview

2019/2020 Target = 16.8%

Performance Trend

Performance against 2019/2020 Target

Not yet achieved

In Gateshead, about 90% of the installed renewable energy capacity is attributed to landfill gas electricity generators, with the remainder comprised of smaller scale, building specific renewable energy systems.

Splitting the technologies between renewable electricity and heat show that for electricity, Gateshead is producing 10.6% (55711.97 MWh) of its electricity from renewable sources, (largely due to landfill gas generators and solar panel installation), but only 0.07% (1612.8 MWh) of heat from renewable sources. The latter figure will increase when the 10 customers for the District Energy Scheme are accounted for next financial year.

Delivery of the Thrive Agenda

Key Achievements & Areas for Improvement

This section provides key highlights of progress made in support of the Council's Thrive agenda. It also provides actions that will be progressed between October 2018 and March 2019.

Achievements

- The Heworth maintenance work began late January 2018 and was completed eight weeks ahead of schedule. It is proposed to use the surplus funding from the Department of Transport to make further improvements on the A184 (additional resurfacing, parapet protection/renewal, renewal of Vehicle Restraint Systems, strategic signage, and flood relief work on and in the vicinity of the road). Funding will also support major repairs and reducing the risk of vehicle incursion onto the A1 embankment at the A692/A1 junction to the west of Gateshead.
- PROTO: The Emerging Technology Centre was completed and opened by HRH The Duke of Cambridge in September 2018. There has been strong interest from occupiers with 60% of space now occupied. This includes 7 occupiers relocating from outside of Gateshead. The Council, working in partnership with Invest North East England, has secured Department of International Trade's resources to develop an inward investment proposition for the emerging technologies sector on behalf of the region; positively this positions Gateshead and in particular PROTO as a prime destination for technology led inward investment.
- An ERDF application submitted by Gateshead and five other local authorities (excluding Durham) in the NECA for a Business Energy Efficiency Support Programme was approved. The £1.4m scheme will support 250 small to medium enterprise (SMEs) across the region with advice and funding to achieve reductions in energy costs and greenhouse gas emissions enabling small businesses to increase resilience and adaptive capacity. Reducing energy cost will allow for companies to divert their resources to expansion rather than manage overhead costs whilst reducing greenhouse gas emissions helps prevent premature deaths, reduce global warming and make Gateshead a healthier place to live and work in. 2017/18 (most recent figures) Council Carbon Emissions performance is 38.4% as detailed earlier in this report.
- Planning approval was granted for new Grade A office accommodation on Baltic Business Quarter by the Council. This was in response to development market failure but also demand from potential occupiers for space. The new office building will provide space for up to 500 employees when it opens in early 2020 which will bring increased footfall into Gateshead town centre and boost the local economy.
- Gateshead has launch an enhanced, ethical recruitment service for employers obliged or willing to recruit new job entrants locally. Working with partners the service would support single to large-scale recruitment campaigns and would be for both temporary and permanent positions. This is also an opportunity for the Council to advocate for more stable, meaningful employment and increase the local working age population which will decrease the number of local claimants receiving Universal Credit. 2017/18 Current working age population is 62.9% as detailed earlier in this report.

