

COMMUNITY LEADERSHIP SCRUTINY COMMITTEE

Tuesday, 16 February 2021

6.00 pm

Virtual Meeting

Membership: Councillors Jane Loffhagen (Chair), Naomi Tweddle (Vice-Chair), Bill Bilton, Sue Burke, Liz Bushell, Jackie Kirk, Helena Mair, Lucinda Preston, Hilton Spratt, Edmund Strengiel and Bill Mara

Officer membership: Democratic Services

Virtual Meeting

To join this virtual meeting please use the following link:

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Passcode: **420759**

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Alternatively, you can join the meeting via telephone by calling **0330 088 5830**

A G E N D A

1. Confirmation of Minutes - 26 January 2021

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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. Scrutiny Review - Impact on Businesses and Employment during the Covid-19 Pandemic

- 1) To understand the impact the Covid-19 pandemic has had on businesses, identifying support already provided, whether there are any gaps and how the City Council can provide additional support.

2) To understand the impact the Covid-19 pandemic has had on individuals from the perspective of jobs and employment and whether the City Council can provide additional support.

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| 4. Kate Ellis - Major Developments, City of Lincoln Council | Verbal Report |
| 5. Graham Metcalfe - Department for Work and Pensions | 9 - 30 |
| 6. Kate Edgar - Development Plus | Verbal Report |

- Present:** Councillor Jane Loffhagen (*in the Chair*)
- Councillors:** Naomi Tweddle, Bill Bilton, Sue Burke, Liz Bushell, Gary Hewson, Helena Mair, Hilton Spratt, Edmund Strengiel and Bill Mara
- Apologies for Absence:** Councillor Jackie Kirk and Councillor Lucinda Preston

26. Confirmation of Minutes - 16 December 2020

RESOLVED that the minutes of the meeting held on 16 December 2020 be confirmed.

27. Declarations of Interest

Councillor Sue Burke wished it recording that she was employed by Lincolnshire County Council.

28. Scrutiny Review - Impact on Businesses and Employment during the Covid-19 Pandemic

Jane Loffhagen, Chair of the Community Leadership Scrutiny Committee, opened the meeting and provided the Committee with a brief introduction of the topic for review which was the impact on businesses during the Covid-19 pandemic.

She explained that the purpose of the review was to understand the impact of the Covid-19 pandemic and how it had affected businesses, whilst also identifying support already being provided and whether there were any gaps of which the City of Lincoln Council could provide further support. Not only would the review look at businesses, it would also look at how the pandemic had affected individuals from the perspective of jobs and employment.

Councillor Loffhagen welcomed Justin Brown, Assistant Director for Growth at Lincolnshire County Council, who had been invited to provide information on the local economy.

29. Justin Brown - Assistant Director for Growth (Lincolnshire County Council)

Justin Brown, Assistant Director for Growth at Lincolnshire County Council and Chairman of the Lincolnshire Resilience Forum's Business and Economic Working Group provided a brief overview of the role of the Group. It was noted that the Group had been established in March 2020 and comprised membership from all local authorities in Lincolnshire, the University of Lincoln, the Federation of Colleges, the Chamber of Commerce, the Federation of Small Businesses, the Department for Work and Pensions and a range of other organisations.

Mr Brown provided an overview in relation to what had happened in response to and during the Covid-19 pandemic, the current situation and the longer term economic recovery plan. The following points were noted:

- funding had been made available by the Government as part of the first lockdown in the form of grants to small businesses. It was apparent that the

team at the City of Lincoln Council ensured that grants were paid quickly and succinctly to those eligible businesses in the city and represented a very good piece of work. There was also good alignment between boundaries and effective partnership working with other local authorities in paying grants to businesses;

- 260 businesses had sought specific business advice, with a key component materialising being the wellbeing of business leaders. A wellbeing service had therefore been established for Greater Lincolnshire to provide advice and support in this respect;
- in terms of the workforce, the furlough scheme had made a significant difference to job security. However, should that scheme end in April 2021 there was a concern in respect of mass-redundancies and whether the public sector was prepared and organised as much as it should be to cope with and react to this significant challenge;
- weekly meetings with Government officials took place which had proved to be extremely important as that intelligence could be communicated to Government in order that it was able to adapt to the way in which things were occurring locally;
- current data reflected that unemployment was rising in the Lincoln area and the end of the furlough scheme, currently scheduled for the end of April 2021, was increasingly worrying in terms of the impact it would have on these statistics. Fewer vacancies were available with employers seeking experience, which created a challenge especially for young people;
- there had been a reduction in business investment as businesses had used their cash reserves to keep their businesses alive. They had struggled and suffered throughout each lockdown, but when this third lockdown was lifted a concern was that businesses would not have enough money to buy necessary stock to meet consumer demand;
- rapid digitisation had occurred in response to the Covid-19 pandemic with lots of IT requirements having changed as a result. Lots of businesses were small and were not supported by professional IT teams in the same way that larger businesses and the public sector were, for example, which added further pressures and challenges to them;
- certain locations in the county were struggling, particularly those where tourism and hospitality were prevalent. Lincoln, as a key tourist location in particular, was one of those areas significantly impacted as a result of restrictions associated with that sector;
- the Greater Lincolnshire Local Enterprise Partnership, which included County Council and District Council representation, had been working on an economic recovery plan for the area. This plan would cover the next three to five years and sought Government investment, focussing on those sectors and industries that were strongest in the area;
- the recovery plan, as well as seeking Government investment, would also require a commitment from local government and the business community to realign their resources in keeping with the objectives of the plan;
- more needed to be done to encourage the Government to provide finance in order that bids made to stimulate the economy were successful.

Mr Brown welcomed any comments or questions from members of the Committee.

Question: In terms of a potential extension to the current lockdown, what would the impact be on the city centre given recent closures to major retailers in the city already? Would this have a knock-on effect on small businesses, particularly due to the significant reduction in people going into the city centre?

Response: The country was already in a recession prior to the commencement of the Covid-19 outbreak and introduction of the first lockdown, with a decline in the high street nationally having already had an impact on the economy. In terms of the Greater Lincolnshire area, taking into account the significant improvement works to the Cornhill Quarter and the attractive nature of the high street, Lincoln did have an advantage in comparison to other areas. Consideration was currently being given to an anticipated change in the way in which businesses operated, especially office workers and self-employed people who had been able to work from home. The introduction of drop-in centres or touch-down spots in the city for people to utilise on a flexible basis as opposed to designated office space in the city centre could attract people into the city and create footfall on the high street in a different way. In terms of retail, there were different pockets of concentrated retailers with the high street forming one of them. It would be important to ensure that in protecting the heart of Lincoln's retail offer this did not accidentally impact retailers in other parts of the city.

Question: Was any support in place for small businesses in terms of preparation for after the pandemic from the perspective of future-proofing their business?

Response: The Business Growth Hub had been operational for a number of years and had traditionally focussed on providing advice to businesses on how they could grow. Lincoln's hub had been one of the most used in the county, with over 800 businesses accessing the hub per year. However, it was acknowledged that this was only scratching the surface when compared to the 18,000 businesses who were VAT registered in Lincoln. In April and May there was a notable spike in enquiries relating to Covid-19 but since then there had been very few solely in respect of the pandemic with enquiries again being more focussed on growth and opportunities. The hub did offer lots of business continuity planning advice and there was evidence that lots of business leaders were having to plan and deal with different eventualities simultaneously, with the Covid-19 pandemic and the implications of Brexit being two good examples. In this respect, a lack of demand recently in the services offered by the business hub could be as a result of business leaders simply being fatigued following the significant challenges faced with over the previous ten months.

Question: Would people locally use the end of the furlough scheme to downsize and rationalise their business?

