

COMMUNITY LEADERSHIP SCRUTINY COMMITTEE

Tuesday, 9 January 2018

6.00 pm

Committee Room 1, City Hall

- Membership: Councillors Bob Bushell (Chair), Naomi Tweddle (Vice-Chair), Yvonne Bodger, Kathleen Brothwell, Sue Burke, Chris Burke, Gill Clayton-Hewson, Thomas Dyer, Jane Loffhagen, Helena Mair and Lucinda Preston
- Substitute member(s): Councillor(s) Gary Hewson
- Officers attending: Democratic Services, Simon Walters, Jay Wilkinson, Steve Bird, Bob Ledger and Angela Andrews

A G E N D A

SECTION A	Page(s)
1. Confirmation of Minutes - 7 November 2017	3 - 8
2. Declarations of Interest	
Please note that, in accordance with the Members' Code of Conduct, when declaring interests members must disclose the existence and nature of the interest, and whether it is a disclosable pecuniary interest (DPI) or personal and/or pecuniary.	
3. Introduction from the Chair	
4. Introduction from Jay Wilkinson - Labour Market and Key Case Studies	9 - 18
5. Intelligence from Key Businesses	
Graham Metcalfe – DWP	
- Questions and Answers from Members	
Richard Locke-Wheaton/ Karen Leeman – Linkage Community Trust	
- Questions and Answers from Members	
Lincoln College	
- Questions and Answers from Members	
Farhan Ahmed – Lincoln University	
- Questions and Answers from Members	
6. Summary and Discussion	

7. Community Leadership Work Programmes	19 - 28
8. Scrutiny Annual Report 2016/17	29 - 42

Present: Councillors Councillor Bob Bushell (*in the Chair*), Kathleen Brothwell, Gill Clayton-Hewson, Paul Gowen, Jane Loffhagen, Lucinda Preston, Tony Speakman and Naomi Tweddle

Apologies for Absence: Councillor Sue Burke, Councillor Chris Burke, Councillor Thomas Dyer and Councillor Helena Mair

Also in Attendance: None.

11. Welcome and Introductions

The Chair welcomed the following external representatives to the meeting:

- Farhan Ahmed – University of Lincoln

12. Confirmation of Minutes - 1 August 2017

RESOLVED that the minutes of the meeting held on 1 August 2017 be confirmed.

13. Declarations of Interest

No declarations of interest were received.

14. Terms of Reference

The Chair reminded those present of the terms of reference for Community Leadership Scrutiny Committee.

RESOLVED that the terms of reference be noted.

15. An Introduction from the Chair

The Chair provided a brief introduction and outlined the proposal for the Community Leadership Scrutiny Committee to undertake a review of inclusive growth over the course of four meetings.

The review had a strategic fit with Vision 2020 which contributed towards both the Reduce Inequality priority, and the Economic Growth priority.

16. Introduction to Inclusive Growth - Jay Wilkinson

Jay Wilkinson delivered a presentation on Inclusive Growth and covered the following topics:-

- Inclusive Growth – how it was defined.
- The two sides to Inclusive Growth – Supply and Demand.
- Examples of supply-side policies.
- Examples of demand-side policies.
- Examples of Inclusive sectors according to the JRF study.
- The opportunities in exploring Inclusive Growth.

- The vibrant economy index 2017.
- The key areas for potential exploration.

Members asked the following questions:-

Question

Would the City of Lincoln Council offer jobs to people with career opportunities and not just any job that would be available at that time?

Response

Yes we would and we would look at the impacts that they are having on the authority.

Question

Was the Council looking to promote Inclusive Growth within the city of Lincoln or to wider areas?

Response

The Lincoln Strategy (wider area) would be included however identifying it as Inclusive Growth was difficult as it was such a broad area. It would become more clear after the next three meetings.

Question

What was the definition of ‘fair wages’?
Were the figures highlighted in the presentation current?

Response

Fair wages was identifying what worked for the local economy. The figures were current however were subject to change due to inflation. Jay explained that he would do a comparison between Lincoln and other areas during the next stage of the review.

Question

Could the skills that people gain be used in Lincoln so students didn’t move elsewhere?

Response

Looking at the skills of residents in the area would be part of the review as well as looking into which areas of the city had the most inequality. Officers hoped that this would be identified as they went along.

Question

Where did the figures come from in regards to GCSE levels? Was it for schools within the boundary only?

Response

It was for Lincoln residents irrespective of what school they attended and whether or not the school was in Lincoln.

17. Intelligence from Key Witnesses

Farhan Ahmed, University of Lincoln delivered a presentation on the academic perspective of Inclusive Growth and covered the following points:-

- Inclusive Growth – how it was defined.

- What should be done to improve Inclusive Growth?
- The positives associated with Inclusive Growth.
- The problems associated with Inclusive Growth.

Members asked the following questions:-

Question

How could companies be more flexible and help women who were at a disadvantage for various reasons train up to a reasonable level?

Response

There was a big issue around women being at a disadvantage when it came to gaining employment, only being offered lower paid jobs. It would need to be looked at in further detail.

Question

If the barriers to Inclusive Growth were going to be investigated, surely somebody would be at a disadvantage i.e. people wouldn't want to pay higher wages or can't afford to?

Response

Certain groups would be targeted so there wouldn't necessarily be a loss. The key was to look at the groups that weren't benefitting currently.

Martin Walmsley, Head of Shared Revenues and Benefits delivered a presentation on the current initiatives of Inclusive Growth and covered the following topics:-

- Reducing inequality.
- Assisting low income households.
- Successes in relation to training and gaining accreditation.
- The Network – it's functions and performance.
- Activities and events helping to provide people with information relating to potential job opportunities.
- How the Discretionary Rate Relief Policy could potentially help Inclusive Growth.

Members asked the following questions:-

Question

Were other authorities getting involved in attracting businesses to their district?

Response

North Kesteven has a similar policy for Discretionary Rate Relief.

Question

Why were the statistics for The Network's social media lower in Quarter 1 2017/18?

Response

Mainly because after having a social media account for so long the amount of new followers reduced and it was quieter over the summer period.

Question

Had young people been involved such as the National Citizen Service?

Response

The Council had worked with EBP (who deliver the NCS scheme) and were looking to re-engage with them as they were a vital partner.

Question

What boundaries were going to be set? What was the criteria?

Response

The project with Lincoln College is not postcode dependant, although the majority of students were in the city boundary, but some did travel from a wider area.

Question

Was age reflected in this? It was harder for people who were older to get jobs, was there anything that could be done for those people?

Response

The College project had helped older people gain employment after being out of work. The Network has also helped older people gain access to the services they need.

18. Member Discussion

Members had nothing further to raise following the presentations.

19. Proposal and Agreement of Scope for Future Meetings

Members and officers agreed to proceed with the following proposals over the course of the next 3 meetings:-

- Inclusive Growth involved balancing the needs of the economy and the needs of the communities, to identify what recommendations could be made to support both the economy and the residents.
- It was explored how inclusive growth was important to economic growth, as it would bring more people into the economy and could help generate innovation and create new business start-ups.
- The topic of inclusive growth was broad, therefore it was important to narrow the debate to specific segments so maximum impact could be achieved. Experience elsewhere had shown women, young people, and vulnerable groups could particularly benefit from inclusive growth initiatives.
- Bradford and Cardiff were identified as areas of the country where inclusive growth initiatives had been trialled. It was agreed to explore these further at the next meetings.
- The extensive work that the City Council was already doing to deliver inclusion was explored. Moving forward this would be kept in mind, whilst other additional areas for activity could be explored. It was discussed that initiatives such as free employability courses could potentially be targeted on the recommendations of Community Leadership Scrutiny Committee. Additionally, there may be scope to make recommendations for any future growth aims.

- It was agreed to have three further meetings on inclusive growth: the next would focus on the labour market; the one after on the economy and business sector; and the final one would explore the key findings and recommendations from the review.

This page is intentionally blank.

Inclusive Growth: Supply Side

James Wilkinson, Strategic Development Project Manager

1. Recap on inclusive growth

- Inclusive growth is a type of economic growth that creates opportunities for all parts of the population. It distributes the dividends of increased prosperity fairly across society.
- There are two sides to economic growth:
 - **The supply side:** looks at inclusive growth from the individual's perspective. For example, it considers how accessible jobs are; and what the quality of jobs is like.
 - **The demand side:** looks at inclusive growth from the employer's perspective. For example, it considers what skillsets businesses need to grow; how healthy the economy is; and what sectors in the local economy support inclusive growth the most.
- At the last scrutiny meeting, committee discussed:
 - Inclusive Growth is important to economic growth, as it brings more people into the economy, thereby improving productivity.
 - It can help generate innovation and the creation of new business start-ups.
 - There are case studies from other parts of the country where initiatives to support inclusive growth have been implemented.