- A sector-based work inspiration programme for young people including NEETs and Looked After Children will be launched in early 2019. Working with industry, training providers and schools, the programme will deliver sector insights and inspiration into future career choices and the many options available to achieving them. This work will improve the younger generation employment aspirations and is expected to reduce intergenerational worklessness whilst meeting the future skills needs of employers and retaining talent in the region.
- The Council has been awarded £2.3 million from the Government's National Productivity Infrastructure Fund to support the removal of the subway beneath the Gateshead flyover at Sunderland Road. It will be replaced by a new A grade pedestrian and cycle crossing and dedicated bus link. The removal and replacement of the subway will ensure that residents are safe when crossing this busy area and reducing the risk of fatal pedestrian and traffic accidents and this Strategic Outcome Indicator will be reported to Committee at year end 2018/19 when results become available.
- The Council has attained a 'band 3' status in the Government's highway maintenance incentive funding process. This has secured an additional £138,000 funding for road maintenance in 2018/19. If this status is maintained into next year it will see a further £229,000 secured. The ongoing maintenance of roads ensures that they are safe, serviceable and reliable and are vital to the economy and the social well-being of communities and all road users.
- The Council has continued to raise the profile of Gateshead as an investment location internationally, hosting a delegation from the Shangrao Economic and Technological Development Zone in China interested in establishing a trade and investment partnership. A follow up visit by the Deputy Mayor of Shangrao, a city with a population of seven million, is expected in November. Achieving this international recognition will attract business investments and hopefully increase business rate collection.
- A local Careers Education Information, Advice and Guidance Network for Careers Leaders from Gateshead secondary, SEND schools and Gateshead College has been established. The network which will promote the sharing of best practice when linking education with business and developing the Gatsby benchmarks of good careers guidance within Gateshead schools. The network has supported schools to access North East Collaborative Outreach's Programme's (NECOP) Future Me service to increase awareness of higher education opportunities and progression pathways for young people. This will aid young people to use their education to gain employment that in turn will make them financially self-sufficient and less likely to rely on Universal Credit.
- A community-based enterprise programme in partnership has been launched with Millin Charity that will support at least 100 economically inactive women to develop entrepreneurial skills and explore business start-up and self-employment. The programme will initially be delivered in central Gateshead, Chopwell and through some targeted interventions within the Jewish community. This enterprise will support local residents into self-employment which is currently 6.1% for 2018/19 (as detailed earlier in the report) allowing them to become independent and increasing business enterprise within the Gateshead area.
- The Council has worked with employers in the borough to influence their employment practices, and to ensure that business growth is sustainable and ethical. Priority sectors include retail & hospitality and care as priority sectors. These sectors have a direct impact on welfare and supply essential goods and services to everyone, regardless of income or social status and providing employment to 35% of residents. Work is focusing on ensuring these sectors continue to support local communities equitably, promoting sustainable supply chains

and driving up job quality through improved productivity making Gateshead the first choice for business growth.

- Gateshead hosted a launch event for the North East Fund in June 2018. A £120m investment fund is available to drive local growth and job creation funded by ERDF and the European Investment Bank (EIB). Over 50 business people attended to find out how to access investment to support start up, scale up and job creation which will support and sustain local employment, business development and increase individual and business financial stability in Gateshead.
- The Council successfully delivered the first concert to be held at Gateshead International Stadium since 2000, with over 23,000 people attending the 'Little Mix' concert in July. This global and national recognition has the potential to attract further large-scale entertainment events which will further increase the local economy and keep Gateshead in the public eye.
- The Go Gateshead Sport & Leisure Website (www.gogateshead.com) was launched in March 2018 to make it easier for residents to access the service. The website continues to be successful maintaining a high level of site visits per week, and the service now includes the addition of a new online booking process for swimming lessons, which has enabled 90% of payments to now be taken by direct debit. Easy access to leisure services will enhance mental and physical health and wellbeing which reduce the impact on the NHS and the health and social care service delivered by Gateshead Council.
- Working in partnership, the Council, Keepmoat Homes and the local Glenpark Medical Practice secured funding from the NHS for a new medical practice on Ravensworth Road. Construction started in March 2018 and will complete in December 2018. The Glenpark Practice will relocate to the new Centre in January 2019, providing a new, state of the art facility for their 10,000 patients. Ensuring that the NHS are centrally located to allow for easy access to appropriate local health care. Keepmoat Homes are currently building 45 new family homes on the adjacent site, the first of which are occupied, and will complete by the end of 2019. Providing more family homes in Gateshead develops and increases sustainable communities, opportunities to employment, support local businesses, retail sectors now and in the future.













Areas for Improvement / Actions to take in the next 6 months




- The Gateshead Regeneration Partnership (GRP) will provide local employment and supply chain opportunities for Gateshead businesses. In early 2019 GRP construction begins on three housing sites at Kelvin Grove, Rowlands Gill and Whitehills Drive which make best use of previously vacant land and supports, employment and local community development.
- Delivery of new facilities and improved public spaces at Baltic Quarter for businesses and visitors will help to create a vibrant business destination and facilities will include a new café, new seating on the Boulevard and improved signage. The new facilities will encourage residents and employees into the area, improve local spending and promote the Gateshead area as a place to work and visit.
- The Council will explore opportunities to secure wider social and economic benefits for growth in the tech sector including a fairer share and distribution of wealth, and greater stability for freelance and contract employees by supporting the development of a Tech co-operative, business owned and democratically controlled by its workers, or similar model.