Response: There was no evidence to suggest that this was specifically the case but the end of April was concerning in respect of the furlough scheme and the impact this may have on businesses. This also coincided with the end of the tax year, together with an early Easter which, with restrictions in place on some key sectors and businesses, could result in another key month of business taken away from them. All of these aspects created risks and the reality was they it could inevitably result in business closures, as had already been the case in some circumstances across the country.

Comment: In terms of a focus on private sector economic recovery, the public sector had a key role to play so there should be a more strategic and partnership approach locally, accompanied by an economic stimulus from the Government.

Response: Better partnership working between all agencies was essential, with the Department for Work and Pensions and local government being an example of organisations that could perhaps work better together than they currently did. Economic recovery would rely on a joint private and public sector response. The ethos of the Greater Lincolnshire Local Enterprise Partnership represented that joint partnership approach between the two sectors and this was not the case elsewhere

in the country where other Local Enterprise Partnerships were dominated by either the private sector or public sector in some cases. It was very well balanced on the Greater Lincolnshire Local Enterprise Partnership which was one of the reasons why it had received the fifth highest amount of Government funding in the country.

Comment: It would be important to know and understand who owned land in Lincoln in order that the public sector and private sector could work with them collaboratively to ensure that proposed development was in keeping with economic growth objectives for the city.

Response: This was an important part of the private sector and public sector joint response to economic recovery. It would be necessary for a balanced approach from both sectors, working together on creative approaches that were viable and right for the location from an economic growth perspective. The City Council's Major Developments Team would know and deal with those landowners on a regular basis. It was emphasised, however, that progress in relation to such schemes and working with landowners would be a slow process with no short term outcomes. These would be long term projects and managing expectations in that respect would be important.

Question: Lots of people had been entrepreneurial throughout the pandemic and started their own businesses. What support was available to them?

Response: Quite a lot of support was available to those people who were self-employed or were looking to start their own business. One of the challenges, however, was that the people providing that support were older, towards the end of their careers, whereas a lot of young people starting their own businesses did things differently in keeping with technology and techniques now available to them. It was therefore recognised that business support needed to be tailored to people in the right way, which was not necessarily currently the case.

Question: Did the Lincolnshire Resilience Forum's Business and Economic Working Group include representation from the Lincoln Business Improvement Group?

Response: The Lincoln Business Improvement Group was initially invited to join the Working Group but, in response to the pandemic, it was too busy to devote resources to the Group. Representatives from the Business Improvement Group had now joined the Working Group and Mr Brown looked forward to working with them.

Question: Were businesses prepared for the end of the furlough scheme?

Response: Mr Brown did not think that businesses were waiting for the end of the furlough scheme before making posts redundant, he was of the view that they were trying their hardest to keep their businesses going. One of the key problems, should lockdown be lifted, was businesses being able to cope with demand as lots of businesses had used capital and cash reserves to simply make up for the loss of revenue. It would be necessary for businesses to, very quickly, re-stock and scale back up in order that they could trade but it was questionable as to whether they had the cash reserves available to do that to ensure that they were operational in the same way as they were prior to the pandemic. Coping with demand and expectations from consumers would therefore be a challenge. More flexibility in terms of borrowing may be a helpful solution to assist businesses in coping with this.

Question: Could the City Council do anything differently or better to support businesses or individuals?

Response: Unemployment was a significant issue in the city and the matching of people losing their jobs to employment opportunities that existed elsewhere in Lincoln would be a useful exercise. Further work on ensuring that people were prepared for interviews and encouraged to attend would also be beneficial. An example was given of an owner of a hotel who routinely had 30 applications for a position, with eight shortlisted for interview and only one person following through with the interview. In the longer term, a key issue would be helping people gain meaningful experience, which employers were looking for, and providing any opportunities to facilitate this.

Question: People were struggling across the country with their mental health. Taking into account the earlier reference to the wellbeing of business leaders, was there anything the City Council could do to support this, or was support already in place?

Response: A helpline in conjunction with the Chamber of Commerce and Federation of Small Businesses had been established with a range of members across Lincolnshire who had volunteered to provide support. Volunteers, of which there were approximately 6,000 across the county, included businesses and charities in the personnel, health and wellbeing sectors. The County Council had provided funding in order to keep this service running for twelve months. The City Council may have contacts with businesses or charities in these key sectors who could be encouraged to participate in the service.

Question: How were banks helping to support businesses throughout the pandemic but also as part of recovery?

Response: Mr Brown did not have any up to date information available to share with the Committee at this meeting, but agreed to circulate this in response to the question to members in due course.

Comment: Industries such as manufacturing and construction could provide significant opportunities to create jobs and boost the local economy. The Government should do more to support and fast track things like infrastructure schemes, for example, to facilitate this. The economy was not solely reliant on shops and retail.

Response: The economy was much wider than the high street and retail, with manufacturing in particular being significant in Lincolnshire and the surrounding area which had a big influence on the local economy. In terms of procurement, the more money that could be spent on local businesses and local projects, the more that money would stay in the local area. Construction and manufacturing were really important and the issue was how aggressive organisations could be in terms of procuring locally in keeping with their respective procurement policies.

The Chair thanked Mr Brown for his contributions and highlighted the following aspects the City Council could consider taking further:

- the provision of further support to the work already taking place in respect of the wellbeing of business leaders;
- the potential provision of work experience to assist people gaining meaningful experience, especially young people;
- the provision of further support and advice for people seeking to start their own businesses.

30. Work Programme 2020/2021

The Chair invited members of the Community Leadership Scrutiny Committee to consider its work programme.

It was suggested, in the context of the current Scrutiny Review on the impact on individuals during the Covid-19 pandemic, that the City of Lincoln Council's staff could potentially be used as a case study to understand how people were coping and had adapted to working from home. This could lead to a further piece of work as to how remote working had impacted people across the city during the pandemic.

The work programme was noted.

Item No. 5



Department
for Work &
Pensions

Department for Work & Pensions

Lincolnshire, Nottinghamshire and Rutland District

State of the District Report

January 2021 version 1

Introduction

Lincolnshire, Nottinghamshire and Rutland District is made up of 1 Service Centre, 1 National Telephony Hub, 19 Jobcentres and spans across 16 Local Authority Areas. Currently 11 are co-located with the Local Authority they serve.

Lincolnshire, Nottinghamshire and Rutland is part of the North and East Midlands Group.

Headline Figures

- The number of people in work across Lincolnshire, Nottinghamshire and Rutland has reduced by 12000, and this is still likely to include furloughed workers who are still classed as employed
- 7000 fewer disabled people in work, compared to the last quarter,
- BAME employment rate has increased in the reporting period, going against the trend. However, the actual number in work has remained the same.
- The gap between Men and Women Employment rates increased in the 3 months to September 2020.
- Biggest month on month growth on Universal Credit (all regimes) is in the 50+ Age Group

Employment Rate

The table below shows Employment Rates for Lincolnshire, Nottinghamshire and Rutland compared to the previous reporting period. The data will include furlough workers as they are classed as employed.

