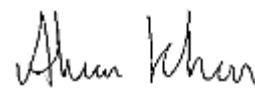



LONDON BOROUGH OF WALTHAM FOREST

Meeting / Date	Cabinet 22 September 2022	
Report Title	Growth Scrutiny Committee Themed Review 2021-22: Council support for job growth	
Cabinet Portfolio	<p>Councillor Ahsan Khan – Deputy Leader and Portfolio Lead Member for Housing and Regeneration</p> <p>Councillor Vicky Ashworth – Portfolio Lead Member for Jobs, Social Inclusion and Equalities</p>	 
Report Author/ Contact details	<p>Emily Wood – Acting Scrutiny Officer Finance and Governance Emily.wood@walthamforest.gov.uk</p> <p>Ian Buckle – Head of Electoral and Democratic Services Finance and Governance ian.buckle@walthamforest.gov.uk</p>	
Wards affected	None specifically	
Public Access	OPEN	
Appendices	<p>Appendix 1 – Themed Review 2021-22: Council support for job growth</p> <p>Appendix 2 – Proposed Response</p> <p>Appendix 3 – Equalities Analysis Screening Tool</p>	

1. SUMMARY

- 1.1 The Council's scrutiny committees conduct themed reviews as part of an annual work programme. This is an opportunity for a committee to engage in a sustained way with a particular topic. This year the Growth Scrutiny Committee conducted its review on the Council's approach to the Jobs Recovery Programme. The attached report sets out the Committee's findings and recommendations.

2. RECOMMENDATIONS

- 2.1 The Cabinet is asked to approve the following recommendations:
 - 2.1.1 That the Growth Scrutiny Committee Themed Review report be noted;
 - 2.1.2 That the recommendations outlined in the report be adopted and taken forward as outlined in the proposed response in appendix 2 including where recommendations have been amended.

3. PROPOSALS

- 3.1 The Committee conducted its themed review throughout 2021-22, and its approach is outlined in **appendix 1**. Officers have prepared a proposed response which is attached as **appendix 2**. Cabinet are asked to review and approve the response.
- 3.2 The full recommendations are outlined in the report (appendix 1). A summary of recommendations can be found below:

3.3 Summary of recommendations

The Committee recommends:

- 1. That services work with employers and businesses to focus on engaging people who aren't traditionally involved in the creative or cultural sectors in order to attract them into employment in that sector.
- 2. That services work to facilitate linking creative organisations with the wider community with the aim of introducing local people to arts jobs.
- 3. That the Council makes being part of the construction industry 'Fairness, Inclusion and Respect' programme a contractual condition for its development partners.
- 4. That the Council works with schools and organisations providing career advice and development partners to promote education and career pathways into the construction industry particularly for underrepresented groups.
- 5. That the Council works with its providers and partners to support residents looking or needing to retrain because of changing work practices and new opportunities for jobs in the green economy, focusing particularly on older workers, and identifying funding opportunities where available.
- 6. That the Council works with its partners to actively promote green jobs to students of all ages at schools, Further Education colleges and other educational establishments, with a particular emphasis on demonstrating career progression after training or an apprenticeship.
- 7. That the Council continues to explore how small businesses can be supported to diversify into the green economy including maximising

the potential of Council-owned buildings to enable the growth of the sector, and identifying any available funding.