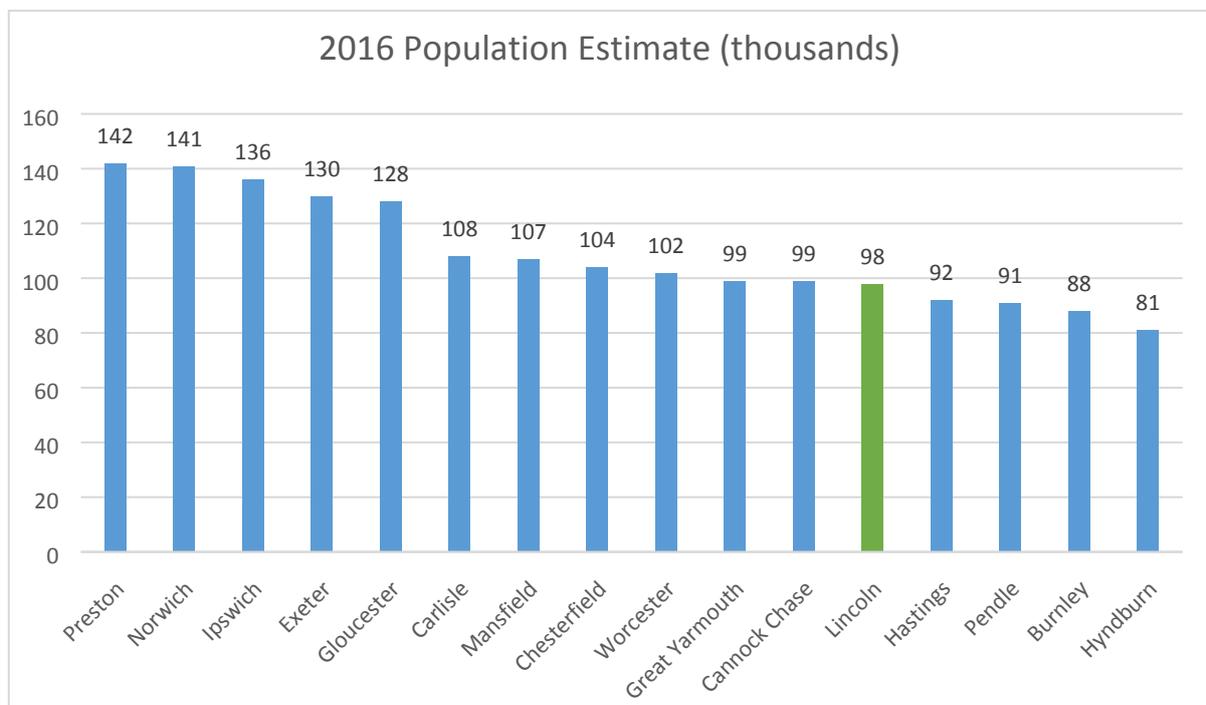
2. The labour market in Lincoln

This section explores some of the key indicators that relate to the supply side of Inclusive Growth. These are indicators that predominantly apply to the labour market and employees.

Comparisons are made with a selection of other areas in the country that are considered to be our statistical 'nearest neighbours'. These are areas similar to Lincoln for demographic and socioeconomic factors, and are therefore appropriate areas to compare ourselves with for a range of measures.

2.1 Number of residents

There is a large difference in population size for Lincoln's nearest neighbours, ranging from 141,801 residents in Preston, to 80,537 residents in Hyndburn. Lincoln has one of the smallest populations with 97,795 residents.



2.2. Economic activity

Economic activity is a useful measure to explore how many people are involved in the labour market. It is different to focusing on employment and unemployment, as it looks much broader at those who are available to work, and those who are unavailable to work.

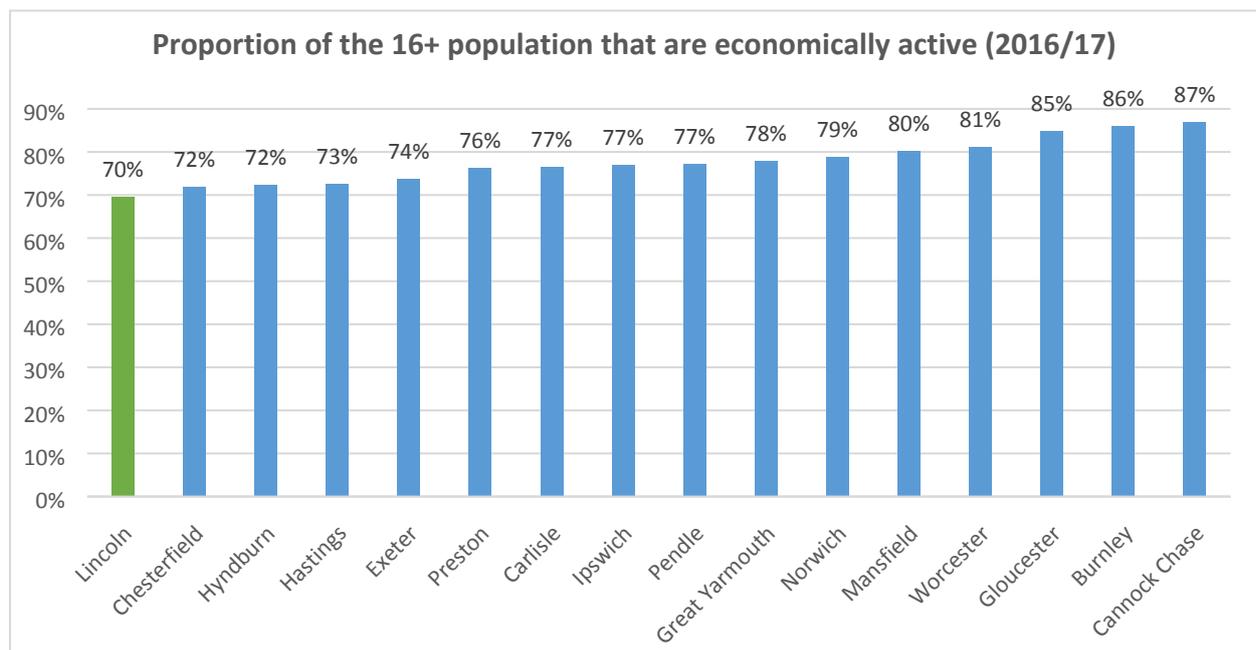
What we know about Lincoln

- There are 45,600 economically active residents in Lincoln. These are people who are available to work, and either in employment or unemployed.
 - 42,800 (93.9%) are in employed

- 37,100 are employees
 - 5,700 are self-employed
- 2,700 (5.9%) are unemployed
- There are 19,700 economically inactive residents in Lincoln. These are people who are neither in employment nor unemployed, of whom:
 - 6,900 (35.0%) of economically inactive residents are long-term sick
 - 4,100 (20.8%) are looking after a family or home
 - An unknown (but significant) proportion will be retired
- Whilst many economically inactive residents are unable to work for a number of reasons, it is interesting to note an estimated 8,200 (41.6%) economically inactive residents want a job.

How we compare

The data shows Lincoln has the lowest proportion of economically active residents (e.g. residents who are either in work or available to work) out of all our nearest neighbour authorities. Our low proportion will be, in part, influenced by the large number of students living in a relatively small city. Nevertheless, it also shows there is potential for more people to be included in the future growth of the city.