Employment Rates - Lincs, Notts and Rutland			
Local Authority	Jul 19 - Jun 20	Oct 19 - Sep 20	Change Quarter
Ashfield	79.1%	77.4%	-1.7%
Bassetlaw	80.4%	75.1%	-5.3%
Boston	81.7%	77.7%	-4.0%
Broxtowe	78.1%	73.6%	-4.5%
East Lindsey	61.6%	66.3%	4.7%
Gedling	81.1%	76.8%	-4.3%
Lincoln	69.0%	71.0%	2.0%
Mansfield	76.8%	73.5%	-3.3%
Newark and Sherwood	76.1%	77.9%	1.8%
North Kesteven	75.6%	72.8%	-2.8%
Nottingham	66.5%	67.6%	1.1%
Rushcliffe	79.1%	75.6%	-3.5%
Rutland	73.2%	72.4%	-0.8%
South Holland	74.4%	73.9%	-0.5%
South Kesteven	75.0%	76.0%	1.0%
West Lindsey	76.8%	72.4%	-4.4%
LNR	74.0%	73.0%	-1.0%

Moving Disabled People into Work

In its 2017 manifesto, the Government stated their goal to move one million more disabled** people into work by 2027. The table shows the current Disabled Employment Rates compared to the previous reporting period.

**In this context 'disabled' means those who have a long-term disability which substantially limits their day-to-day activities or affects the kind or amount of work they might do (it is not related to what benefits they may be claiming).

Disabled Employment Rates - Lincs, Notts, Rutland							
Local Authority	Jul 19 - Jun 20			Oct 19 - Sep 20			Change Quarter
	Working Age Disabled in Work	All Working Age Disabled	Disabled Employment Rate	Working Age Disabled in Work	All Working Age Disabled	Disabled Employment Rate	
Ashfield	10,300	19,800	52.02%	8,200	17,600	46.59%	-5.43%
Bassetlaw	12,300	20,200	60.89%	11,100	21,500	51.63%	-9.26%
Boston	12,500	16,500	75.76%	9,800	15,400	63.64%	-12.12%
Broxtowe	8,000	16,000	50.00%	8,100	14,300	56.64%	6.64%
East Lindsey	13,100	28,700	45.64%	13,100	24,400	53.69%	8.04%
Gedling	8,600	13,500	63.70%	7,900	14,300	55.24%	-8.46%
Lincoln	9,200	18,000	51.11%	12,300	21,400	57.48%	6.37%
Mansfield	9,200	18,800	48.94%	9,600	20,100	47.76%	-1.17%
Newark and Sherwo	10,400	16,200	64.20%	11,100	17,500	63.43%	-0.77%
North Kesteven	6,400	9,900	64.65%	6,700	11,500	58.26%	-6.39%
Nottingham	25,700	46,600	55.15%	23,500	40,000	58.75%	3.60%
Rushcliffe	9,600	14,700	65.31%	8,100	11,900	68.07%	2.76%
Rutland	1,900	3,200	59.38%	2,000	3,300	60.61%	1.23%
South Holland	5,800	10,800	53.70%	4,700	9,000	52.22%	-1.48%
South Kesteven	11,300	20,900	54.07%	11,100	21,000	52.86%	-1.21%
West Lindsey	7,800	13,400	58.21%	7,500	13,200	56.82%	-1.39%
LNR	162,100	287,100	56.46%	154,700	276,200	56.01%	-0.45%

BME 2020 Challenge

In late 2015, as part of the BME 2020 Challenge, the Government made a commitment to increasing Black and Minority Ethnic (BME) employment by 20% by 2020. The table below shows the BME working age employment rates in Lincolnshire, Nottinghamshire and Rutland. The table shows the BME employment rate, and shows this has increased by 1.61% in the reporting period.

BME Employment Rates - Lincs, Notts, Rutland							
Local Authority	Jul 19 - Jun 20			Oct 19 - Sep 20			Change Quarter
	Working Age BME in Work	All Working Age BME	BME Employment Rate	Working Age BME in Work	All Working Age BME	BME Employment Rate	
Lincs, Notts and Rutland	64800	107500	60.28%	64800	104700	61.89%	1.61%

as some Local Authority areas have a small sample size, only an overall picture is shown

Fuller Working Lives – Older Workers

The table below shows the current employment rate for people aged 50-64 in Lincolnshire, Nottinghamshire and Rutland compared to the previous reporting period. Nearly 1000 fewer 50-64 year olds are now employed across LNR. Again, as with all the employment data, it will include furloughed workers.

Fuller Working Lives - Older Workers							
Local Authority	Jul 19 - Jun 20			Oct 19 - Sep 20			Change Quarter
	Aged 50-64 in Work	All aged 50-64	Employment Rate 50-64	Aged 50-64 in Work	All aged 50-64	Employment Rate 50-64	
Ashfield	17,400	24,600	70.73%	15,400	21,600	71.30%	0.56%
Bassetlaw	16,200	25,500	63.53%	15,500	25,900	59.85%	-3.68%
Boston	11,100	13,100	84.73%	12,500	16,500	75.76%	-8.98%
Broxtowe	20,500	28,700	71.43%	21,200	29,800	71.14%	-0.29%
East Lindsey	24,700	42,700	57.85%	24,200	39,200	61.73%	3.89%
Gedling	19,200	22,200	86.49%	18,800	23,900	78.66%	-7.83%
Lincoln	8,900	11,100	80.18%	10,800	13,300	81.20%	1.02%
Mansfield	15,200	22,800	66.67%	15,900	24,500	64.90%	-1.77%
Newark and Sherwood	17,900	24,800	72.18%	20,300	25,700	78.99%	6.81%
North Kesteven	18,200	23,100	78.79%	21,200	25,700	82.49%	3.70%
Nottingham	30,500	44,700	68.23%	29,500	43,000	68.60%	0.37%
Rushcliffe	21,900	27,700	79.06%	20,500	27,300	75.09%	-3.97%
Rutland	5,900	7,800	75.64%	6,500	8,400	77.38%	1.74%
South Holland	14,000	18,100	77.35%	12,200	16,000	76.25%	-1.10%
South Kesteven	19,000	30,700	61.89%	16,800	28,300	59.36%	-2.53%
West Lindsey	16,200	19,500	83.08%	15,000	19,800	75.76%	-7.32%
LNR	277,100	387,200	71.57%	276,200	388,700	71.06%	-0.51%

Employment Rate Gap between Men and Women

The employment rate gap between men and women increased by 0.9% across Lincolnshire, Nottinghamshire and Rutland.

Employment Rate Gap between Men & Women - Lincs, Notts, Rutland							
Local Authority	Jul 19 - Jun 20			Oct 19 - Sep 20			Change Quarter
	Employment Rate Working Age Males	Employment Rate Working Age Females	Gap	Employment Rate Working Age Males	Employment Rate Working Age Females	Gap	
Ashfield	84.7%	72.8%	11.9%	84.6%	68.9%	15.7%	3.8%
Bassetlaw	87.3%	74.5%	12.8%	82.3%	68.6%	13.7%	0.9%
Boston	79.4%	83.5%	-4.1%	73.4%	80.7%	-7.3%	-3.2%
Broxtowe	83.6%	72.1%	11.5%	77.9%	69.3%	8.6%	-2.9%
East Lindsey	72.4%	50.7%	21.7%	76.8%	55.1%	21.7%	0.0%
Gedling	81.7%	80.5%	1.2%	81.5%	71.9%	9.6%	8.4%
Lincoln	71.7%	66.0%	5.7%	71.1%	70.8%	0.3%	-5.4%
Mansfield	76.7%	76.9%	-0.2%	73.1%	73.9%	-0.8%	-0.6%
Newark and Sherwood	77.5%	74.9%	2.6%	78.4%	77.5%	0.9%	-1.7%
North Kesteven	82.7%	69.1%	13.6%	83.5%	63.5%	20.0%	6.4%
Nottingham	70.2%	63.1%	7.1%	71.7%	63.7%	8.0%	0.9%
Rushcliffe	77.7%	80.7%	-3.0%	74.7%	76.5%	-1.8%	1.2%
Rutland	82.1%	63.9%	18.2%	81.3%	63.2%	18.1%	-0.1%
South Holland	80.2%	68.0%	12.2%	79.3%	68.3%	11.0%	-1.2%
South Kesteven	74.2%	75.6%	-1.4%	76.2%	75.8%	0.4%	1.8%
West Lindsey	82.5%	71.2%	11.3%	81.8%	64.1%	17.7%	6.4%
LNR	77.7%	70.4%	7.3%	77.1%	68.9%	8.2%	0.9%

People on Universal Credit

The data tables show the total number of people claiming Universal Credit, irrespective of regime, by Jobcentre and split into age groups.