- The Council aim to improve the business environment to develop the capacity and accelerate the growth of key employment sectors. These include digital technology, advanced manufacturing, health and retail to support business expansion and retention, increasing the number and quality of jobs available to residents. Activities will include supporting business expansion and retention through account management, working with employer organisations, cluster and supply chain development.
- An ERDF grant application was made for £8m of funding, to support a £16m scheme to deliver sustainable energy and transport improvements to Chopwell. Unfortunately, the application was not successful however, the project scope is being reviewed and revised, and other funding sources explored.
- In respect of the Gateshead Quays development, the key action over the next 6 months is to secure Agreement to Lease with the key tenant SMG Europe who will operate the new arena and conference centre.
- Improve the promotion of Gateshead and support its ambition to be recognised as a business investment location and the number one destination for companies developing cutting edge technology, software, and content through a digital marketing campaign and building on the success of PROTO. A company has been commissioned to deliver the campaign which will start imminently.
- Civil bus lane enforcement was expected in late 2018 with three cameras at Gateshead High Street, the A184 (West Central Route, behind the bus station) and the A184 Felling Bypass (westbound). It is anticipated that lane enforcement will lead to a reduction in road traffic and pedestrian accidents. The outcome of improved road enforcement will be known at the end of 2018/19 and continue on into 2019/20.
- A new housing development is under way through the Trading Company, with 22 apartments for sale being developed at the former Derwentside Sheltered Scheme in Swalwell, with completion expected late 2018. Construction activity also commenced on the former Lyndhurst Site in Beacon Lough. The development will see 36 new family homes being built with completion expected in summer 2019. Both of these developments are being progressed under the trading name Beacon Living.
- Council Housing is progressing with work to develop a core and cluster scheme of 14 supported living homes in Winlaton. The development will see a mix of bungalows and apartments, supported by an onsite concierge providing support for clients with Learning Disabilities. The development attracted external grant funding of over £0.5m from Homes England and completion is forecast to be early summer 2019.
- The housing growth site at Clasper Village has been cleared and is ready for development of 191 homes plus a supermarket store to improve access to services for local residents. A planning application will be submitted in early 2019. This site recently attracted an offer of external funding offer to support remediation works on the site.
- A planning application for the housing growth site at Bleach Green in Blaydon will be submitted in January 2019 by Keepmoat Homes, for 183 homes. Funding from Homes England will help provide 15% affordable homes for the area with work starting on site in March 2019 and supporting local first-time buyers into home ownership.

- In October 2018, the Council will be supporting a month-long Adult Social Care Recruitment Campaign pilot working with the Department of Health and Social Care to promote careers in social care. The two pilots are based in Tyne and Wear and Gloucestershire and will inform a national campaign in early 2019. There are approximately 250 vacancies in the Gateshead social care sector at any one time. Filling these posts will alleviate the pressure on residents relying on Universal Credits.
- The Council will market land in the Baltic Business Quarter in early 2019. Expressions of interest will be requested from developers for schemes containing a mix of housing and employment developments. Mixed use developments increase population density, encourage more affordable housing (smaller units), allows for the creation of plazas, reduce distance between housing and employment, encourage walking and cycling, reduce road congestion and encourage retail opportunities. All of these elements will support the Gateshead area into future sustainability.




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Reference	Description	Year end Performance 2017/18	Trend from previous year	2020 Target
PG01	Working age population – number of residents aged 16-64	62.90%		127,799
PG02	Increase Overall Housing Supply	93,519		96,167
PG03	Proportion of Long Term Empty Properties	1.45%		1.19%
PG11	Proportion of residents self employed	6.1%		7%
LL11a	Reducing Council Carbon Emissions – Actual	38.40%		50%
LL11b	Reducing Council Carbon Emissions – weather corrected	40.20%		50%
LW01	Increase the number of affordable homes	64		294
LW35 (Parts A to D)	Accessibility to Public Transport (Parts A to D)	a) 57.20% b) 52.8% c) 59.1% d) 44.7%		a) 57% b) 52% c) 62% d) 41%
Reference	Description	Six-monthly Performance 2018/19	Trend from previous year	2020 Target
PG5	Employment Rate - People economically active and in employment aged 16-64	73.80%		73.2%*
PG6	Economic Activity Rate - % of all people aged 16-64	77.85%		80%
PG9	Residents Employed in Occupations Requiring High Skills Levels - SOC Groups 1-3	37.70%		37.80%
PG29	Number of households accepted as homeless	219		To be set for 2019/20 using 2018/190 data
PG30	Number of households prevented from becoming homeless	4,711		