2.3 Out-of-work benefits claimants

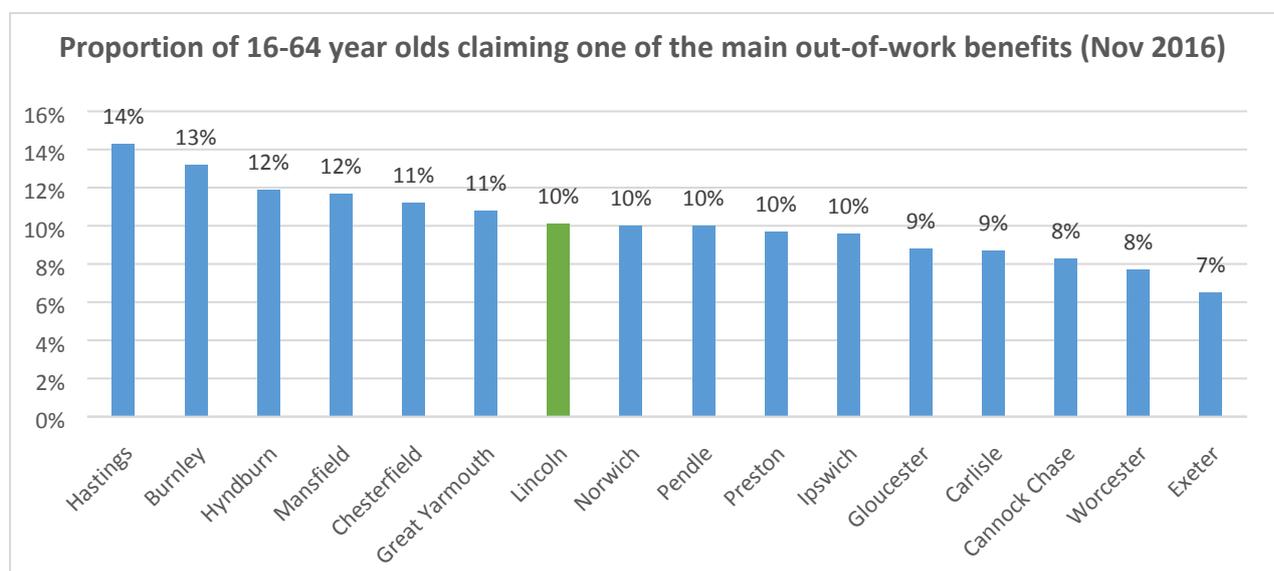
What we know about Lincoln

- There are 6,740 claimants of the main out-of-work benefits in Lincoln. This accounts for 10.1% of the working age (16-64) population.
- The main out-of-work benefits include job seekers; Employment and Support Allowance claimants; Incapacity Benefits Claimants; and others on income related benefits.

- The most common benefit type amongst this category are people claiming Employment and Support Allowance or Incapacity Benefits. These benefits are normally claimed due to illness or disability. There are 4,730 claimants for this in total.
- The second most common reason for claiming one of the main out-of-work is due to being a carer, of whom there are 1,250 claimants in this category.
- Jobseekers (unemployment) accounts for the third largest group of 1,010 claimants.

How we compare

Despite having a relatively high proportion of people claiming out-of-work benefits when compared to areas such as the East Midlands (8%) and Britain (8%), Lincoln's rate of 10% is average in comparison to our nearest neighbours. This shows that urban areas similar to Lincoln tend to have higher levels of worklessness than other areas, and Lincoln is no exception.



2.4 Adult skills levels

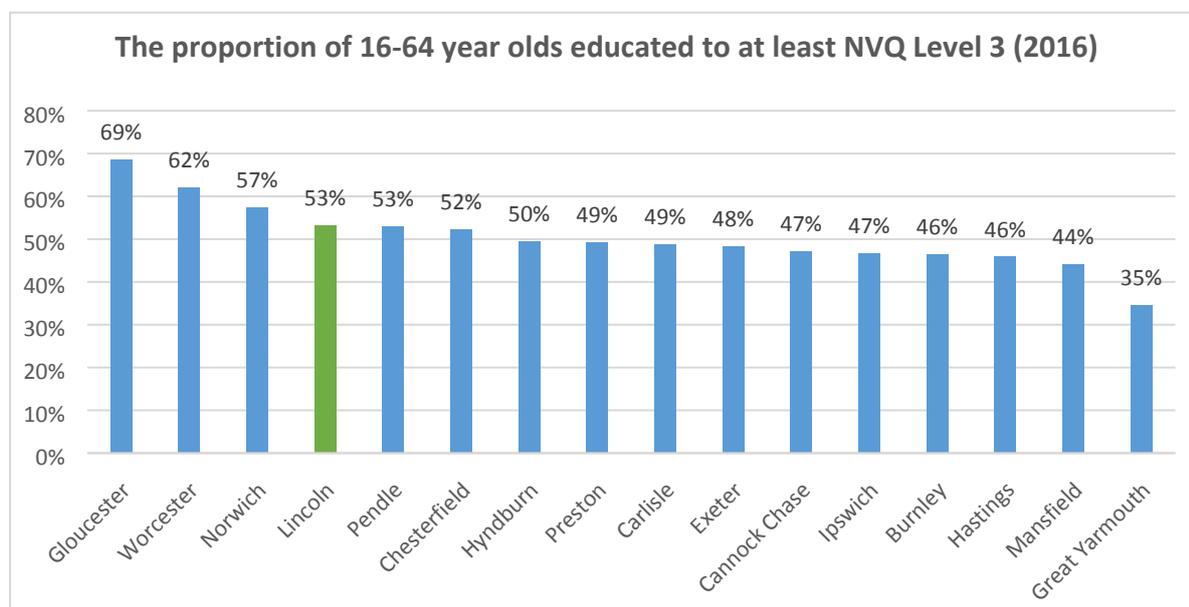
What we know about Lincoln

Adult skills levels are measured by NVQ Levels. The data we have access to for Lincoln is an estimate based on survey data. It suggests that:

- 7.5% of adult Lincoln residents have no qualifications
- 87.2% have at least NVQ Level 1 (the equivalent of GCSE grades D-G)
- 71.7% have at least NVQ Level 2 (the equivalent of GCSE grades A*-C)
- 53.2% have at least NVQ Level 3 (the equivalent of A-Levels)
- 31.5% have at least NVQ Level 4 (the equivalent of a Higher National Diploma)

How we compare

When compared to our nearest neighbours, Lincoln has one of the highest proportions of adult age residents educated to at least NVQ Level 3. This shows that, whilst still having a significant proportion of residents with no formal qualifications, Lincoln has above average performance for this measure.



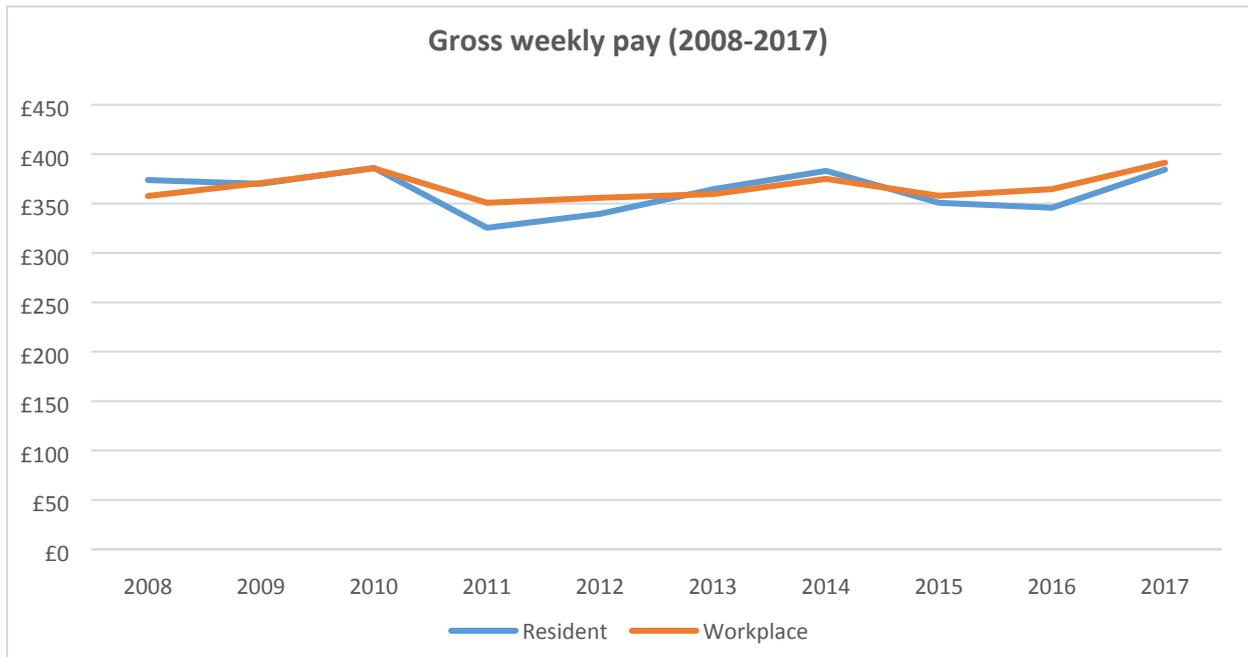
2.5 Salaries (and the impact of inflation)

What we know about Lincoln

The data in this section covers both resident pay and workplace pay. Resident pay is for anyone who lives in Lincoln, irrespective of where they work. In contrast, workplace pay is for anyone who works in Lincoln, irrespective of where they live. The data combines both full-time and part-time employees.