People On UC							
	Dec-2019	Sep-2020	Oct-2020	Nov-2020	Dec-2020	Monthly Change	Yearly Change
Arnold	1,591	3,206	3,214	3,281	3,370	2.71%	111.82%
Ashfield	3,201	6,857	6,937	7,039	7,229	2.70%	125.84%
Beeston	1,817	4,182	4,255	4,296	4,372	1.77%	140.62%
Boston	3,562	7,791	7,967	8,244	8,372	1.55%	135.04%
Bulwell	6,322	12,718	12,948	13,284	13,593	2.33%	115.01%
Gainsborough	2,274	3,934	3,962	4,033	4,111	1.93%	80.78%
Grantham	3,180	6,021	6,001	6,000	6,094	1.57%	91.64%
Lincoln	8,852	17,145	17,198	17,535	17,973	2.50%	103.04%
Louth	1,264	2,487	2,491	2,527	2,549	0.87%	101.66%
Mansfield	6,526	13,982	14,151	14,542	14,500	-0.29%	122.19%
Newark	2,600	5,495	5,516	5,668	5,753	1.50%	121.27%
Nottingham Central	10,388	24,098	24,383	24,712	25,422	2.87%	144.72%
Nottingham Loxley	4,508	9,058	9,066	9,394	9,549	1.65%	111.82%
Retford	1,677	3,235	3,185	3,220	3,268	1.49%	94.87%
Skegness	4,626	7,935	7,880	8,025	8,229	2.54%	77.89%
Sleaford	1,455	3,313	3,321	3,425	3,529	3.04%	142.54%
Spalding	3,312	7,095	7,250	7,469	7,706	3.17%	132.67%
Stamford	3,056	6,377	6,362	6,436	6,503	1.04%	112.79%
Worksop	4,512	7,914	7,928	8,077	8,160	1.03%	80.85%
LNR	74,707	152,836	154,010	157,211	160,287	1.96%	114.55%
NEM	321,920	684,610	689,987	703,859	718,726	2.11%	123.26%
CEW	689,680	1,386,696	1,396,797	1,423,379	1,451,553	1.98%	110.47%
National	2,730,575	5,639,688	5,675,985	5,789,314	5,911,783	2.12%	116.50%

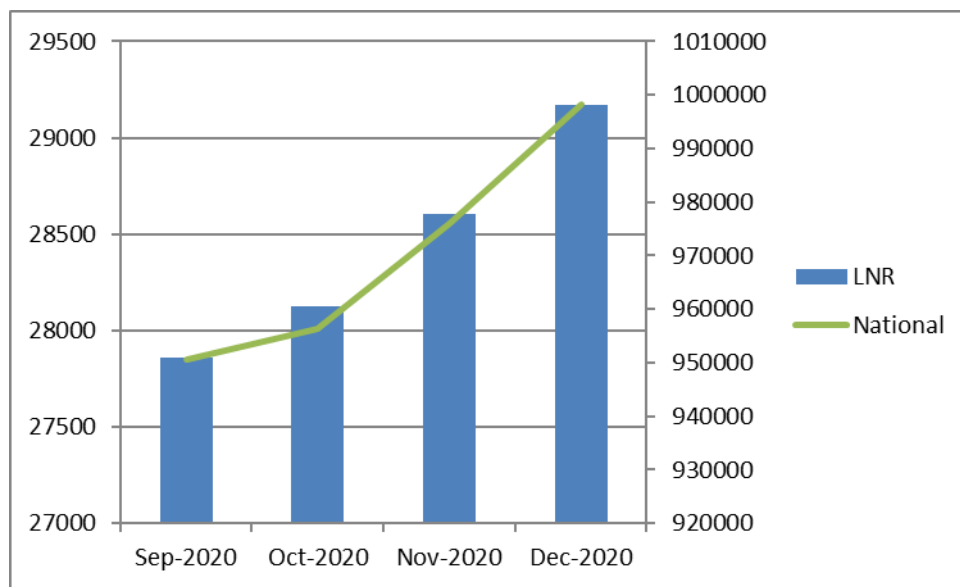
The District was slightly below the National average in terms of the month on month increase, but has generally followed the National trend. Yearly change for Lincolnshire, Nottinghamshire and Rutland is lower than National.

It is worth noting that claims to Universal Credit were rising steadily in line with the National trend. This is due to 'natural migration' where people in receipt of legacy benefits gradually move onto Universal Credit as their circumstances change.

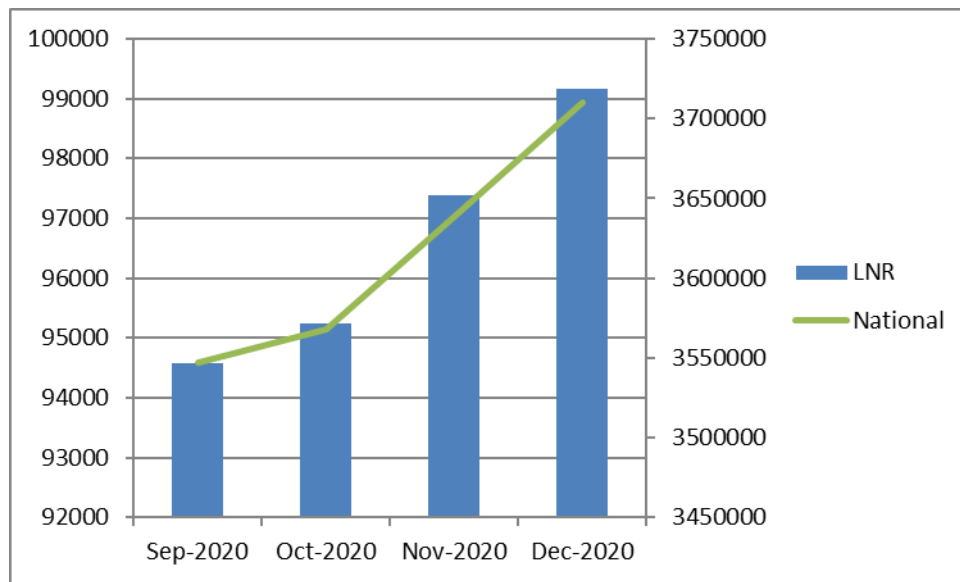
The following set of figures separate the Universal Credit caseload by age (this is all regimes).

