

## COMMUNITY LEADERSHIP SCRUTINY COMMITTEE

**Tuesday, 6 March 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
- Also in attendance: Ben Barley (Lincoln Voluntary Centre Services), Barry Hepton (Bailgate Guild), Elaine Lilley (Education Business Partnership) and Fliss Page (Tesco and Usdaw Lifelong)
- Officers attending: Democratic Services, Angela Andrews and James Wilkinson

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### AGENDA

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<b>SECTION A</b>	<b>Page(s)</b>
1. Confirmation of Minutes - 9 January 2018	<b>3 - 8</b>
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 - Business Sector and Statistics	<b>9 - 16</b>
5. Intelligence from Key Businesses	
<ul style="list-style-type: none"><li>- Elaine Lilley (Chief Executive of EBP)</li><li>- Ben Barley (Chief Executive of Lincoln VCS)</li><li>- Questions and Answers from Members</li> <li>- Barry Hepton (Bailgate Guild)</li><li>- Fliss Page (People Trainer at Tesco, and Usdaw Lifelong Learning)</li><li>- Questions and Answers from Members</li></ul>	
6. Summary and Discussion	



- Present:** Councillor Bob Bushell (*in the Chair*)
- Councillors:** Kathleen Brothwell, Sue Burke, Thomas Dyer, Jane Loffhagen, Helena Mair, Lucinda Preston and Naomi Tweddle
- Also in Attendance:** Farhan Ahmed, Richard Locke-Wheaton, Metcalfe and Mark Taylor
- Apologies for Absence:** Councillor Chris Burke and Councillor Gill Clayton-Hewson

**20. Confirmation of Minutes - 7 November 2017**

RESOLVED that the minutes of the meeting held on 7 November 2018 be confirmed.

**21. Declarations of Interest**

No declarations of interest were received.

**22. Introduction from the Chair**

The Chair welcomed the following external representatives to the meeting:

- Graham Metcalfe – DWP
- Richard Locke-Wheaton – Linkage Community Trust
- Mark Taylor – Lincoln College
- Farhan Ahmed – Lincoln University

**23. Introduction from Jay Wilkinson - Labour Market and Key Case Studies**

Jay Wilkinson, Strategic Development Project Manager delivered a presentation on Inclusive Growth and covered the following topics:-

- The outcome of the data about the Labour Market in Lincoln.
- Key case studies across the country in regards to Inclusive Growth.
  - In light of the Bristol City Fund case study, an opportunity was discussed to convene partners to identify synergies in investment priorities in the city.
  - In light of the Newcastle Skills House case study, an opportunity to explore the businesses case of The Network and its target age groups was discussed.

Question: Was there a big gap between the lowest and highest salaries?

Response: Around £50,000 per annum. The quality would have been poor if everyone was involved which was why it measured by average.

Question: With regards to the Nottingham Transport Case Study, what did they do specifically to improve it?

Response: More services at different times of the day to cater for the people working late and generally making the service more accessible, particularly the trams.

Question: With regards to economic activity, did it include people who were retired?

Response: Yes.

Question: Could the Poverty Strategy be introduced into it?

Response: Yes, there was definitely a link.

Question: How were European qualifications assessed? Was there a way of seeing what contribution European people had brought?

Response: The NVQ levels should be internationally comparable. Local authorities had been carrying out some work trying to gain an understanding of the current landscapes of European population within the county. In terms of Brexit, the implications were being investigated.

Question: Why was the average salary improving? What was the reason?

Response: It was not detailed why it was improving, it just identified that it was. It would be an interesting topic to discuss at the next meeting.

Question: why was the network age limited but ours wasn't?

Response: It had been limited from 16-24 years because there was a gap within the service provision in Lincoln. Other areas required greater focus upon more than age.

## **24. Intelligence from Key Businesses**

Graham Metcalfe, Local Partnership Manager at the DWP (Department for Work and Pensions):-

- Explained that people who were in full time education were disqualified from claiming an out of work benefit if they were already receiving any other kind of benefit entitlement.
- Advised that the DWP offered part time courses to provide more career opportunities. They could be varied or amended to ensure that the correct information was given and received.
- Stated that in regards to accessing training, there was a customer base of 10,000. Six thousand people received support allowance and over half were on benefits.
- Highlighted that the partnership with the City of Lincoln Council had helped in terms of eligibility as a lot of services had been visited in one place. The DWP would also look for opportunities to use their facilities for interviews.
- Further advised that there had been suggestions around regeneration in the Lincoln area in regards to construction training. In the past, of the 60 students that had completed the training, 65% of them gained employment. Planning applications and Section 106 agreements would benefit local businesses. Tesco successfully filled 100 vacancies through this process.