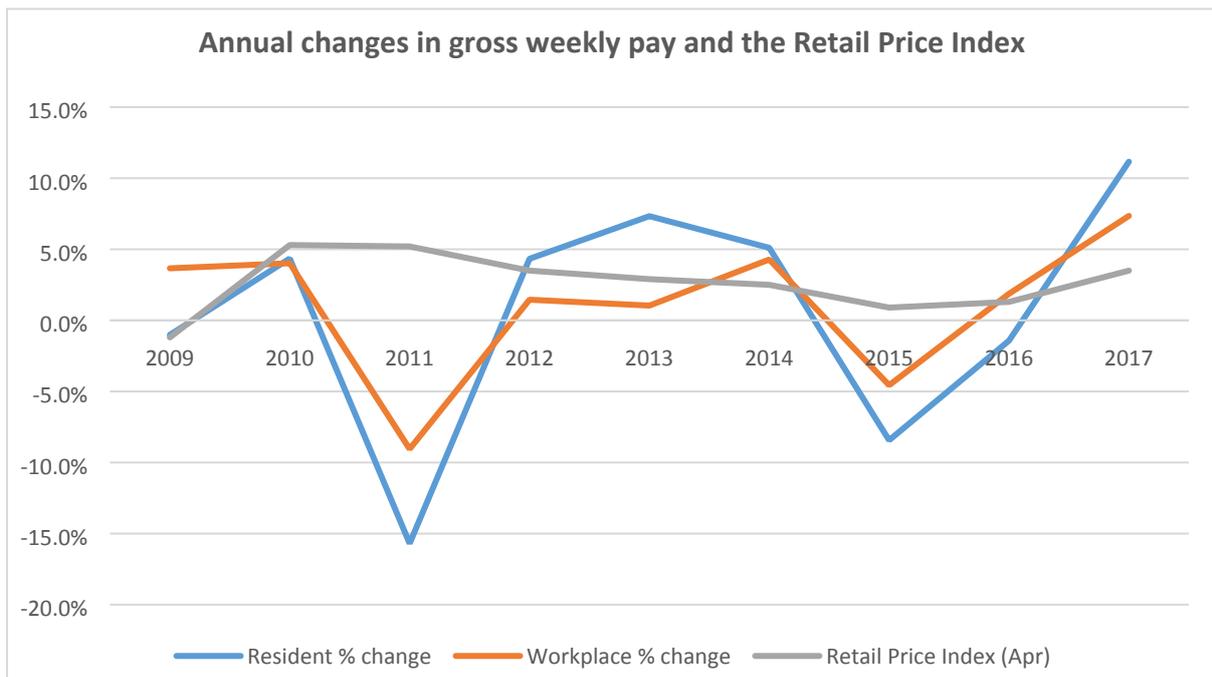
Gross weekly pay in Lincoln for both residents and workplace has fluctuated over the past ten years. However, this data is drawn from surveys of a small sample of the population, which will be one reason for the level of year-on-year fluctuation. Nevertheless, we are able to draw the following conclusions from the data:

- People that work in Lincoln tend to earn more than people that live in Lincoln, with gross weekly pay in 2017 £384 for residents, compared to £391 for employees.
- Over the 10 year period of 2008 to 2017, resident pay has increased by 2.7%, compared to workplace pay which has increased by 9.2%.



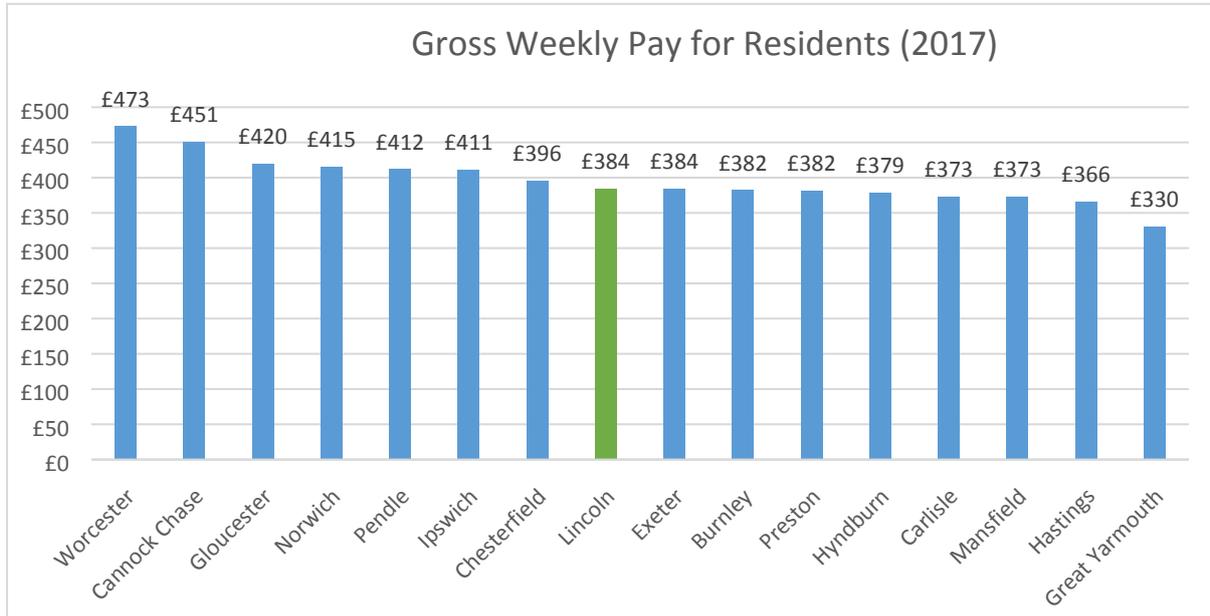
When looking at the change in pay over a number of years, it is helpful to also consider the impact of inflation, which alters the spending power of a salary. The data below includes the Retail Price Index. Again, a health warning is provided with average pay data, which, as a result of the relatively small sample size, there can be wide year-on-year fluctuations.

Nevertheless, at a high level, what it helps to show is that the annual growth in weekly pay for both residents and workplace may have struggled to compete with the annual rate of inflation over the last few years. However, there appears to have been a change in 2017, where, despite increased inflation, the data also suggests there may have been an increase in average weekly pay.



How we compare

Lincoln, along with Exeter, hold the middle ground in terms of gross weekly pay for residents.



3. Case studies from other parts of the country

3.1 Newcastle – The Working City

Newcastle's Working City Plan recognises growth in the city must be shared more fairly. Tackling inequality is regarded as a central part of this. The plan emphasises the need for economic growth, and the need for the local economy to be fair and sustainable. The Working City is defined as "a city with more and better jobs" where employers "care about health and wellbeing".

Initiatives to support inclusive growth include:

- Delivering a range of capital investments and ensuring investments benefit young people in the city.
- Continuing to encourage apprenticeship opportunities in the city.
- Continuing to work towards a devolution deal to ensure more decisions that impact the economy are made locally.

3.2 Bradford – Get Bradford Working

'Get Bradford Working' is a programme of initiatives that tackle the issues and barriers facing Bradford's residents in the labour market. It focuses on creating jobs; apprenticeship places; and a range of support measures for employers and those furthest from the job market.

Initiatives to support inclusive growth include:

- Skills House which has been established to support retail, hospitality and visitor economy businesses and to help local people find jobs. Its priority is to upskill unemployed people in the district, by providing them with qualifications in the retail and hospitality sectors. Participants are guaranteed an interview and additional support in order to secure employment in the district.
- The Bradford Apprenticeship Training Agency acts as a recruitment agency and seeks out organisations to employ apprentices on an agency basis. This was chosen because it minimises the risk to employers associated with employing staff more permanently. The model provides the opportunity to grow apprenticeships in businesses to help develop their workforce; to raise the profile of apprenticeships; and also to reduce youth unemployment.
- Industrial Centres of Excellence are located in some schools and colleges. They are overseen by Boards which normally include business partners, education and training providers, and Higher Education partners. It gives employers the opportunity to show leadership and offer commitment through investment and support, and enables employers to help young people gain skills the local economy needs.

3.3 Nottingham – Workplace Parking Levy

The Transport Act 2000 allows local authorities, with approval from the Secretary of State, to introduce a parking levy licensing scheme on employers, with the condition that revenues are spent on transport. Nottingham City Council is the only local authority to have used this power to date, to

create a Workplace Parking Levy. The levy is an annual charge of £387 (2017/18) per parking space for employers with 11 or more spaces. Disabled parking spaces and 'blue light' services are exempt.

Initiatives to support inclusive growth include:

- Infrastructure investment in the transport network, from the £9m per year raised by the levy.
- All funds are ring-fenced for transport improvements, including the tram and bus network and the redevelopment of Nottingham Rail Station.
- The money has been used to bid for other sources of match funding to invest in the city. For every £1 raised, £3-£4 of other funding is levered in.
- It was deemed particularly successful in Nottingham because of their strong public transport infrastructure such as the city tram system which enabled many people to switch from driving to public transport.