Universal Credit by Age (16-24)							
	Dec-2019	Sep-2020	Oct-2020	Nov-2020	Dec-2020	Monthly Change	Yearly Change
Arnold	351	634	635	643	663	3.11%	88.89%
Ashfield	670	1386	1392	1390	1428	2.73%	113.13%
Beeston	332	781	801	809	822	1.61%	147.59%
Boston	619	1266	1287	1324	1333	0.68%	115.35%
Bulwell	1295	2368	2412	2477	2524	1.90%	94.90%
Gainsborough	513	771	774	789	801	1.52%	56.14%
Grantham	580	1068	1046	1038	1068	2.89%	84.14%
Lincoln	1685	3334	3352	3388	3491	3.04%	107.18%
Louth	255	441	438	448	457	2.01%	79.22%
Mansfield	1277	2589	2622	2673	2645	-1.05%	107.13%
Newark	497	1007	998	1031	1054	2.23%	112.07%
Nottingham Central	1949	4469	4555	4594	4733	3.03%	142.84%
Nottingham Loxley	825	1634	1648	1706	1746	2.34%	111.64%
Retford	320	564	551	551	557	1.09%	74.06%
Skegness	846	1350	1343	1367	1397	2.19%	65.13%
Sleaford	271	586	599	613	638	4.08%	135.42%
Spalding	553	1194	1230	1272	1310	2.99%	136.89%
Stamford	481	1005	1012	1031	1020	-1.07%	112.06%
Worksop	857	1417	1426	1445	1477	2.21%	72.35%
LNR	14177	27861	28127	28602	29168	1.98%	105.74%
NEM	57454	119445	120334	122596	125369	2.26%	118.21%
CEW	125210	247540	249158	253456	258728	2.08%	106.64%
National	455290	950571	956421	975892	998127	2.28%	119.23%

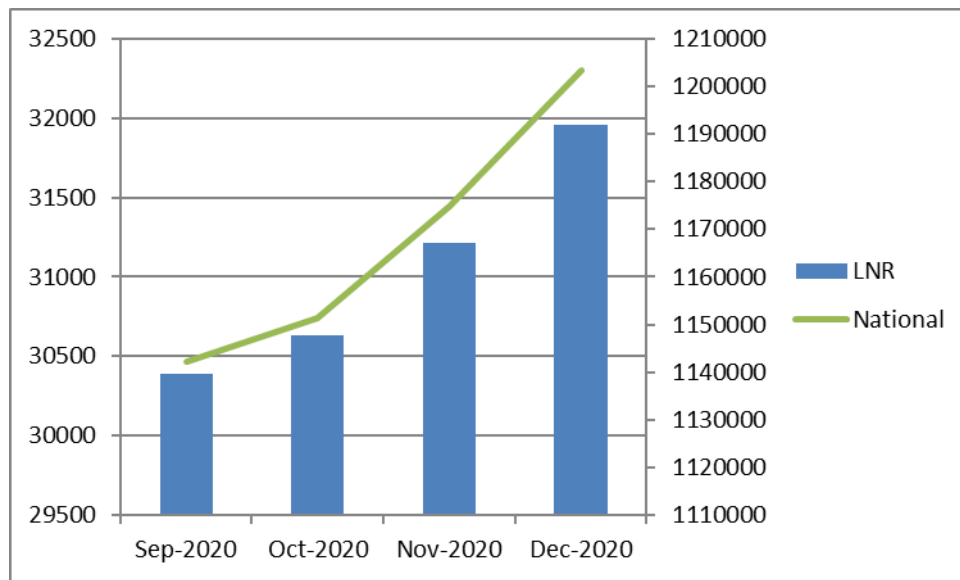
Youth unemployment has been steadily rising at all levels since November 2018. Youth Unemployment is now higher than at any point during the financial crisis in 2008, and is nearly at 1 million Nationally.



Universal Credit by Age (25-49)							
	Dec-2019	Sep-2020	Oct-2020	Nov-2020	Dec-2020	Monthly Change	Yearly Change
Arnold	954	1937	1940	1982	2045	3.18%	114.36%
Ashfield	1998	4238	4293	4391	4497	2.41%	125.08%
Beeston	1141	2582	2629	2667	2715	1.80%	137.95%
Boston	2172	4801	4914	5130	5199	1.35%	139.36%
Bulwell	4057	8185	8313	8528	8718	2.23%	114.89%
Gainsborough	1354	2366	2370	2421	2474	2.19%	82.72%
Grantham	1974	3734	3735	3743	3787	1.18%	91.84%
Lincoln	5555	10610	10648	10907	11136	2.10%	100.47%
Louth	760	1453	1466	1489	1495	0.40%	96.71%
Mansfield	4058	8767	8854	9117	9110	-0.08%	124.49%
Newark	1575	3351	3370	3447	3498	1.48%	122.10%
Nottingham Central	6704	15291	15429	15657	16076	2.68%	139.80%
Nottingham Loxley	2880	5773	5761	5967	6067	1.68%	110.66%
Retford	1025	1966	1938	1954	1986	1.64%	93.76%
Skegness	2540	4255	4229	4302	4401	2.30%	73.27%
Sleaford	907	1974	1980	2045	2099	2.64%	131.42%
Spalding	2096	4369	4441	4571	4713	3.11%	124.86%
Stamford	1950	3939	3923	3961	4015	1.36%	105.90%
Worksop	2810	4988	5007	5115	5123	0.16%	82.31%
LNR	46512	94581	95250	97392	99156	1.81%	113.18%
NEM	203650	429263	432629	441401	450041	1.96%	120.99%
CEW	433383	864648	871026	887492	903737	1.83%	108.53%
National	1730805	3546744	3568111	3638505	3710161	1.97%	114.36%

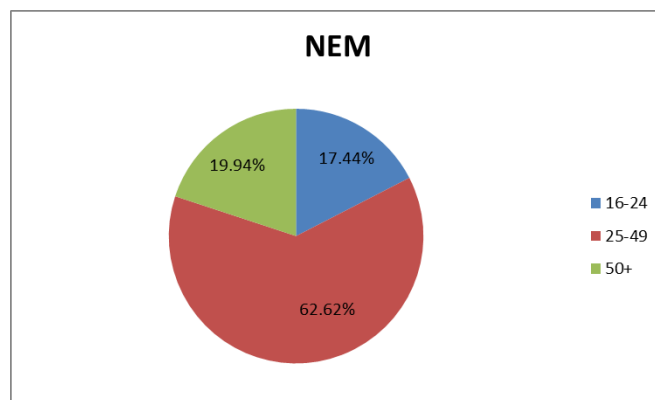
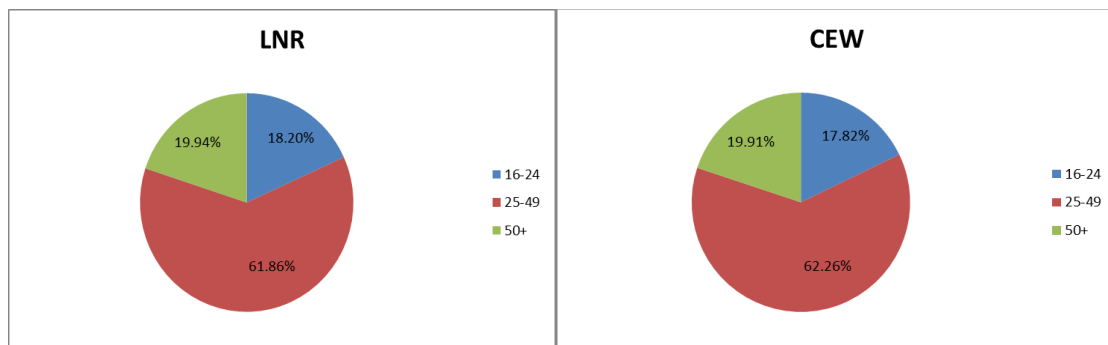