Invited Members' questions and comments.

Question: In regards to the Section 106 agreement helping businesses gain employment, was this an idea or was it already in place?

Response: Tesco had been successful in employing people this way. If the DWP were shown the details they could look to do something similar.

Question: In regards to the Section 106, was it happening at other local authorities?

Response: If it was to take place over a wider area local residents could benefit.

Question: Were employers willing to take on ex-offenders?

Response: They were the hardest people to place. If there was a skills gap it could be possible. Employers such as Siemens were known to be sympathetic towards this.

Question: What cross boundary opportunities were there for ex-offenders?

Response: The DWP provided a pre-release service however not everyone who had been released from prison resided in Lincoln.

Question: where had the short courses taken place and had it helped?

Response: Yes, it had put people in a better position for employment.

Question: Did the Job Centre let people know about career opportunities?

Response: The Job Centre ran sessions to make people aware of what was available.

Richard Locke-Wheaton, Employment Services Team Leader at the Linkage Trust:-

- Explained that Linkage Trust was a Lincoln based charity that supported people with learning disabilities.
- Advised that as an organisation it aimed to build a personalised package through 1:1 training and try to match an employer to their needs.
- Highlighted the challenges that an individual would face when applying for a job which were:
  - Applications not being accessible online.
  - Job specifications being too wide so it was difficult to understand the skills needed.
  - Lack of confidence/ability.
  - Transport.
  - Lack of general support.

Invited Members' questions and comments.

Question: What educational work had Linkage Trust been involved in?

Response: From a student concept, an educational brief would be carried out. Tick box exercises had been stopped and it was more without building a generic skill set to help secure employment.

Question: Where did clients get referred from?

Response: Residential care or referrals from parents and the DWP.

Mark Taylor, Lincoln College:

- Explained that Lincoln College offered a range of qualifications. The majority were vocational. There were also short, long and evening courses available.
- Advised that courses were measured through achievement levels and needed to be relevant to the employer.
- Stated that the annual planning process of courses that were delivered at the College ran from November to March. It was reviewed by the success rates and popularity of the courses.
- Highlighted that the College utilised their resources over the summer period for other training needs.
- Informed that the college provided a variety of tools to identify learning difficulties as well advice and guidance.

Invited Members questions and comments.

Question: Did the College provide courses for people with childcare commitments?

Response: Online courses were an option. The College was trying to broaden the scope to allow people the option of doing an online course. The College had been liaising with nursery businesses in regards to childcare issues.

Question: Were there college courses available for European residents to improve English speaking?

Response: Not at the moment however if the individual was registered on the College system, it would be able to contact them about opportunities.

Question: Did the College do anything to alleviate transport issues?

Response: It had been involved with an organisations called Vision Drive, which supported students to access the city.

Question: Were apprenticeships welcomed?

Response: Yes. 1500 people of various ages had been taken on this year.

Question: Were the students male or female?

Response: Predominately male.

Farhan Ahmed, Lincoln University:

- Explained that the University tried to ensure that students had an input in the types of the programmes that were delivered.
- Stated that the University was keen for students to stay in Lincoln once they had graduated and had been trying to engage with them to ensure that.
- Advised that apprenticeships with the Police and the Lincoln Co-op were now in operation.
- Reported that the University were trying to engage with students in summer so they remained on campus over 12 months.
- Explained that they were looking to introduce courses for disabilities in the near future.

- Informed that the University offered students with mental health problems the opportunity to visit earlier than the rest of the students and be allocated a key worker. It ensured that they felt comfortable with the transition.
- Highlighted that work-based distance learning programmes such as On Campus RAF Training were a huge success.
- Advised that the University also offered short courses (weekend, evening and online) for people who were employed but wanted to gain further qualifications and increase their salaries.

Question: With regards to early accessibility for students before start, had it been utilised?

Response: 103 people turned up to the open day which was an exceptional turn out.

## **25. Summary and Discussion**

Members had nothing further to raise following the presentations.

## **26. Community Leadership Work Programmes**

Members discussed the content of the work programme.

RESOLVED that the work programme be agreed subject to the following amendments:

1. The following agenda items be removed:
  - Charity Sellers and Street Traders
  - Lincoln Prison
  - Murder Rate in Lincoln
  - Pay Rates in Lincoln
  - Street Surfaces
  - Unitary Authority

Other agenda items be amended as follows:

- Inequality to Health Inequality
- Living Wage to Transport and Inclusive Growth

## **27. Scrutiny Annual Report 2016/17**

RESOLVED that the report be noted.