3.4 Bristol – City Fund

Foundations, trusts, private sector and public sector organisations regularly invest in UK cities. In response, City Funds can be set up to pool resources of investors, to provide a more joined up system to maximise the impact of these investments, and to create propositions for investors to generate more investment in a city. City Funds have been proven on a relatively small scale in the UK, having raised funds between £500k and £2.1m.

- In Bristol, key stakeholders with an interest in investing in the city were brought together into a strategic partnership to establish a 'City Fund' to mobilise local investment into priority areas such as housing and employment.
- The partnership is developing an inclusive growth strategy that is expected to contain 20-30 priorities. It is anticipated 3-4 of these priorities will be selected each year for investment through either financing or grant funding.
- There is an ambitious £10m target from a combination of investors, repayable finance, and national grant providers. Part of the Fund's longer term ambition is to attract the private sector to donate a proportion of their corporate social responsibility or marketing budgets (e.g. 10%).
- In addition, Newcastle established a £0.9m Great North City Fund to attract major events which support the visitor economy and enhance the city's national and international reputation, and maximise benefits to the city's businesses and residents in hosting the Great Exhibition of the North.

3.5 Cardiff – Corporate Plan

Within Cardiff City Council's corporate plan is a commitment to achieving inclusive growth. Key initiatives include:

- Focusing on achieving social value through procurement.
- Making Cardiff a Living Wage City by encouraging suppliers, contractors and providers to secure accreditation through the Living Wage Foundation.
- Working with partners on delivering a public, on street, cycle hire scheme with hire stations at key locations throughout the city.

- Increasing provision of apprenticeships, traineeships, and work placements for young people, and work based training to enable them to develop appropriate skills, knowledge and experience.

15 June 2017 (Monitoring Overview)

Item(s)	Responsible Person(s)	Vision 2020 Strategic Priority/ Comments
Standard Items		
Confirmation of Housing Scrutiny Sub-Committee Members	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2017-18 – Update	Democratic Services	Regular Report
Identify subject item for next Thematic Review (HR Corporate Performance Statistics – agreed at meeting held on 16 Feb 2017)	Democratic Services	Regular Report
Monitoring Items		
Financial Performance (Detailed): Outturn 2016/17 Quarter 4	Rob Baxter	Quarterly Report Professional High Performing Services
Performance Monitoring Outturn 2016/17	Pat Jukes	Quarterly Report-Professional High Performing Services
Procurement Lincolnshire – PIR?	Heather Carmichael	Final Report Professional High Performing Services
Vision 2020 Performance Reporting Infrastructure	Jay Wilkinson	New Report-Professional High Performing Services
Treasury Management Stewardship and Actual Prudential Indicators Report 2016/17 (Outturn)	Rob Baxter	Six Monthly Report Professional High Performing Services
Strategic Plan Progress Quarter 4 2016-17	Rob Baxter	Quarterly Report Professional High Performing Services
Strategic Risk Register – Quarterly Report	Rob Baxter	Quarterly Report Professional High Performing Services
Central Lincolnshire Local Plan Annual Report 2017/18 including Financial Update	Toby Forbes-Turner	Annual Report Lets Drive Economic Growth

13 July 2017 (Thematic Review)

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Standard Items		
Confirmation of Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2017-18 – Update	Democratic Services	Regular Report
Portfolio Performance Overview	Pat Jukes	Regular Report Professional High Performing Services
Portfolio Under Scrutiny Session – Corporate Management and Customer Services	Portfolio Holder	Annual Session Professional High Performing Services
Economic Growth Report	Kate Ellis	Regular Report Lets Drive Economic Growth
Thematic Review		
HR Corporate Performance Statistics	Claire Burroughs	Thematic Review Professional High Performing Services
Monitoring Item(s)		
Christmas Market Outturn Report 2016	Simon Colburn	Annual Report Lets Drive Economic Growth

17 August 2017 (Monitoring Overview)

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Standard Items		
Confirmation of Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2017-18	Democratic Services	Regular Report
City of Lincoln Council Annual Report 2017	James Wilkinson	Regular Report
Monitoring Items		
Financial Performance (Detailed) – Quarterly Monitoring: Quarter 1	Rob Baxter	Quarterly Report Professional High Performing Services
Performance Quarterly Monitoring: Quarter 1	Pat Jukes	Quarterly Report Professional High Performing Services
Strategic Projects Implementation: Quarterly Monitoring: Quarter 1	Rob Baxter	Quarterly Report Professional High Performing Services
Quarterly Strategic Risk Register Report-Quarter1	Jaclyn Gibson	Quarterly Report Professional High Performing Services
Revenues and Benefits Shared Service Update'	Claire Moses	Quarterly Report Professional High Performing Services
Income/Arrears Monitoring report	Claire Moses	Annual Report Professional High Performing Services

5 Oct 2017 (Thematic Reviews)

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Standard Items		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2017-18 – Update	Democratic Services	Regular Report
Portfolio Performance Overview	Pat Jukes	Regular Report Lets Drive Economic Growth
Portfolio Under Scrutiny Session – (Planning and Regeneration)	Portfolio Holder	Annual Session Lets Drive Economic Growth
Reduce Inequality Report	Angela Andrews	Regular Report Lets Reduce Inequality
Thematic Review		
Thematic Review Homelessness Deferred from March 2017	Alison Timmins/Bob Ledger	Thematic Review Lets Deliver <i>Quality Housing</i>
Monitoring Items		
City of Lincoln Profile	Pat Jukes	Annual Report Lets Reduce Inequality
Procurement Lincolnshire – Final Annual Progress Report 2017	Heather Carmichael	Annual Report Professional High Performing Services
Scrutiny Annual Report	Democratic Services	Annual Report Professional High Performing Services
Other Item(s)		
Christmas Market Stalls/Budget – Brief pre event report	Simon Colburn	Requested Lets Drive Economic Growth

23 November 2017 (Monitoring Overview)

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Standard Items		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2017-18 – Update	Democratic Services	Regular Report
Portfolio Performance Overview	Pat Jukes	Regular Report Lets Reduce Inequality
Portfolio Under Scrutiny Session - Social Inclusion and Community Cohesion	Portfolio Holder	Annual Session Lets Reduce Inequality
Monitoring Items		
Financial Performance (Detailed) – Quarterly Monitoring: Quarter 2	Rob Baxter	Quarterly Report Professional High Performing Services
Performance Quarterly Monitoring: Quarter 2	Pat Jukes	Quarterly Report Professional High Performing Services
Strategic Projects Implementation: Quarterly Monitoring: Quarter 2	Rob Baxter	Quarterly Report Professional High Performing Services
Strategic Risk Register – Quarterly Report Quarter 2	Rob Baxter	Quarterly Report Professional High Performing Services Services
Treasury Management and Prudential Code Update Report – Half Yearly Report	Rob Baxter	Half Yearly Report Professional High Performing Services
Performance Report-CMS	Paula Burton	Annual Report Lets Deliver Quality Housing
High Performing Services	Angela Andrews	Regular Report Professional High Performing Services
Other item(s)		
Budget Theme Group – Nominees-	Jaclyn Gibson	Annual Appointment Professional High Performing Services

25 January 2018 (Thematic Reviews)

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Standard Items		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2017-18 - Update	Democratic Services	Regular Report
Portfolio Performance Overview	Pat Jukes	Regular Report Lets Deliver Quality Housing
Portfolio Under Scrutiny Session – Housing	Portfolio Holder	Annual Session Lets Deliver Quality Housing
Quality Housing Report	Bob Ledger	Regular Report Lets Deliver Quality Housing
Monitoring Item(s)		
Christmas Market Outturn 2017- Update	Simon Colburn	Pre Annual Report Lets Drive Economic Growth

22 February 2018 (Monitoring Overview)

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Standard Items		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2017-18 - Update	Democratic Services	Regular Report
Portfolio Performance Overview	Pat Jukes	Regular Report Lets Enhance Our Remarkable Place
Portfolio Under Scrutiny Session – (Recreational Services and Health)	Portfolio Holder	Annual Session Lets Enhance Our Remarkable Place
Monitoring Items		
Financial Performance (Detailed) – Quarterly Monitoring: Quarter 3	Rob Baxter	Quarterly Report Professional High Performing Services
Performance Quarterly Monitoring: Quarter 3	Pat Jukes	Quarterly Report Professional High Performing Services
Strategic Projects Implementation: Quarterly Monitoring: Quarter 3	Rob Baxter	Quarterly Report Professional High Performing Services
Strategic Risk Register – Quarterly Report Quarter 3	Rob Baxter	Quarterly Report Professional High Performing Services
Feedback from Budget Review Group	Jaclyn Gibson	Annual Report Professional High Performing Services

29 March 2018 (Thematic Reviews)

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Standard Items		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Draft Work Programme for 2018/19	Democratic Services	Regular Report
Portfolio Performance Overview	Pat Jukes	Regular Report Vision 2020 (Mixed)
Portfolio Under Scrutiny Session – Environmental Services and Public Protection	Portfolio Holder	Annual Session Vision 2020 (Mixed)
Remarkable Place Report	Simon Walters	Regular Report Lets Enhance Our Remarkable Place
Other item(s)		
Christmas Market 2017 Outturn Report	Simon Colburn	Annual Report Lets Drive Economic Growth
High Performing Services Annual Update	Angela Andrews	Annual Progress Report Professional High Performing Services

Portfolio Under Scrutiny Sessions

Date	Portfolio
13 July 2017	Corporate Management and Customer Services
5 October 2017	Planning Policy and Economic Regeneration
23 November 2017	Social Inclusion and Community Cohesion
25 January 2018	Housing
22 February 2018	Recreational Services and Health
29 March 2018	Environmental Services and Public Protection

This page is intentionally blank.