Reference	Description	Six-monthly Performance 2018/19	Trend from previous year	2020 Target
LL9	Improve the Recycling Rate	34.29%		50%*
LL10	Increasing Homes in the Highest Energy Efficiency Bands	56.53%		60%
LL12	Percentage of renewable / low carbon /energy generated locally	2.1%		16.8%

(*) Revised Target

KEY

RED	Performance has not improved from last year	
AMBER	Performance has remained the same as last year	
GREEN	Performance has improved from last year	



**COMMUNITIES AND PLACE
OVERVIEW AND SCRUTINY COMMITTEE
10 December 2018**

TITLE OF REPORT: Annual Work Programme

REPORT OF: Sheena Ramsey, Chief Executive
Mike Barker, Strategic Director, Corporate Services and Governance

Summary

The report sets out the provisional work programme for Communities and Place Overview and Scrutiny Committee for the municipal year 2018/19.

1. The Committee's provisional work programme was endorsed at the meeting held on 23 April 2018 and Councillors have agreed that further reports will be brought to future meetings to highlight current issues / identify any changes/additions to this programme.
2. Appendix 1 sets out the work programme as it currently stands. Any changes proposed to the programme are set out in bold and italics for ease of identification.

Recommendations

3. The Committee is asked to
 - a) Note the provisional programme;
 - b) Note that further reports on the work programme will be brought to the Committee to identify any additional policy issues, which the Committee may be asked to consider.

Contact: Angela Frisby

Extension: 2138

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Communities & Place OSC 2018/19 Work Programme	
18 June 2018	<ul style="list-style-type: none"> • Constitution / role and remit • The Council Plan – Year End Assessment and Performance Delivery 2017-18 • OSC Review of the Council and Partner's Approach to Roads and Highways – Final Report • OSC Review - Work to address skill shortages and increase employment opportunities - Scoping Report and Evidence Gathering • Verbal Update - TWAM/Beamish • Work Programme
17 Sept 2018	<ul style="list-style-type: none"> • OSC Review – Work to address skill shortages and increase employment opportunities - Evidence Gathering • OSC Review of the Council's and Partner's Approach to Roads and Highways – Monitoring Report • Work Programme
29 Oct 2018	<p><u>Part 1 of Agenda</u></p> <ul style="list-style-type: none"> • <i>Adhoc Policy Issue – Gambling Statement of Principles</i> <p><u>Part 2 of Agenda</u></p> <ul style="list-style-type: none"> • OSC Review – Work to address skill shortages and increase employment opportunities - Evidence Gathering • Work Programme
10 Dec 2018	<ul style="list-style-type: none"> • OSC Review – Work to address skill shortages and increase employment opportunities -Evidence Gathering - • The Council Plan – Six Monthly Assessment of Performance and Delivery 2018 -19 • Work Programme
28 Jan 2019	<ul style="list-style-type: none"> • OSC Review –Work to address skill shortages and increase employment opportunities - Evidence Gathering • Managing the Environment – waste/litter/dog fouling - Progress Update • <i>GO Gateshead Sport and Leisure – Progress Update – moved from 17 Sept – agreed with Chair</i> • Work Programme
11 March 2019	<ul style="list-style-type: none"> • OSC Review –Work to address skill shortages and increase employment opportunities - Evidence Gathering • The Flood and Water Management Act 2010: Annual Progress Report • Beamish - Annual Update • Management of Highways – potholes /traffic

	lights/street lights – Progress Update
	<ul style="list-style-type: none"> • Work Programme
29 April 2019	<ul style="list-style-type: none"> • OSC Review – Work to address skill shortages and increase employment opportunities - Final Report • OSC Review of the Council's and Partner's Approach to Roads and Highways – Monitoring Report • Annual Report of the Gateshead Housing Customer Scrutiny Panel • Annual Work Programme Review

Issue to slot in

- **Postal Provision**