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## Inclusive Growth: Demand 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:
  - Case studies from other parts of the country, which included examples such as the Bristol City Fund (and the opportunity to convene partners in Lincoln) and Newcastle's Skills House (and the opportunity to review The Network business case)
  - The success of the employability courses delivered by the council and the college, which were highlighted as good practice by Lincoln DWP
  - Opportunity for DWP to have a conversation with the city council to explore any additional opportunities for Section 106 to support high quality local employment
  - Opportunities for people from vulnerable groups to secure employment with the support of Linkage Community Trust
  - The potential for another scrutiny review looking at the link between transport and inclusive growth

## 2. The business sector in Lincoln

This section explores some of the key indicators that relate to the demand side of inclusive growth. These are indicators that predominantly apply to the economy and business sectors.

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 Summary of key findings

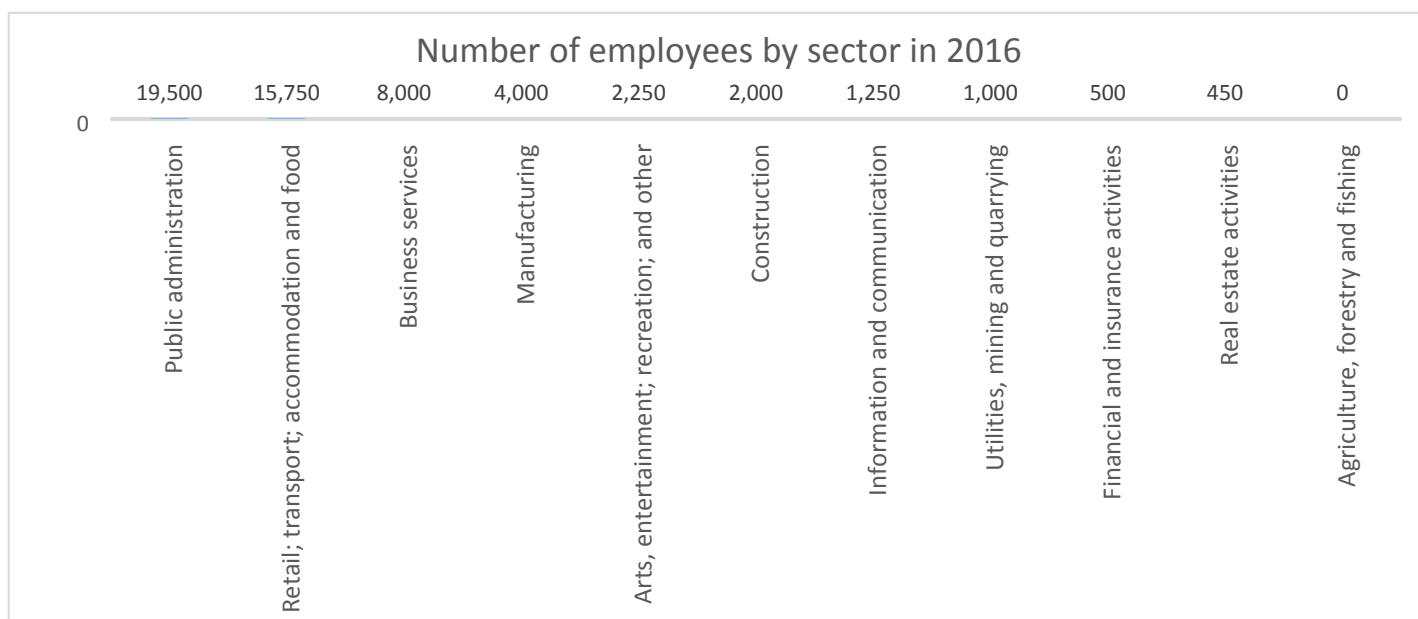
- Overall, the value of the city's economy is £2.4bn per annum, which is the median average amongst our nearest neighbours
- Lincoln's largest sectors for both numbers of employees and economic output are;
  - Public administration (19,500 employees; valued at £684m per annum)
  - Retail; transport; accommodation and food (15,750 employees; valued at £525m per annum)
- In terms of economic productivity, Lincoln produces £43,600 of value per employee
- Both the business services sector and the manufacturing sector are also major employers in the city, with 8,000 people working in business services, and 4,000 people working in manufacturing
- Both sectors have a similar economic value (£221m GVA each), suggesting manufacturing is a more economically productive sector, but business services provides a greater number of employment opportunities
- Micro enterprises (employing less than 5 people) account for the vast majority of businesses in Lincoln (70.9%)
- There are 15,700 (35.3%) employees in the highest skilled occupations; compared to 12,900 (29.0%) employed in the lowest skilled occupations
- Lincoln ranks low amongst our nearest neighbours for the proportion of employees in the highest skilled occupations (12<sup>th</sup> highest of 16)

## 2.2 Employees

### Lincoln sector comparison

Lincoln's largest sector by number of employees is public administration, which accounts for 19,500 employees (35.6%) working in the city. This includes councils, schools, and hospital employees, and reflects the city's position as the main hub of services in the county.