**COMMUNITY LEADERSHIP SCRUTINY
COMMITTEE**

9 JANUARY 2018

SUBJECT:	SCRUTINY ANNUAL REPORT 2016/17
REPORT BY:	CHIEF EXECUTIVE AND TOWN CLERK
LEAD OFFICER:	JESS CULLEN - DEMOCRATIC SERVICES OFFICER

1. Purpose of Report

1.1 To present the Scrutiny Annual Report for 2016/17 for comments, prior to being referred to Full Council for approval.

2. Background

2.1 Within the Constitution it states that the scrutiny committees should produce an annual report to Council. Chairs of the Scrutiny Committees do produce individual reports to Council during the municipal year, however, the attached Scrutiny Annual Report (**Appendix 1**) summarises the work of the scrutiny committees for the full year and highlights the key achievements made under scrutiny in 2016/17.

2.2 Once the Annual Report has been approved, it will be published on the Council's website and circulated to interested persons or groups as appropriate.

3. Recommendation

3.1 That the Scrutiny Annual Report for 2016/17 be agreed and referred to Full Council for approval.

Key Decision No

Key Decision Reference No.

Do the Exempt Information Categories Apply No

Call In and Urgency: Is the decision one to which Rule 15 of the Scrutiny Procedure Rules apply? No

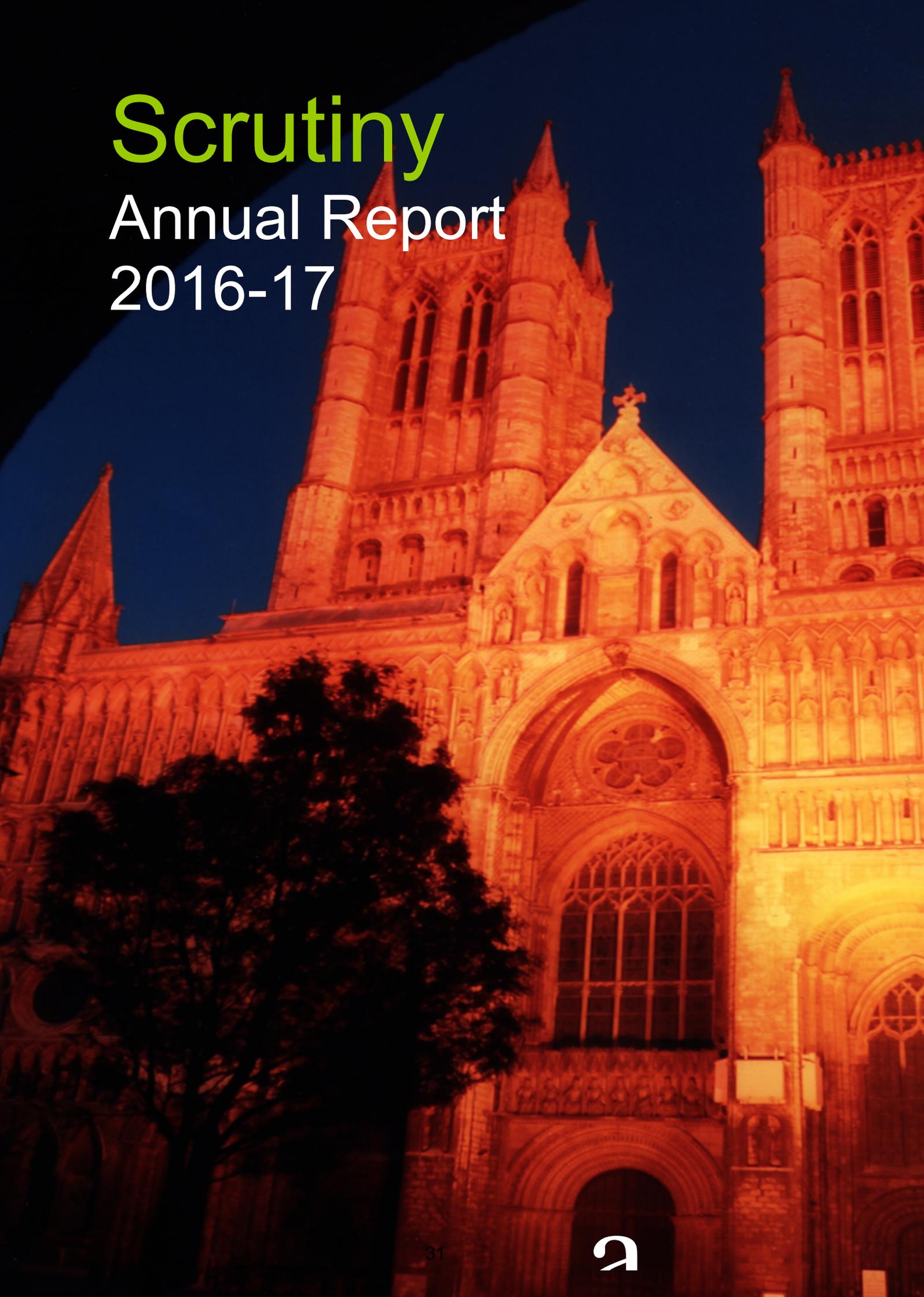
Does the report contain Appendices? Yes

If Yes, how many Appendices? One

List of Background Papers:

Lead Officer: Ali Hewson, Democratic Services Officer
Telephone 873370

This page is intentionally blank.



Scrutiny

Annual Report 2016-17

Introduction

During 2016-17 the City of Lincoln Council operated an Executive system, comprising the Leader and five other portfolio holders. Much of the decision-making within the Council takes place within the Executive. To improve the quality of the decisions made by the Council, a scrutiny structure remained in place under the local government modernisation agenda, which provided the opportunity for the remaining 27 non-Executive Councillors to challenge decisions made by the Executive, as well as to help the Executive in reviewing and developing new policies.

Background to Scrutiny

The scrutiny structure is:-

- Performance Scrutiny Committee
- Policy Scrutiny Committee
- Community Leadership Scrutiny Committee
- Select Scrutiny Committee
- Housing Scrutiny Sub-Committee

What Did We Achieve in 2016/17?

Main Scrutiny Committees were:

Committee	Chair
Community Leadership Scrutiny Committee	Councillor Lee
Performance Scrutiny Committee	Councillor Hewson
Policy Scrutiny Committee	Councillor J Kirk
Select Scrutiny Committee	Councillor Hewson

With the exception of the Select Scrutiny Committee, the work programmes for these scrutiny committees were formally approved by the respective Committees in June 2016, and updated regularly throughout the municipal year. The Select Scrutiny Committee meets annually in order to consider crime and disorder, as well as considering any call-in requests made throughout the year.

This report identifies some of the key achievements made by the Committees. Current work programmes for scrutiny committees, can be found on the Council's website.

Sub/ Task Groups were:

Name of Group	Chair
Housing Scrutiny Sub Committee	Councillor Hewson

This sub committee sits under Performance Scrutiny Committee and reports back to this meeting on a quarterly basis.

Community Leadership Scrutiny Committee

This year the Committee carried out an in-depth review of the suicide rates in Lincoln. This work ties in strongly with the Council's vision 2020 objective 'Let's Reduce Inequality'. The Committee held regular meetings to gather information on this review and invited key partners relevant to the topic.