8. That the Council engages with groups such as Women in Construction and Black Professionals in Construction, and identifies any other relevant professional groups, in order to ensure green job opportunities are promoted to a diverse range of people.
 9. That the Council, in its role within the Integrated Care System/Integrated Care Board, works with health partners to ensure that raising the status of social care is a long-term priority for the ICS.
 10. That the Council continues to work with commissioned social care providers to ensure that they understand the long-term benefits of paying the London Living Wage or higher.
 11. That the Council reviews the national work carried out by Skills for Care around what makes local authorities attractive to social workers and ensures that this is disaggregated to show the local picture and that this is taken into account in planning future recruitment.
 12. That the Council encourages commissioned providers to sign up to the 'Good Work Standard'.
 13. That the new Hub encourages candidates intending to embark on health careers to gain initial experience through a job in social care.
 14. That there is a focus on extending the work currently undertaken with schools and colleges to other schools and colleges.
 15. That there is a strong focus on progression within the health and social care sector especially for BAME employees
- 3.4 Aside from recommendations 3, 9, 11 and 13, which officers propose to amend, all have been accepted.
- 3.5 **Recommendations proposed for amendment by officers**
- 3.6 The response to recommendation 3 notes that mechanisms are already in place to measure fairness, inclusion and respect (FIR) and that services will investigate requiring developer partners to comply with FIR through procurement and assess implications and existing cross-overs in this area.
- 3.7 Recommendation 9 has been largely accepted with a minor amendment to the end of the recommendation linking this to the ICS Employment and Workforce strategy.
- 3.8 Officers propose amending recommendation 11 to widen the scope of how intelligence available from Skills for Care be used to inform the Council's recruitment and retention strategy for social workers.
- 3.9 It is proposed that recommendation 13 is amended to reflect the emerging strategy for the Health and Social Care Academy.

4. OPTIONS & ALTERNATIVES CONSIDERED

- 4.1 The Committee has reviewed the Council's policy and practice, and its proposals relate to current service delivery. It is a requirement for the Cabinet to consider each individual scrutiny committee themed review and respond to the recommendations within the report.

5. SUSTAINABLE COMMUNITY STRATEGY PRIORITIES (AND OTHER NATIONAL OR LOCAL POLICIES OR STRATEGIES)

- 5.1 The attached report of the scrutiny committee sets out a number of ways the themed review has taken into consideration both local and national policies in respect to its area of focus.

6. CONSULTATION

- 6.1 Formal consultation is not required for a scrutiny committee to conduct a themed review. The Committee has, however, spoken to a range of witnesses and sought a diversity of views in respect to its topic, as set out in its report.

7. IMPLICATIONS

7.1 Finance, Value for Money and Risk

- 7.1.1 The recommendations have been developed so that they can be implemented within the existing budgets available to relevant services. However, if in preparing to implement the recommendations contained within the themed review report, they are not sustainable within existing resources and officers find that additional expenditure is required, a report should be brought back to Cabinet to explain either: a) why the recommendations cannot be implemented; or b) proposals to finance their implementation.

7.2 Legal

- 7.2.1 Part of the Council's constitution sets out the Overview and Scrutiny procedure rules including, in paragraph 5, the procedure for Policy Review and Development. This report has been prepared in accordance with paragraph 6.1 of the procedure rules as a report by Overview and Scrutiny. The procedure rules provide that in carrying out any such policy review or development, Overview and Scrutiny must have regard to available budgets and resources (para.5.2) and make recommendations to Cabinet (6.1).

7.3 Equalities and Diversity

- 7.3.1 The Council must further take into account its wider Public Sector Equality Duty (PSED) under s.149 of the Equality Act 2010 when making a decision. The Council will consider the impact of changes that might arise as a result of implementing the recommendations on those with protected equality characteristics, in particular where there is likely to be an impact on residents or service users from any

changes to, or decommissioning of existing services. In order to assist with this, an Equality Analysis screening tool has been completed and is attached as **appendix 3**.

7.4 Sustainability (including climate change, health, crime and disorder)

- 7.4.1 The recommendations contained within this themed review report may have a positive impact on sustainability as engagement at an earlier stage may avoid sustainability implications at a later date. The recommendations may have an additional impact on sustainability, arising from day to day operations. These concerns will be taken into consideration by relevant officers during the design and implementation phase. If in preparing to implement the recommendations contained within the themed review report, they are noted to have a negative impact on sustainability, a report should be brought back to Cabinet to explain either: a) why the recommendations cannot be implemented; b) options to curtail negative sustainability impact.

7.5 Council Infrastructure

- 7.5.1 The recommendations contained within this themed review report are expected to be delivered within existing council infrastructure and resources.

BACKGROUND INFORMATION (as defined by Local Government (Access to Information) Act 1985)

None