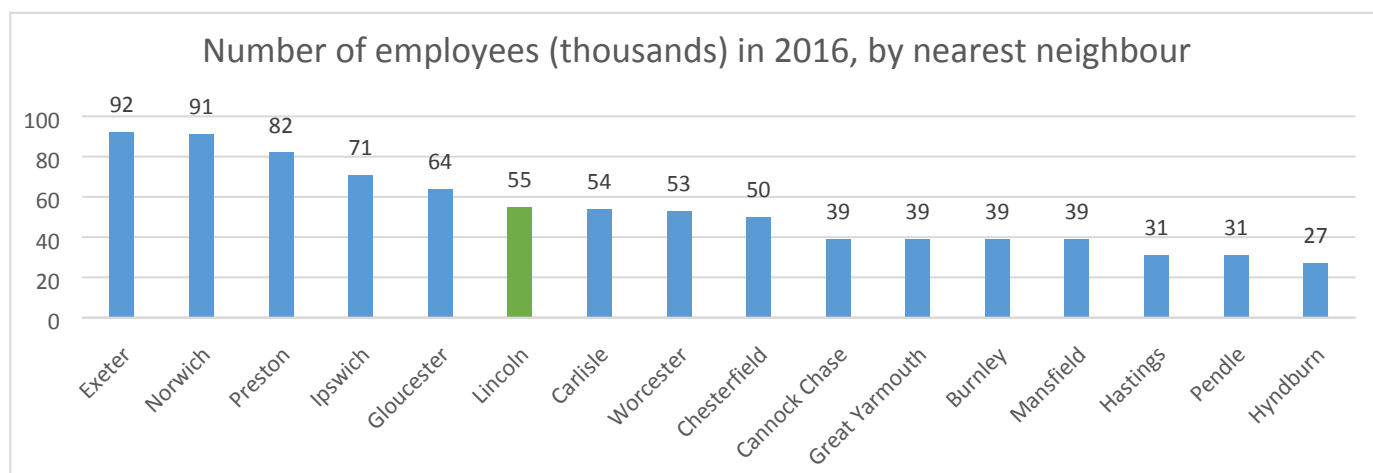
The second largest sector is retail; transport; accommodation and food, which accounts for 15,750 employees (28.8%). This also reflects the city's position as the main retail area in the county, and links closely to its important visitor economy.



Source: ONS (2017) *Business Register and Employment Survey 2016*

### Nearest neighbour comparison

A number of our nearest neighbours are larger than Lincoln (both in terms of population, and administrative boundary), which is why several have a larger number of employees in their area. Nevertheless, with approximately 55,000 employees, the administrative area of Lincoln remains one of the larger employment hubs.

