



COUNCIL MEETING - 3 DECEMBER 2015

Councillors of the London Borough of Islington are summoned to attend a meeting of the Council to be held in the Council Chamber, Town Hall, Upper Street, N1 2UD on, **3 December 2015 at 7.30 pm.**

Lesley Seary

Chief Executive

AGENDA

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1. Minutes of the last meeting	1 - 18
2. Declarations of Interest	
If you have a Disclosable Pecuniary Interest* in an item of business:	
<ul style="list-style-type: none">▪ if it is not yet on the council's register, you must declare both the existence and details of it at the start of the meeting or when it becomes apparent;▪ you may choose to declare a Disclosable Pecuniary Interest that is already in the register in the interests of openness and transparency.	
In both the above cases, you must leave the room without participating in discussion of the item.	
If you have a personal interest in an item of business and you intend to speak or vote on the item you must declare both the existence and details of it at the start of the meeting or when it becomes apparent but you may participate in the discussion and vote on the item.	
*(a) Employment, etc - Any employment, office, trade, profession or vocation carried on for profit or gain.	
(b) Sponsorship - Any payment or other financial benefit in respect of your expenses in carrying out duties as a member, or of your election; including from a trade union.	
(c) Contracts - Any current contract for goods, services or works, between you or your partner (or a body in which one of you has a beneficial interest) and the council.	
(d) Land - Any beneficial interest in land which is within the council's area.	
(e) Licences - Any licence to occupy land in the council's area for a month or longer.	
(f) Corporate tenancies - Any tenancy between the council and a body in which you or your partner have a beneficial interest.	

- (g) Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

This applies to **all** members present at the meeting.

3. Mayoral Announcements
 - (i) Apologies
 - (ii) Order of business
 - (iii) Declaration of discussion items by the Majority and Opposition parties
4. Leader's Announcements
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10. Council Tax Support Scheme 2016/17 71 - 108
11. Gambling Policy 109-134
12. Constitution Report - to follow
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14. Notices of Motion 135-138

Where a motion concerns an executive function, nothing passed can be actioned until approved by the Executive or an officer with the relevant delegated power.

Motion 1: Keeping Islington Safe by Protecting Policing in Islington
Motion 2: Keep Caledonian Road Tube Station Open
Motion 3: Transatlantic Trade and Investment Partnership
Motion 4: LGBT History Month
Motion 5: TTIP

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Despatched : 25 November 2015

LONDON BOROUGH OF ISLINGTON
COUNCIL MEETING - 15 OCTOBER 2015

MINUTES OF PROCEEDINGS

At the meeting of the Council held at Council Chamber, Town Hall, Upper Street, N1 2UD on 15 October 2015 at 7.30 pm.

Councillors present:

Greening	Ismail	Picknell
Fletcher	Jeapes	Poole
Andrews	Kaseki	Poyser
Burgess	Kay	Russell
Chowdhury	Khan	Shaikh
Comer-Schwartz	Klute	Smith
Convery	Murray	Turan
Debono	Ngongo	Ward
Diner	Nicholls	Ward
Donovan	O'Halloran	Watts
Gantly	O'Sullivan	Wayne
Gill	A Perry	Webbe
Heather	Parker	Williamson
Hull	R Perry	

The Mayor (Councillor Richard Greening) in the Chair

62 MINUTES

RESOLVED:

That with a correction to include that Councillor Una O'Halloran completed the borough boundary walk, the Minutes of the meeting on 25 June 2016 be confirmed as a correct record and the Mayor be authorised to sign them.

63 DECLARATIONS OF INTEREST

Councillor Poole declared an interest in his question regarding Pentonville as an employee of HM Prison Service.

Councillors Heather, Alice Perry and Andrews declared an interest in the Motion regarding Trade Union Members Check-off, as union members.

64 MAYORAL ANNOUNCEMENTS

(i) Apologies for absence

Apologies for absence were received from Councillors Caluori, Court, Doolan, Erdogan, Gallagher and Spall. Apologies for lateness were received from Councillor Poyser.

(ii) Order of business

The Mayor amended the order of business to allow an urgent motion on the Right to Buy extension to Housing Associations, under rule 10.2(n). The item is urgent because the Prime Minister's announcement took place after the deadline to submit motions had passed and the policy will be so detrimental in Islington that the Council does not wish to wait until the next meeting.

(iii) Declarations of discussion items

The urgent motion on the Right to Buy extension to Housing Associations is to be debated at the start of the Motions agenda item.