The following summarises the work of the Committee:

1. The first meeting was held on the 21 June 2016, which scoped the Suicide Review for the remainder of the year. The Committee was advised that the suicide rates in Lincoln had been above the regional and national average rates for a number of years and were often cited as the worst in the Country. The Committee heard that suicide and undetermined causes were the third biggest loss of life in Lincolnshire with a rate of 12.8 per 100,000 against the national rate of 8.8 per 100,000. The Committee heard evidence from Public Health and put in place a topic for each meeting for the remainder of the municipal year, these topics were:
 - 30 August 2016 – Data Trends and Risk Factors;
 - 25 October 2016 – Support and Care – Statutory Mental Health Service;
 - 20 December 2016 – Support and Care – Voluntary and Community Sectors, Training and Care;
 - 31 January 2017 – Improving Practice – Was there any Gaps in Service Provision and was Enough Being Done?
2. At the meeting on 30 August 2016 the committee was presented reports and information relating to key statistics surrounding the suicide rates in Lincoln and Lincolnshire. The Committee was informed that between 2011 and 2013 the rate for suicides in Lincoln had risen to 13.2 per 100,000 with 11 deaths by suicide in 2014. Information revealed within the reports from the National Research Observatory, Public Health and the Coroner's Office that within Lincoln the rate of death for young males were proportionally higher. Presentations from Public Health and Shine Lincolnshire were heard at the meeting prior to the committee being split into two separate workshop groups to discuss the information presented. This resulted in the Committee identifying a complex list of issues which led people to commit suicide, however it was agreed that it was a very complex issue with no one cause standing out as a key reason for suicide or the high rates within Lincoln.
3. At the meeting held on 22 November 2017 members heard evidence from the following statutory services Lincolnshire and North Yorkshire Community Rehabilitation Company, Lincolnshire Partnership Foundation Trust, Lincolnshire West Clinical Commissioning Group and Keith Waters who had undertaken extensive research into Self-Harm and Suicide Prevention. The key information heard at that meeting was:
 - The HLNCR had dealt with over 1,400 people at risk from suicide when leaving the prison system in the previous year. However they were only funded up to March 2017.
 - Drug and Alcohol were large contributory factors within the prison and probation populations towards suicide.

- Overall deaths in the prison service (324) had increased by 21% (from 267), with an increase of self-inflicted deaths of 13%, this equated to 107 suicides up from 95 in the previous year.
 - That suicide prevention in Lincoln was not black and white, there were many organisations that were responsible for mental health provision and suicide prevention.
 - LPFT worked with the wider groups to try and remedy suicidal behaviour, Lincoln was in the bottom 25% for mental health referral, based on patients being referred from doctors to mental health trusts.
 - The Southwest Lincolnshire CCG commissioned groups to fill gaps in provision for mental health services, including dealing with suicidal behaviour and prevention for the entire county.
 - Advised that recently there had been a lot of political energy surrounding the subject of suicide awareness and prevention and that this was positive to see.
 - Expressed that it was important for people to realise that suicide was everyone's responsibility, making contact and supporting those in distress was a powerful mechanism to engage and hopefully bring that person on a path to better mental health.
 - Explained a lot of positive work was happening currently to raise awareness but the momentum needed to be maintained to ensure that the rate of suicides continued to decline.
4. At the 31 January 2017 meeting the Committee heard from various non-statutory volunteer organisations which included the Lincoln Samaritans, Newark Mind and Lincoln Survivors of Bereavement by Suicide (Lincoln SOBS). The key information that was heard at this meeting was:
- The Samaritans provided a completely confidential and anonymous telephone listening service where people could ring in for support without being judged;
 - The Lincoln Branch of the Samaritans worked until 3 a.m. and were capable of covering all peak hours. They offered support to not only those feeling suicidal but with a variety of personal and mental health issues.
 - Newark Mind was a small organisation separate from both Lincoln Mind Shops and was based in Newark. It was staffed by four employees and equated to two full time posts;
 - Despite being based in Newark they provided a lot of support to Lincoln residents, roughly 30% of their services provided were to residents in Lincoln;
 - Within the previous three years there had been no reports of suicide from customers that had used the services at Newark Mind, though they often received donations from those bereaved or affected by suicide;
 - Lincoln SOBS met monthly in the Wellbeing Centre on Mint Lane and was a local branch of the national charity Survivors of Bereavement by Suicide;
 - The group met once a month support one another. Members of the group ranged from being bereaved for two weeks up to several years;
 - Highlighted that as many as 75% of people who died by suicide were unknown to mental health services;
 - Many people who died by suicide were transitioning between services and fell between 'the cracks' when vulnerable;
 - The best way to decrease suicide rates in Lincoln was to increase awareness about suicide, self-harm and mental health and slowly break down the stigma attached to views and opinions associated with these topics;

- More public understanding was required regarding self-harming, as suicide could be seen as the ultimate version of self-harming and coping mechanisms;
5. The final report from this review was presented to the Committee on 21 March 2017. At this meeting the Committee heard from a professional ASIST and safeTALK trainer, the key points of which were:
- to reduce the suicide rates in Lincoln partnership working was a must. This required effective working relationships with actual outcomes and action plans, not just attendance at meetings.
 - the most effective action to take was at the intervention stage, teaching people to recognise when people were thinking suicidal thoughts etc.
 - Scotland had successfully reduced suicide by 20% nationally by following the training contained within the ASIST and safeTALK courses.

A summary report was also presented at this meeting by the Lead Officer of the review and following discussion by the Committee they recommended:

1. A number of staff in areas such as Customer Services, Estate Officers, Property Shop Team and Benefits be trained in ASIST and safeTALK training.
2. The Samaritans contact details be promoted on public Council publications such as, Anti-Poverty Newsletter, Councillors Ward Surgery Leaflets and the Council Website on pages with benefits and housing links.
3. A press release be issued following approval by Executive detailing the committee's findings.
4. Newark Mind be given a free space to meet on a regular basis in one of the Council's community centres for a trial period of 6 months whilst they understood demand and develop funding if required.
5. The Council to sign up to level 1 of the Suicide Safe charter and consider the feasibility of signing up to level 2.
6. Council publications where links to suicide services were already listed to be checked to ensure that they remain up to date.

Performance Scrutiny Committee

As part of the Performance Scrutiny Committee's (PSC's) remit, it held regular 'portfolio under scrutiny' sessions, where portfolio holders were invited to report on service achievements under their portfolio. Members were then able to ask questions about the performance of these service areas. The consideration of portfolio reports included the provision of a template for reports which places a focus upon providing performance information relating to the member's portfolio. By doing so, the Committee is able to focus on the performance of a portfolio with fewer diversions into detailed analysis of policy issues. The chair of PSC remained proactive during meetings reminding members of the remit of their deliberations to focus on matters of performance.

A regular report was provided in the form of a Portfolio Performance overview presented by the Policy Unit to the relevant PSC meeting with the purpose of

bringing out key contextual benchmarking indicators about issues in the city overall related to the portfolio under scrutiny. This process helped promote effective scrutiny of the portfolio holder's report.

PSC worked from a defined subset of the full IMPS data formally agreed by members and the Corporate Management Team representing the key operational activities to be monitored by PSC.

In addition to the regular scrutinising of portfolio holders, PSC received quarterly reports on financial monitoring to provide members with a summary of actual income and expenditure compared to the revised budget and appropriate allocation of any surpluses to reserves.

Performance update reports were scrutinised on a quarterly basis by PSC to ensure regular monitoring of the Council's operational performance as a key component of the Local Performance Management Framework.

In addition, progress reports on strategic projects against their milestones were received on a quarterly basis as well as a summary of the projects delivered during the year in order to monitor that value for money was achieved.

A quarterly review of the Strategic Risk Register was presented to PSC.

A report on Treasury Management and Actual Prudential Indicators was also received as a requirement of the Council's reporting procedures under regulations issued under the Local Government Act 2003.

Members were provided with an annual report detailing progress made by the Central Lincolnshire Joint Strategic Planning Committee.

Income and arrears monitoring reports provided updates to members on the position with regard to amounts of monies owed to the City Council as at 1st April.

Revenues and Benefits performance updates provided members with an update on performance in the Revenues and Benefits shared service.

The Lincoln City Profile 2016 was presented to PSC in October 2016, which acted as the evidence base behind the City of Lincoln Council's strategic priorities. It also provides information to help the council continue to target resources where they are needed most.

Members were also updated on progress with projects identified under the Towards Financial Sustainability strand of the 2014-2017 delivery plan, the last delivery element of the old Strategic Plan, as well as an update on the Year four TFS savings programme.