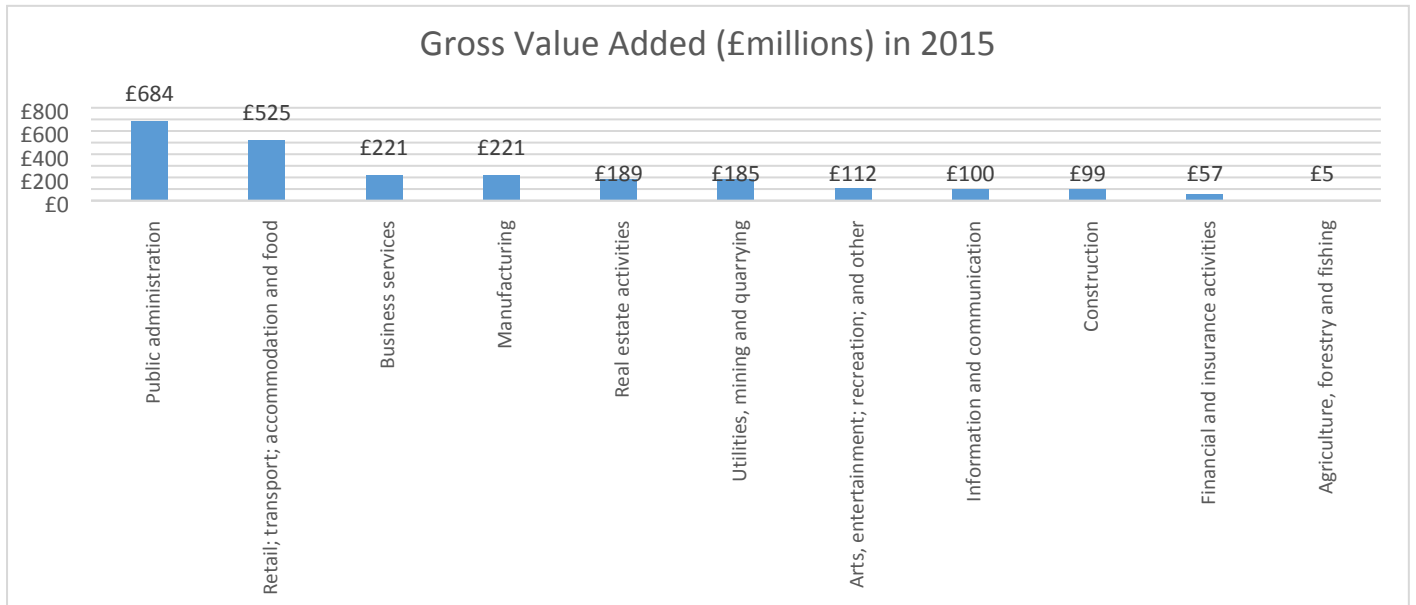


Source: ONS (2017) *Business Register and Employment Survey 2016*

### 2.3 Gross Value Added (GVA)

#### Lincoln sector comparison

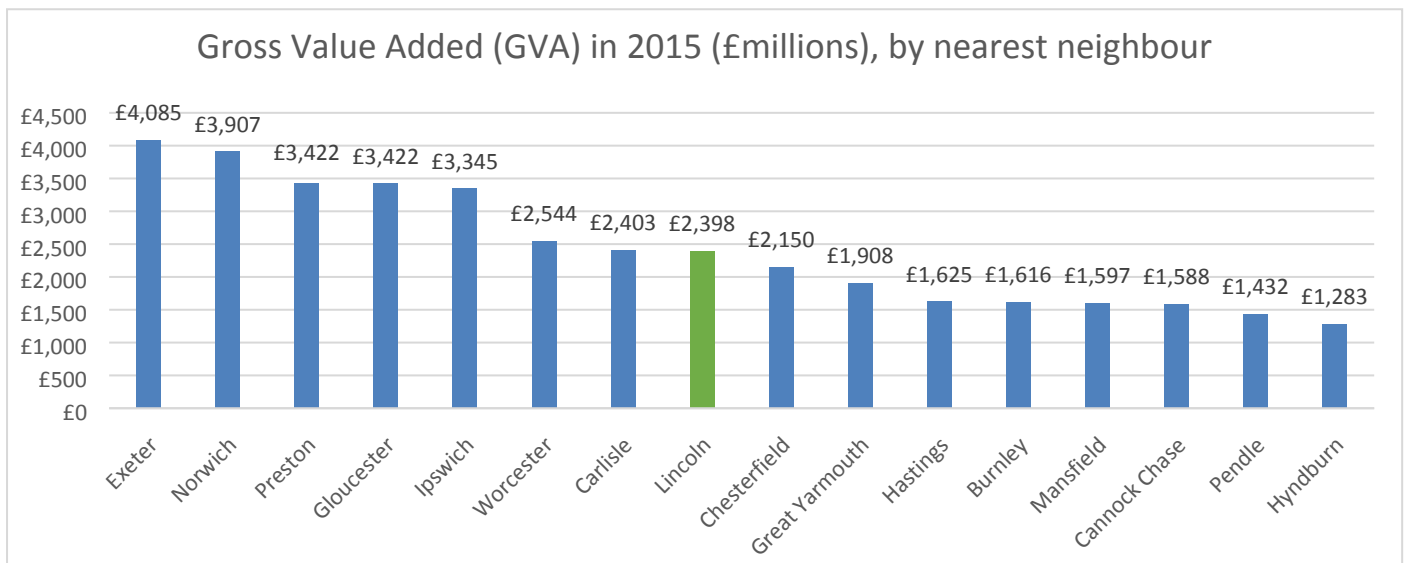
In addition to looking at the number of employees by sector, we can also consider their economic value. This follows a similar trend to the employee chart, with public administration having a GVA of £684m (28.5%); followed by the retail; accommodation; transport and food sector having a GVA of £525m (21.9%).