(iv) Mayor's Announcements

The Mayor offered his congratulations to Jeremy Corbyn MP, who has been MP for Islington North since 1983, on becoming Leader of the Opposition with over 59% of the vote.

The Mayor congratulated all the students in the borough for their extremely good GCSE results and advised he felt privileged to meet some of the successful students at Elizabeth Garrett Anderson School and the City of London Academy earlier in the year.

The Mayor also congratulated all the residents, businesses, schools and community groups who had their hard work and the pleasure they bring to others recognised in the Islington in Bloom Awards.

The Mayor thanked all the councillors who attended the charity dinner in Fish Central, which raised £2,000 for Music First and invited all councillors to a charity dinner on 11 February 2016. The event will be at Round Square in Finsbury Park and will also celebrate the Chinese New Year.

On a more sombre note the Mayor led the Council in a minute's silence in memory of ex-councillor Pat Brown, the former Chair of Social Services Committee, and offered the Council's condolences to family and friends.

The Mayor reminded all councillors of the events to mark Remembrance Sunday on 8 November at war memorials across the borough and hoped to see colleagues attend at least one of these.

Finally, the Mayor advised that he has entered the Milton Keynes marathon and will be pestering colleagues for sponsorship as all funds raised will go to charity.

65 LEADER'S ANNOUNCEMENTS

Councillor Watts thanked the Mayor and added his congratulations to Jeremy Corbyn MP; his election was good news for the borough; we will all be working foursquare to get elected in 2020 and when the public get to know Jeremy as we do, they will like what they see and he will be a great Prime Minister.

Councillor Watts advised that councillors had been contacted by a number of residents regarding the consultation on changes to the Controlled Parking Zones and he was therefore reporting back in advance of the Executive papers being published. It was high time we asked residents about the zones; they hadn't been consulted for eight years and a number of problems had been raised by residents themselves. The consultation was always going to be a genuine one and it is clear by the responses that residents support two of the five changes proposed, but not all of them. The Executive paper will follow the lead set by residents, as is only right and proper. I noted that we have been criticised for undertaking the consultation by the party which spent £850K on parking consultation, ten times more than we have spent.

I am sure that we were all shocked by the images of Aylan Kurdi, the three year old Syrian refugee whose body was washed up on a beach in Turkey. We have worked really hard since then, as have many other councillors. The Prime Minister has now bowed to public pressure, but it is important that we do what we can in Islington. We have been involved in a range of meetings, with the Mayor of London, Councils and the Home Office and are working with the National Refugees Welcome Board, trying to get agreement on a scheme which works. We are also working with Citizens UK and the Islington Refugee Forum to try to offer practical support. My colleague Councillor Ngongo has led on collecting donations from around the borough; we have opened the Town Hall as a donation centre for tents and clothing and have been overwhelmed by the response from residents. I'd like to thank the people of Islington for their generosity.

I know we are having a motion on this subject later on, but the government's proposals in the Housing Bill are appalling and will change the nature of the borough. I am disappointed and angry that the national and local housing associations did a deal for themselves and that it is the residents of Islington that will suffer. They have seen themselves alright at the expense of the council.

Finally, I wanted to mention the changes to business rates; the most important change in the financing of local government for 30 years. It is very difficult to know what this means for Islington; we have already lost half our funding. The devil will be in the detail, but we are not anticipating that it will make a positive difference in the short or medium term; it is ridiculous for such a change to be announced a month before we have to finalise the budget and it may cause unnecessary damage to public services.

66 PETITIONS

Victor Kaufman presented a petition on behalf of the Islington Liberal Democrats regarding the consultation on proposed changes to the Controlled Parking Zones.

67 QUESTIONS FROM MEMBERS OF THE PUBLIC

Question (a) from Anita Frizzarin to Councillor Webbe, Executive Member for the Environment and Transport:

The Supreme Court has ordered the UK Government to present a plan to reduce air pollution by the end of 2015 because it is too high, and Islington has to do its bit to bring about that reduction. Most air pollution comes from transport, and only one third of people in Islington drive. Is Islington council going to be intimidated by a minority who want to carry on driving and parking anywhere they like and not go ahead with the proposed Controlled Parking Zones, although extended CPZs would help achieve a reduction in the illegally high air

pollution that we are all forced to breathe in against our will, and which is particularly harmful to young children?

Reply:

Thank you for your question and welcome back again. This Council is committed to tackling air quality. As evidenced by our own Air Quality Strategy, the Diesel Surcharge, campaign for Transport for London to change its vehicles and the 20 MPH speed limit. We go forward with what residents tell us. It is hardly the record of a Council that is intimidated, more the record of a Council that is taking a national lead on these matters.