Universal Credit by Age (50+)							
	Dec-2019	Sep-2020	Oct-2020	Nov-2020	Dec-2020	Monthly Change	Yearly Change
Arnold	290	638	643	650	661	1.69%	127.93%
Ashfield	525	1234	1249	1261	1307	3.65%	148.95%
Beeston	343	808	820	821	830	1.10%	141.98%
Boston	768	1731	1770	1792	1841	2.73%	139.71%
Bulwell	971	2166	2225	2280	2351	3.11%	142.12%
Gainsborough	400	801	815	818	839	2.57%	109.75%
Grantham	624	1218	1220	1220	1240	1.64%	98.72%
Lincoln	1605	3202	3197	3246	3346	3.08%	108.47%
Louth	246	596	588	593	596	0.51%	142.28%
Mansfield	1198	2621	2674	2753	2749	-0.15%	129.47%
Newark	524	1140	1147	1188	1208	1.68%	130.53%
Nottingham Central	1731	4337	4394	4457	4615	3.54%	166.61%
Nottingham Loxley	804	1648	1661	1720	1729	0.52%	115.05%
Retford	333	700	691	707	724	2.40%	117.42%
Skegness	1239	2330	2313	2350	2429	3.36%	96.05%
Sleaford	281	748	743	765	790	3.27%	181.14%
Spalding	657	1532	1573	1622	1680	3.58%	155.71%
Stamford	627	1433	1425	1440	1461	1.46%	133.01%
Worksop	844	1508	1493	1517	1556	2.57%	84.36%
LNR	14014	30389	30629	31211	31959	2.40%	128.05%
NEM	60813	135895	137012	139849	143302	2.47%	135.64%
CEW	131067	274481	276584	282403	289057	2.36%	120.54%
National	544419	1142270	1151354	1174808	1203381	2.43%	121.04%



The below figures detail the age breakdown of the total numbers of Universal Credit Claimants in December 2020:

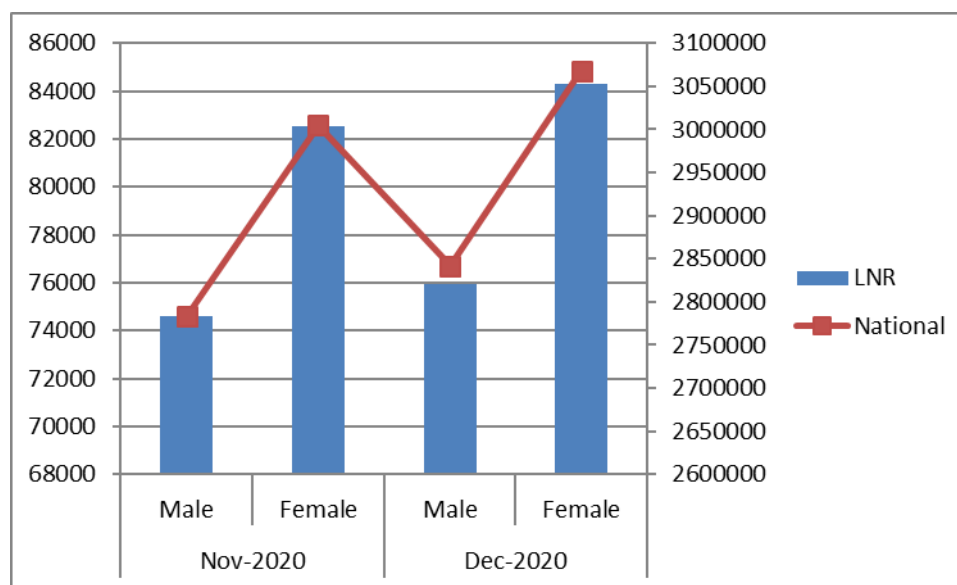
Universal Credit Age Breakdown for December			
	16-24	25-49	50+
Arnold	663	2045	661
Ashfield	1428	4497	1307
Beeston	822	2715	830
Boston	1333	5199	1841
Bulwell	2524	8718	2351
Gainsborough	801	2474	839
Grantham	1068	3787	1240
Lincoln	3491	11136	3346
Louth	457	1495	596
Mansfield	2645	9110	2749
Newark	1054	3498	1208
Nottingham Central	4733	16076	4615
Nottingham Loxley	1746	6067	1729
Retford	557	1986	724
Skegness	1397	4401	2429
Sleaford	638	2099	790
Spalding	1310	4713	1680
Stamford	1020	4015	1461
Worksop	1477	5123	1556
LNR	29168	99156	31959
NEM	125369	450041	143302
CEW	258728	903737	289057
National	998127	3710161	1203381



Universal Credit by Gender

The figures below detail the total number of Universal Credit claimants by gender. The District is broadly following the National trend in proportion but the disparity between the two is greater with 5.19% more women claiming Universal Credit than men, compared to 3.83% Nationally.

Universal Credit Claimants by Gender							
	Nov-2020		Dec-2020		Proportion	Proportion	Difference
	Male	Female	Male	Female	Male	Female	
Arnold	1569	1715	1595	1769	47.41%	52.59%	5.17%
Ashfield	3311	3729	3398	3830	47.01%	52.99%	5.98%
Beeston	2103	2192	2138	2235	48.89%	51.11%	2.22%
Boston	3809	4431	3867	4499	46.22%	53.78%	7.55%
Bulwell	6056	7228	6169	7423	45.39%	54.61%	9.23%
Gainsborough	1939	2089	1967	2148	47.80%	52.20%	4.40%
Grantham	2787	3215	2818	3278	46.23%	53.77%	7.55%
Lincoln	8325	9207	8527	9438	47.46%	52.54%	5.07%
Louth	1147	1378	1153	1391	45.32%	54.68%	9.36%
Mansfield	6908	7635	6858	7643	47.29%	52.71%	5.41%
Newark	2617	3048	2663	3091	46.28%	53.72%	7.44%
Nottingham Central	12482	12217	12828	12579	50.49%	49.51%	-0.98%
Nottingham Loxley	4854	4534	4925	4616	51.62%	48.38%	-3.24%
Retford	1433	1786	1447	1819	44.30%	55.70%	11.39%
Skegness	3914	4105	4032	4198	48.99%	51.01%	2.02%
Sleaford	1570	1852	1618	1910	45.86%	54.14%	8.28%
Spalding	3352	4113	3467	4231	45.04%	54.96%	9.92%
Stamford	2761	3675	2785	3712	42.87%	57.13%	14.27%
Worksop	3670	4403	3695	4463	45.29%	54.71%	9.41%
LNR	74609	82556	75956	84280	47.40%	52.60%	5.19%
NEM	332465	371192	339357	379159	47.23%	52.77%	5.54%
CEW	679471	743551	692555	758632	47.72%	52.28%	4.55%
National	2783336	3004581	2841977	3068321	48.09%	51.91%	3.83%



Claims to New Style JSA

The below figures show the increase in claims to New Style Jobseekers Allowance at a District Level. Due to contingency process during the Covid-19 pandemic, site figures are not available with any accuracy, and the District figures should be treated as a guide only.

Claims to New Style JSA				
	Dec-2019	Nov-2020	Dec-2020	Increase on Month
LNR	416	2365	1092	-53.83%
NEM	1705	10764	4968	-53.85%
National	12216	90600	42024	-53.62%

Claims to New Style JSA by Gender in December				
	Male	Female	Proportion Male	Proportion Female
LNR	575	517	52.66%	47.34%
NEM	2,604	2,364	52.42%	47.58%
National	22,624	19,400	53.84%	46.16%

Claims (starts) to Universal Credit

The below figures detail the total number of starts to Universal Credit. For starts the ID must be verified and a Claimant Commitment accepted. This is different to new claims or inflows to Universal Credit.

Monthly increases maybe due to lockdown and furlough coming to an end.