Source: ONS (2017) *Gross Value Added (income approach) 2015*

#### Nearest neighbour comparison

Whilst Lincoln has the largest economy in Lincolnshire, when compared to the city's nearest neighbours, Lincoln's £2.4bn economy is the median average (8<sup>th</sup> highest).



Source: ONS (2017) *Gross Value Added (income approach) 2015*

### Productivity e.g. GVA per employee nearest neighbour comparison

From a productivity perspective, the city's economy generates £43,600 per employee. This is relatively low in comparison to our nearest neighbours (10<sup>th</sup> highest), suggesting Lincoln is a large employment hub relative to its GVA.

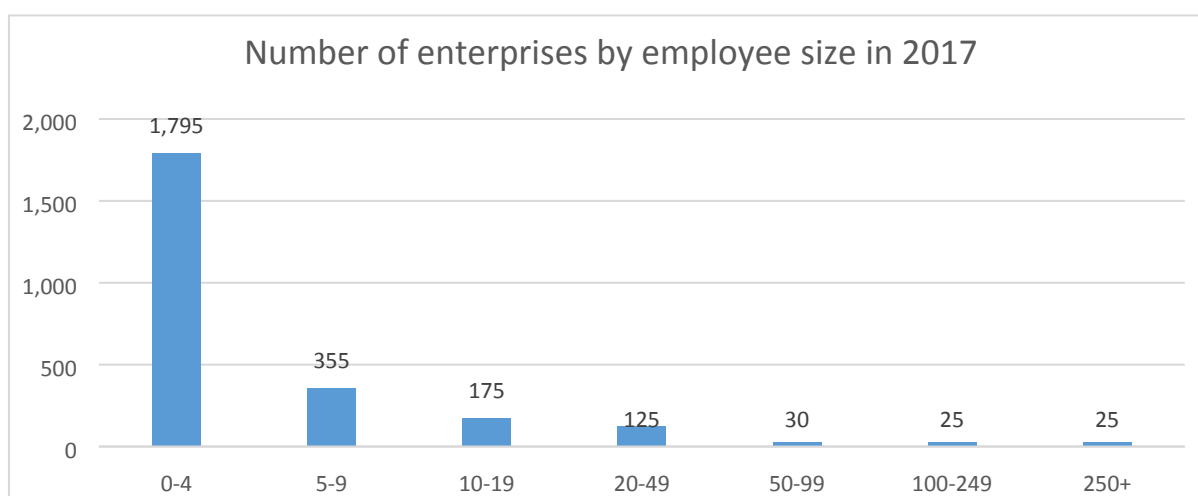
Nearest neighbour group	GVA per employee
Gloucester	£53,469
Hastings	£52,419
Great Yarmouth	£48,923
Worcester	£48,000
Hyndburn	£47,519
Ipswich	£47,113
Pendle	£46,194
Carlisle	£44,500
Exeter	£44,402
<b>Lincoln</b>	<b>£43,600</b>
Chesterfield	£43,000
Norwich	£42,934
Preston	£41,732
Burnley	£41,436
Mansfield	£40,949
Cannock Chase	£40,718

Sources: ONS (2017) *Gross Value Added (income approach) 2015*; ONS (2017) *Business Register and Employment Survey 2016*