Members took part in the Budget Review Process for the scrutiny of the proposed budget and Council Tax for the 2017/18 financial year and the Medium Term Financial Strategy 2017-2022. undertaken in two separate stages; firstly all members were invited to a briefing session to afford all members the opportunity to gain a greater understanding and awareness of the Council's financial position, thus aiding further scrutiny of the budget and in the case of the opposition party if desired the preparation of an alternative budget. This was followed by a more traditional scrutiny process undertaken to review in more detail the MTFs and the robustness of the proposed budget options and Council Tax for the 2017/18 financial year. This was undertaken in a committee format as the Budget Review Group with the appropriate governance arrangements in place.

The Committee held reviews during the 2016/17 year in respect of:

Lincoln Christmas Market Outturn Report 2015

Performance Scrutiny Committee had played a large part in monitoring the operational/performance costs of the Christmas Market for several years. Members were provided with a detailed report for the 2015 market and its meeting held on 9 June 2016.

The Chair highlighted that looking across financial losses in previous markets the council seemed to be moving in the right direction to bring down costs. He emphasised that the situation would need to be reviewed year on year, however he recognised the wider picture to the markets continued success.

Channel Shift Update

Members received a presentation on channel shift, an initiative to encourage customers with access to the internet to move towards electronic interaction. This would improve customer satisfaction, provide good value for money and contribute towards the councils' savings programme.

Members supported this initiative. It was agreed that training for members on navigating our new website would be rolled out by officers.

White Bridge Replacement - Post Implementation Review

Members received a report on the findings of the Post Implementation Review (PIR) of the White Bridge replacement at Hartsholme Country Park.

The Work of the Private Housing Team

Members were updated on the activity of the Private Housing team based on a review of the financial year 2015/16 relating to matters reported into the IMPS internal database for monitoring performance or into government databases, comparing available figures with previous year's performance.

County Council Rejection Rates for Recycling

Members were presented with a report at the request of Performance Scrutiny Committee to provide an update on the current position with regards to 'contamination' within the recycling waste stream. The County Council's recycling contractor was reporting that the amount of contamination being found across Lincolnshire, and in Lincoln's recycling materials was rising and as a result the recycling rate for the city was falling.

Members offered feedback and noted positive actions and initiatives ongoing to improve performance.

Christmas Market 2016

Members received a Christmas Market Stalls/Budget: Brief Pre Event Report at its meeting held on 6 October 2016. Income from stalls was projected to be on budget including the 8% year on year increase in stallholder fees/income target. Overall at that stage at Quarter 2 there was an operational surplus of £7k projected due to a small underspend on expenditure budgets.

On 19 January 2017 an Interim Christmas Market Outturn report was welcomed by members detailing positive progress made in the financial position of the market which generated income for local shops to help sustain their business prospects over the remainder of the year.

Performance Scrutiny Committee received the final outturn report on the Christmas Market 2016 at its meeting in July 2017 during the 2017/18 municipal year Members were extremely satisfied and requested their thanks and praise to be given to the team for a job well done. It was the first time that the Christmas Market had managed to pay for itself and all in all it was an excellent event.

What Affects Wage Rates in the Lincoln Economy and Can We Influence Them

A report was given by Kate Ellis, Strategic Director, Major Developments on what affects wage rates in the Lincoln Economy and how we could influence them due to the following issue: Average Lincoln annual salary in 2015 decreased by £1,304 to £18,054 from the 2014 level. Figures from November 2015-November 2016 showed a worsening position.

Update- Transport Hub

Kate Ellis, Strategic Director, Major Developments gave a verbal update on progress with the Lincoln Transport Hub development, which was progressing well.

Lincoln Anti-Poverty Action Plan 2014-2017

Members were updated on the key actions delivered in the Lincoln Anti-Poverty Action Plan 2014/17, and briefed on the upcoming Lincoln Against Poverty Conference 2017.

Key Changes 2017/18 Looking Forward

The City of Lincoln Council will launch its Vision 2020 Strategic Plan for the 2017/18 year .

Vision 2020 contains four strategic priorities as well as a strand focusing on high performing services. Under each priority are a number of actions that will be delivered between 2017 and 2020 to work towards delivering Lincoln's ambitious future.

These projects will be reported to Performance Scrutiny Committee at a rate of one strategic priority per quarter in the next financial year, to enable a specific detailed focus on one topic area at a time, whilst ensuring all four strategic priorities are reported within a one year period. Proposed reporting arrangements will be presented to PSC in June 2017.

These reports will replace the reviews held in 2016/17 (detailed above), although members may request adhoc reviews to be presented to PSC at their discretion as and when they feel necessary.

Policy Scrutiny Committee

During 2016/17, the Committee met nine times, principally to scrutinise decisions due to be taken by the Executive or Council. The Committee provided its insights and recommendations on a variety of topics, which were suitably reflected in the eventual decision-making process.

The Committee scrutinised the following topics in particular detail:

Expansion of Residents Parking Scheme

The committee was advised of the process and responsibilities of expanding the Residents Parking Scheme. Members were asked to support and comment on the proposals to commence consultations to introduce the extensions.

- Members considered the list of possible new zones and streets covered in the proposal and suggested additional streets in Park Ward.
- The committee discussed the suggested consultation process that would be undertaken.

Members generally supported the proposals for the commencement of the consultation on the proposed scheme and in addition asked for the Park Ward Councillors to be consulted with to suggest additional streets to be included from the Park Ward/ Lower Higher Street area.

Trusted Landlord Scheme

Executive at its meeting of 15 December 2014 considered the impact of HMOs within the City and directed that the council should pursue development of a local authority led accreditation scheme. A project plan was created and this led to the detailed proposal presented to the Policy Scrutiny Committee for consideration.

Members of the committee:

- discussed the Local Authority Led Accreditation Scheme project. Officers had proposed an umbrella scheme that encompassed existing schemes and promoted them with a common badging.
- considered the consultation responses that been received
- asked questions of clarification on the process of becoming an accredited landlord and of the enforcement process.

Following the discussion members recommended that the Executive approve the Trusted Land lord scheme.

In addition to these key topics, the Committee also scrutinised the following items and forwarded its comments for consideration by the Executive:

- Anti-Social Behaviour Policy
- Proposal for Implementation of Council Tax Penalties
- Information Management Policies
- RPS- Proposal for Operational Policy Adjustments
- Public Conveniences Option to Charge
- Community Services Review
- Revised Noise Policy
- Localised Council Tax Support Scheme
- Vision 2020
- Housing Strategy
- Contract Procedure Rules
- People Strategy
- Customer Experience Strategy

The Committee also received regular updates from the Health Scrutiny Committee. Committee.

Select Scrutiny Committee

The principal functions of the Select Scrutiny Committee are to meet as the Crime and Disorder Committee and to consider any requests for the call-in of Executive decisions.

The call-in process allows scrutiny members to challenge a decision made by the Executive or any of its individual portfolio holders, prior to the implementation. This gives the Select Scrutiny Committee the opportunity to examine a decision where particular concerns have been raised and respond accordingly.

During 2016/17 the Committee considered one request for the call-in of an Executive decision in relation to the Community Services Review.

After discussion, the members presenting the call-in request agreed to the withdrawal of the request following the outcome of the discussion.

The Committee met on one occasion sitting as Crime and Disorder Committee on 27 July 2016 considering the following items:-

- Lincolnshire Community Safety Partnership
- Lincoln Crime Figures
- Public Protection and Anti-Social Behaviour
- Debate: Issues Raised
- Lincolnshire Police Performance Overview

Housing Scrutiny Sub-Committee

The Housing Scrutiny Sub-Committee, is Chaired by myself as part of Performance Scrutiny It was established in 2008 to increase engagement between backbench Members and Tenant Advisory Panel representatives. The Sub-Committee has continued to meet and tenants on the Committee consider that it has helped them have their say when scrutinising housing matters. The Committee met six times during 2016/17.

The Committee considered many reports, including reports on the following topics:

- Tenant Involvement and Empowerment Strategy 2014-17
- Lincoln Tenants Panel Annual Report
- Annual Report to Tenants and Leaseholders 2015/16
- Improvements in ASB Case Management 2015/16
- New Build Strategy and Progress
- Housing Repairs and Maintenance Policy and Rechargeable Repairs Policy
- Housing Investment Programme.
- Home! Magazine Editions 2017-Article Planning

The Committee also effectively scrutinised Housing performance on a quarterly basis and received regular updates on the progress of the Lincoln Tenants Panel.

Contact Us

Democratic Services

Tel: 01522 873533
E-mail: democraticservices@lincoln.gov.uk

Write to us at:
Democratic Services Team
City of Lincoln Council
City Hall
Beaumont Fee
Lincoln
LN1 1DB

Or visit our website: www.lincoln.gov.uk

This page is intentionally blank.