Claims (Starts) to Universal Credit					
	Oct-2019	Sep-2020	Oct-2020	Increase on Month	Increase on Year
Arnold	139	109	110	0.92%	-20.86%
Ashfield	290	219	284	29.68%	-2.07%
Beeston	174	159	176	10.69%	1.15%
Boston	356	313	357	14.06%	0.28%
Bulwell	585	501	471	-5.99%	-19.49%
Gainsborough	173	130	156	20.00%	-9.83%
Grantham	195	211	211	0.00%	8.21%
Lincoln	596	573	571	-0.35%	-4.19%
Louth	95	100	104	4.00%	9.47%
Mansfield	538	409	491	20.05%	-8.74%
Newark	159	141	244	73.05%	53.46%
Nottingham Central	968	841	1080	28.42%	11.57%
Nottingham Loxley	418	319	352	10.34%	-15.79%
Retford	124	99	89	-10.10%	-28.23%
Skegness	347	175	212	21.14%	-38.90%
Sleaford	147	162	136	-16.05%	-7.48%
Spalding	292	302	311	2.98%	6.51%
Stamford	179	225	230	2.22%	28.49%
Worksop	260	215	290	34.88%	11.54%
LNR	6036	5204	5867	12.74%	-2.80%
NEM	24806	24809	26417	6.48%	6.49%
CEW	50413	49075	52651	7.29%	4.44%
National	189073	202977	216322	6.57%	14.41%

Claimant Count

The table below shows Claimant Count for Lincolnshire, Nottinghamshire and Rutland. The figures are calculated by adding Jobseekers Allowance claimants with those on Universal Credit who are required to seek work on the relevant count date.

Claimant Count by Jobcentre - Lincs, Notts, Rutland					
Jobcentre	Dec-2019	Nov-2020	Dec-2020	Increase on Month	Increase on Year
Arnold	1,035	1,505	1,505	0.00%	45.41%
Ashfield	1,525	2,655	2,610	-1.69%	71.15%
Beeston	945	1,760	1,785	1.42%	88.89%
Boston	1,370	2,770	2,855	3.07%	108.39%
Bulwell	3,390	5,660	5,625	-0.62%	65.93%
Gainsborough	1,190	1,685	1,670	-0.89%	40.34%
Grantham	1,260	2,130	2,105	-1.17%	67.06%
Lincoln Orchard Street	3,495	6,395	6,490	1.49%	85.69%
Louth	535	930	925	-0.54%	72.90%
Mansfield	2,760	4,945	4,920	-0.51%	78.26%
Newark	1,070	2,135	2,110	-1.17%	97.20%
Nottingham Central	5,880	11,715	11,675	-0.34%	98.55%
Nottingham Loxley House	2,580	4,325	4,260	-1.50%	65.12%
Retford	560	1,090	1,080	-0.92%	92.86%
Skegness	1,975	2,970	3,005	1.18%	52.15%
Sleaford	640	1,240	1,275	2.82%	99.22%
Spalding	1,160	2,625	2,680	2.10%	131.03%
Stamford	925	2,075	2,035	-1.93%	120.00%
Worksop	1,530	2,555	2,575	0.78%	68.30%
LNR	33,825	61,170	61,195	0.04%	80.92%

Claimant Count by Local Authority Area					
	Dec-19	Nov-20	Dec-20	Increase on Month	Increase on Year
Ashfield	2,365	4,585	4,490	-2.07%	89.85%
Bassetlaw	1,840	3,495	3,475	-0.57%	88.86%
Boston	1,155	2,610	2,690	3.07%	132.90%
Broxtowe	1,505	3,145	3,090	-1.75%	105.32%
East Lindsey	2,935	5,005	5,055	1.00%	72.23%
Gedling	1,705	3,545	3,520	-0.71%	106.45%
Lincoln	2,400	4,265	4,310	1.06%	79.58%
Mansfield	2,145	4,030	3,965	-1.61%	84.85%
Newark and Sherwood	1,620	3,440	3,415	-0.73%	110.80%
North Kesteven	1,140	2,555	2,555	0.00%	124.12%
Nottingham	9,680	17,740	17,610	-0.73%	81.92%
Rushcliffe	975	2,315	2,290	-1.08%	134.87%
Rutland	270	740	750	1.35%	177.78%
South Holland	1,185	2,860	2,935	2.62%	147.68%
South Kesteven	1,995	4,125	4,020	-2.55%	101.50%
West Lindsey	1,615	2,815	2,785	-1.07%	72.45%
LNR	34,530	67,270	66,955	-0.47%	93.90%

Youth Unemployment

The table below shows the claimant count for people aged 18-24 in Lincolnshire, Nottinghamshire and Rutland over the previous 3 months. The count combines the total of those claiming Jobseekers Allowance and those in receipt of Universal Credit who are required to seek work.

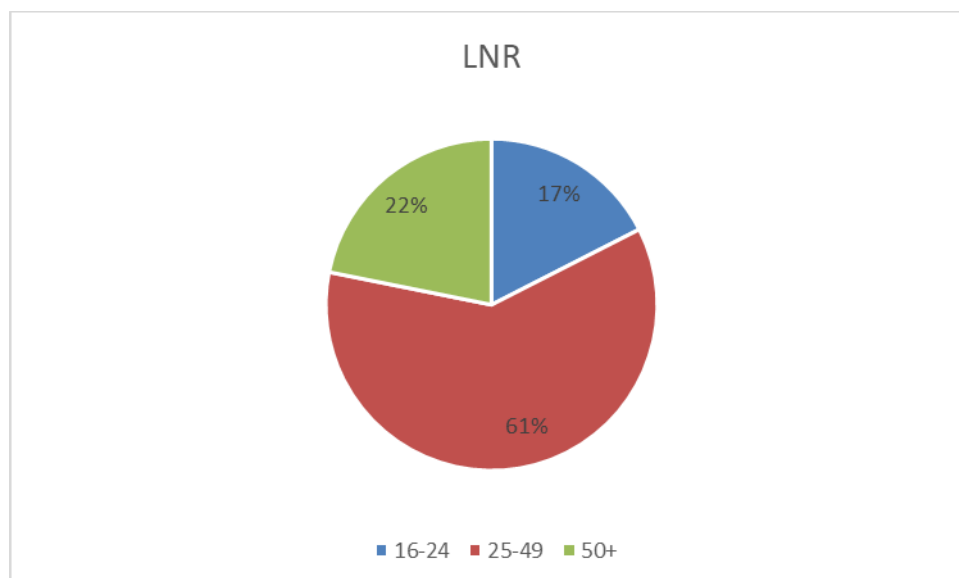
Claimant Count (16-24) by Jobcentre - Lincs, Notts, Rutland					
Jobcentre	Dec-2019	Nov-2020	Dec-2020	Increase on Month	Increase on Year
Arnold	210	315	295	-6.35%	40.48%
Ashfield	335	590	565	-4.24%	68.66%
Beeston	200	420	410	-2.38%	105.00%
Boston	285	560	565	0.89%	98.25%
Bulwell	725	1,260	1,230	-2.38%	69.66%
Gainsborough	270	350	340	-2.86%	25.93%
Grantham	260	445	445	0.00%	71.15%
Lincoln Orchard Street	760	1,440	1,430	-0.69%	88.16%
Louth	125	200	215	7.50%	72.00%
Mansfield	595	1,090	1,030	-5.50%	73.11%
Newark	215	465	455	-2.15%	111.63%
Nottingham Central	1,150	2,430	2,370	-2.47%	106.09%
Nottingham Loxley House	455	885	855	-3.39%	87.91%
Retford	135	245	230	-6.12%	70.37%
Skegness	390	535	540	0.93%	38.46%
Sleaford	140	320	325	1.56%	132.14%
Spalding	235	560	565	0.89%	140.43%
Stamford	150	420	385	-8.33%	156.67%
Worksop	335	560	550	-1.79%	64.18%
LNR	6,970	13,075	12,800	-2.10%	83.64%

Claimant Count (16-24) by Local Authority Area					
	Dec-19	Nov-20	Dec-20	Increase on Month	Increase on Year
Ashfield	505	940	895	-4.79%	77.23%
Bassetlaw	405	730	700	-4.11%	72.84%
Boston	240	510	485	-4.90%	102.08%
Broxtowe	320	645	610	-5.43%	90.63%
East Lindsey	600	910	935	2.75%	55.83%
Gedling	360	740	720	-2.70%	100.00%
Lincoln	510	920	910	-1.09%	78.43%
Mansfield	465	815	770	-5.52%	65.59%
Newark and Sherwood	330	745	720	-3.36%	118.18%
North Kesteven	270	615	610	-0.81%	125.93%
Nottingham	1,895	3,590	3,475	-3.20%	83.38%
Rushcliffe	185	450	435	-3.33%	135.14%
Rutland	30	130	125	-3.85%	316.67%
South Holland	240	590	600	1.69%	150.00%
South Kesteven	390	815	800	-1.84%	105.13%
West Lindsey	360	555	540	-2.70%	50.00%
LNR	7,105	13,700	13,335	-2.66%	87.68%

Appendix One

Table, split by age, showing those on Universal Credit who are required to search for work, and have been claiming over a year. The increase month on month is nearly 1000, across LNR.