### 2.4 Businesses

#### Lincoln business size comparison

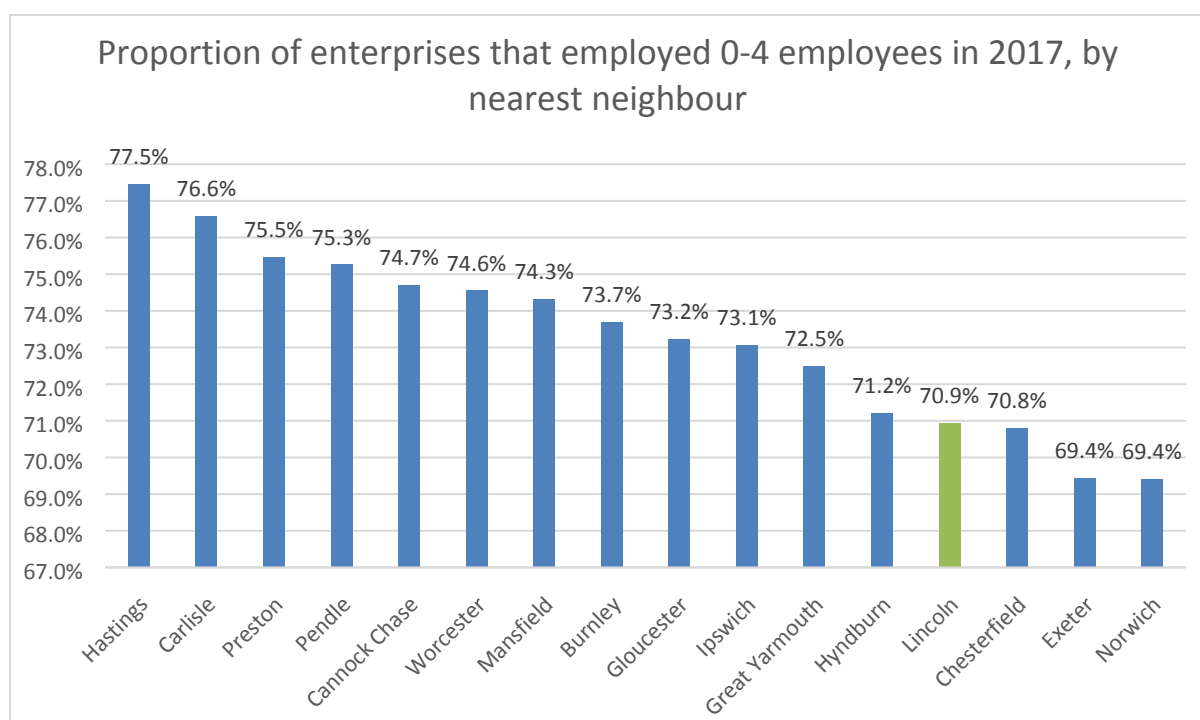
Lincoln's economy is predominantly made up of micro enterprises that employ less than five people. These enterprises account for 1,795 (70.9%) of all enterprises. In comparison, only 50 (2.0%) enterprises employ 100+ people.



Sources: ONS (2018) *Business demography 2017*

### Nearest neighbour comparison

Whilst Lincoln appears to feature fairly low for the number of businesses that are ‘micro’, all 16 nearest neighbour authorities fall within a 10 point range, showing that Lincoln is relatively typical for this measure.

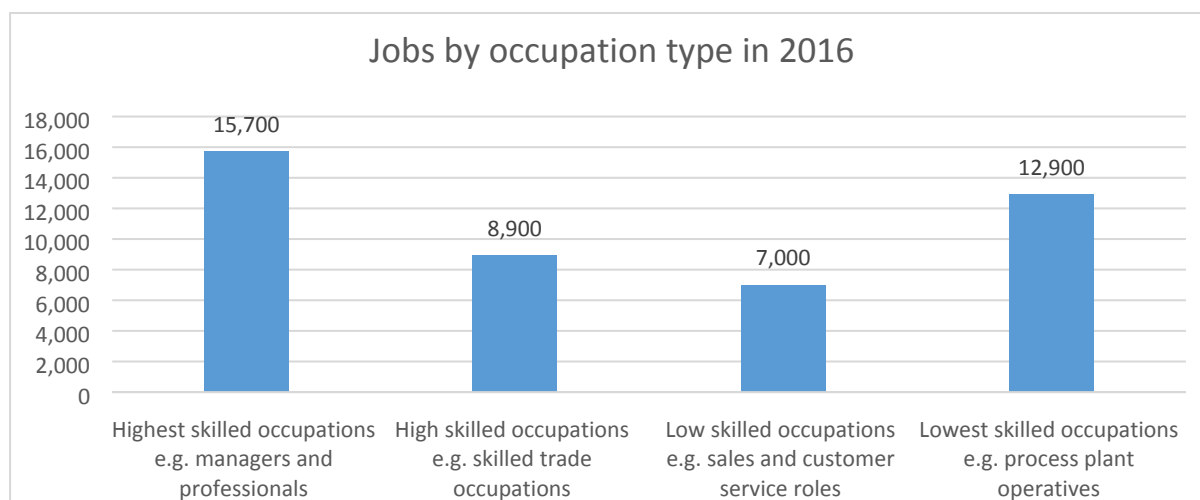


Sources: ONS (2018) *Business demography 2017*

### 2.5 Category of jobs in the local economy

#### Types of jobs in Lincoln

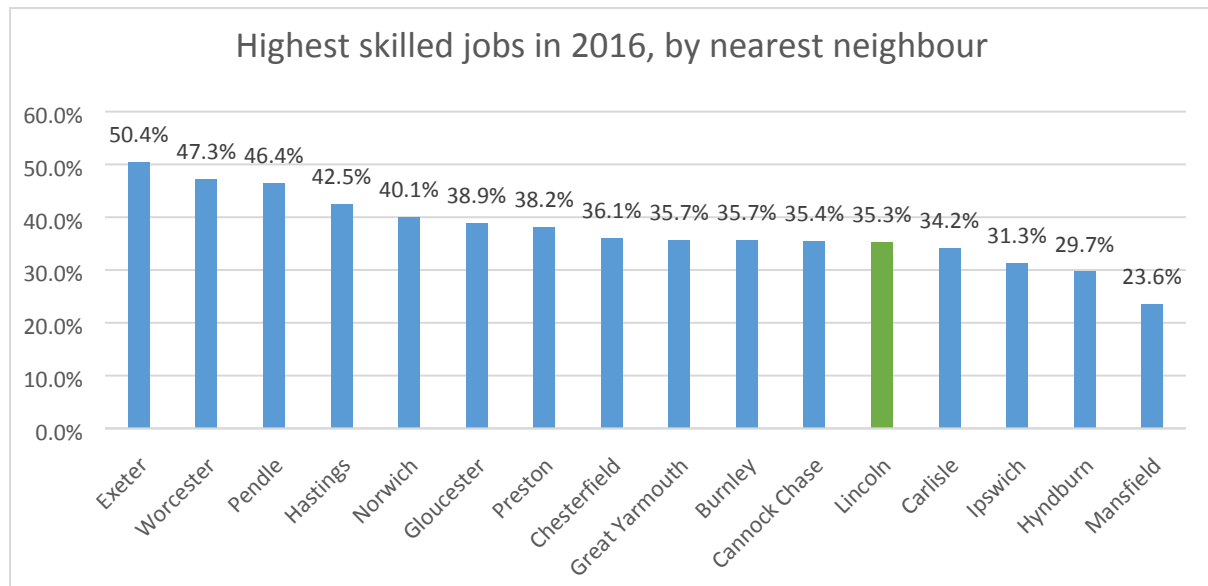
Occupations can be split into four broad categories to show relative skill levels. In Lincoln, 15,700 (35.3%) employees are in the highest skilled occupations; compared to 12,900 (29.0%) employed in the lowest skilled occupations.



Sources: ONS (2018) *Annual Population Survey October 2016 – September 2017*

### High skilled jobs by nearest neighbour

Whilst the graph above would suggest a skew toward the highest skilled occupations, Lincoln ranks low amongst our nearest neighbours for the proportion of employees in these types of roles (12<sup>th</sup> highest out of 16).



Sources: ONS (2018) *Annual Population Survey October 2016 – September 2017*

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**COMMUNITY LEADERSHIP SCRUTINY COMMITTEE**

**6 MARCH 2018**

<b>SUBJECT:</b>	<b>DRAFT COMMUNITY LEADERSHIP SCRUTINY COMMITTEE WORK PROGRAMME FOR 2018/19</b>
<b>REPORT BY:</b>	<b>CHIEF EXECUTIVE AND TOWN CLERK</b>
<b>LEAD OFFICER:</b>	<b>JESSICA CULLEN, DEMOCRATIC SERVICES OFFICER</b>

**1. Purpose of Report**

1.1 To present the Community Leadership Scrutiny Committee Work Programme for 2018/2019.

**2. Background**

2.1 The 2018/19 work programme for the Committee is attached under Appendix A for consideration.

**3. Recommendation**

3.1 That Members note the Community Leadership Scrutiny Committee work programme for 2018/19.

**Lead Officer:** Jessica Cullen, Democratic Services Officer  
Telephone 873387

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Community Leadership Scrutiny Committee Work Programme – Timetable for 2018/19**13 June 2018**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Work Programme for 2018-19 Update	Democratic Services Officer	Regular Report

**29 August 2018**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Work Programme for 2018-19 Update	Democratic Services Officer	Regular Report
Scrutiny Annual Report	Democratic Services Officer	Annual Report

**7 November 2018**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Work Programme for 2018-19 Update	Democratic Services Officer	Regular Report

**9 January 2019**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
Work Programme for 2018-19 Update	Democratic Services Officer	Regular Report

**6 March 2019**

<b>Item(s)</b>	<b>Responsible Person(s)</b>	<b>Strategic Priority/ Comments</b>
Work Programme for 2018-19 Update	Democratic Services Officer	Regular Report

**Suggested topics**

- Health Inequality
- Transport and Inclusive Growth