UC Searching For Work for Over a Year in December				
	16-24	25-49	50+	Total
Ashfield	237	735	258	1230
Bassetlaw	201	752	261	1214
Boston	136	444	208	788
Broxtowe	142	485	173	800
East Lindsey	285	968	527	1780
Gedling	160	514	189	863
Lincoln	277	997	297	1571
Mansfield	210	718	237	1165
Newark and Sherwood	181	547	232	960
North Kesteven	118	397	157	672
Nottingham	947	3,354	938	5239
Rushcliffe	69	327	108	504
Rutland	17	108	44	169
South Holland	114	454	190	758
South Kesteven	211	775	310	1296
West Lindsey	184	517	225	926
LNR	3,489	12,092	4,354	19935



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ONLINE JOBS & CAREERS FAIR

HOSTED BY MATT WARMAN MP

25TH FEBRUARY 2021, 10^{AM}-1^{PM}

Book your place at the next fair.

Employers are invited to book a **FREE** exhibition stand at a **virtual recruitment fair** reaching job seekers from across the Greater Lincolnshire and Rutland area.

Exhibitors can book and build their virtual booth at WWW.GREATERLINCJSJOBFAIR.CO.UK/REGISTER

▶ Click [here](#) for further information about the series of twelve Greater Lincolnshire-wide Jobs and Careers Fairs.

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GREATER LINCOLNSHIRE

ONLINE JOBS & CAREERS FAIR

HOSTED BY MATT WARMAN MP

25TH FEBRUARY 2021

Hold the Date!

The next monthly Online Jobs and Careers Fair will take place on February 25th 2021. Join the live event from 10am-1pm.

To browse exhibitors, talk to employers, find out about training and much more visit WWW.GREATERLINCSJOBSFAIR.CO.UK

▶ Click [here](#) for further information about the series of twelve Greater Lincolnshire-wide Jobs and Careers Fairs.

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Redundancy Toolkit

Support/ Advice given	Who the support helps	Purpose of support	Relevant Website Links and contact info
Jobcentre Plus	Employer & Employee	<p>Jobcentre Plus provides support and advice to employers and employees in redundancy situations through its Rapid Response Service.</p> <p>You do not need to have already made redundancies or be making large scale redundancies to access this service. It is free to all employers.</p> <p>A video is available about the Rapid response Service on the Business Lincolnshire website.</p> <p>The Jobcentre plus Twitter account will offer employment opportunities within Greater Lincolnshire.</p>	<p>Job Centre Plus (redundancy support line) - rrs.enquiries@dwp.gov.uk</p> <p>https://www.gov.uk/contact-jobcentre-plus</p>
Webpages for supporting employers making redundancies	Employer	The employer help websites offer a range of advice to help businesses overcome challenges associated with the COVID-19 pandemic.	<p>https://employerhelp.dwp.gov.uk/support-from-jcp</p> <p>https://www.gov.uk/government/topical-events/help-for-employers</p> <p>https://www.gov.uk/government/publications/redundancy-support-for-employers</p>
29 Policies and Procedures	Employer	Find clear advice about the procedures you need to follow when making redundancies and what rights your employees have.	www.gov.uk/staff-redundant
Lincolnshire Chamber of Commerce HR Support Forum	Employer	The HR Support Forum supports small businesses with HR guidance to help them during this period of uncertainty. Working with well-known recruitment and HR-focused organisations, the forum members will provide free advice and support on a range of HR topics.	<p>https://www.lincs-chamber.co.uk/recovery-support/hrsupportforum/</p> <p>https://www.lincs-chamber.co.uk/recovery-support/hrsupportforum/redundancy-support/</p>
Federation of Small Businesses	Employer	FSB offers members access to a number of employment protection services including an employment advice helpline where issues can be discussed with qualified lawyers.	https://www.fsb.org.uk/resources-page/what-is-the-redundancy-process-during-covid-19-guidance-and-advice-for-small-businesses.html
DWP Advice	Employee	DWP website dedicated to supporting job-seekers – use this website to search for jobs and get advice on a number of different topics	https://jobhelp.dwp.gov.uk/
'Find a Job'	Employee	Free 'Find a job' service (available 24 hours a day, 7 days a week).	www.gov.uk/jobsearch
Universal Credit Support	Employee	Universal Credit Support – Help To Claim Service from Citizens Advice – Support Available Online, Face to Face or over the phone 0800 144 8 444.	<p>www.citizensadvice.org.uk/helptoclaim</p> <p>0800 144 8 444 (calls are free and lines open 8am-6pm, Mon to Friday)</p>

Useful Websites	Relevant Links
Business Lincolnshire	https://www.businesslincolnshire.com/business-resilience/covid-19-support/get-support/redundancy-and-hr-support/
Greater Lincolnshire LEP	https://www.greaterlincolnshirelep.co.uk/priorities-and-plans/covid-19/support-for-businesses-making-redundancies/
The Department of Work and Pensions	https://www.gov.uk/government/organisations/department-for-work-pensions
Lincolnshire Chamber of Commerce HR Support Forum	https://www.lincs-chamber.co.uk/recovery-support/hrsupportforum/
Federation of Small Businesses	https://www.fsb.org.uk/resources-page/what-is-the-redundancy-process-during-covid-19-guidance-and-advice-for-small-businesses.html

Webinars and Useful Resources	Webinars and Useful Resources
Webinar	Redundancy Support for Employers
DWP Employer Factsheet	DWP Redundancy Support – Employer Factsheet
DWP Employee Factsheet	DWP Redundancy Support – Employee Factsheet

Other Support

Support with starting a new business

Whether a person is an experienced entrepreneur or a graduate with a great idea, there's a wide range of support available for start-up businesses in Greater Lincolnshire. From business advice and mentorship services to funding schemes and more, for more information click here <https://www.businesslincolnshire.com/start-and-grow-my-business/help-start-my-business/funding-support-and-mentorship-schemes/>

Mental Health Resources

This is a difficult time for employees and employees affected by the impacts of the COVID pandemic. There are a number of sources of support for everyone who needs it.

Lincolnshire's mental health helpline which can be accessed 24/7 on 0800 001 4331.

Workforce Matters have released several resources to help keep mental wellbeing in check. From tips on coping with social isolation and working from home, to advice for leaders hoping to guide their team during these periods of uncertainty – these can be downloaded from the Business Lincolnshire website via [the mental health support page](#).

For more resources and advice on taking care of your mental health during the COVID-19 pandemic, visit the [Lincolnshire Partnership NHS Trust's website](#).

All support is available to all businesses in Greater Lincolnshire and Rutland.