Supplementary question:

69% of households in the borough don't own a car, but suggest to us that you want to put in a CPZ a couple shout loudly and you are terrified. Can you explain what frightened you so much?

Reply:

Nothing frightened us. We undertook a nine week consultation and asked residents to tell us what they thought about a range of proposals. We think it is only fair to ask residents and to listen to what they say. In two areas residents what measures to go ahead and we listened to what they said. Anita, you make a strong case for air quality, but only 31% of residents own a vehicle; this is a progressive policy over time.

Question (b) from David Wilson to Councillor Watts, Leader of the Council:

Last year Council, in debating a motion on the Right to a Fair Trial, recognised that 2015 would be the 800th anniversary of Magna Carta and resolved to promote the celebrated qualities of that historic document throughout this year. What has the Council done to fulfil that commitment?

Reply:

David, thank you for your question, it's nice to see you again. The Library and Heritage Service promoted the Magna Carta within the Council's Word Festival 2015. Included in the events was an Alternative Magna Carta gathering in Clerkenwell. This alternative celebration recognised the importance of the Magna Carta in curtailing the powers of the executive, but also challenged and appraised modern Britain's attitude to civil liberties in a modern setting. In addition to this event we also added new titles to the library stock on the Magna Carter. I have a list available if you would like it.

Supplementary Question:

That's great to hear, I wondered what plans you have for the remainder of the year.

Reply:

The Library and Heritage Service will continue to do what it can to promote the Magna Carta. I could also recommend a good episode of Horrible Histories that my children love.

Question (c) from Greg Foxsmith to Councillor Webbe, Executive Member for the Environment and Transport:

Last year I was encouraged to hear from the Executive Member for the Environment that the Council would look into the viability of joining Elthorne Park and Sunnyside Gardens by closing the stretch of Sunnyside Road between them. Has that assessment been completed, and does the current Exec member support that proposal for making a larger green space in the North of the Borough?

Reply:

I too share the concerns and agree that it is right for the Council to look into closing Sunnyside Road to traffic and making it part of Elthorne Park, but unfortunately the cost is prohibitive. The cost of closing the bus stand and related landscaping is in excess of £700K. The Tory government continues to impose massive cuts and sadly we are not able to proceed.

Supplementary question:

Thank you for your constructive answer. I would be grateful if you would send me the costings? I would like to work with you, I know that Jeremy Corbyn MP supports the proposal. It may not be possible this year, but it is a proposal that won't go away.

Reply:

I would be happy to share the information. I too look forward to the day that Jeremy Corbyn becomes Prime Minister.

Question (d) from Jayne Kavanagh to Councillor Watts, Leader of the Council

The council website states that, 'Islington is a diverse and vibrant borough and in recent years, like many inner London boroughs, Islington has received new refugee communities from troubled parts of the world'. Can you tell me how many refugees and asylum seekers have been received in Islington in the last 5 years including as part of the Gateway programme?

Jayne Kavanagh was not present at the meeting and a written reply will therefore be sent.

Question from Rachel Bloch to Councillor Watts, Leader of the Council:

On Sept 12 in Parliament Square at the Refugees Welcome rally Jeremy Corbyn finished his speech by stating: 'Open your hearts, open your minds and open your attitude towards supporting people who are desperate and need somewhere safe to live'. What steps is Islington taking to resettle refugees from Syria and to make this a reality in our borough?

Thank you for your question, it is very welcome. I am delighted to see you today. I spoke about this issue a little earlier, but I want to talk about the challenges we face. We are determined to make the scheme work and for Islington to do its bit to help humanitarian cases caused by the war in Syria. When the government was still saying that we won't take any more, we worked with London Citizens and offered to take 50 refugees. The housing crisis means that we cannot provide housing, so London Citizens went off to find private housing. We have since been appalled by the deaths of Aylan Kurdi and others whilst trying to make the sea crossing. The government has now said we will take 20,000; we have been shamed by Germany. The Lebanon is currently taking 2 million, the government's action is too little too late and they are only offering one years' money to take in people who are very vulnerable and who have serious medical and other problems. One years' funding is not

enough, but we would get round that if not for the more significant problems caused by the government's attacks on the benefit system. For the first few years the government envisages the welfare system picking up living costs. Because of the cruel cuts to benefits and not building affordable housing, we cannot find any flats in Islington where the refugees can be securely placed. It's not just our residents that are cruelly affected by this, but refugees as well. We are not prepared to say we will take them and then house them in Haringey. Because of the high cost of the area, the scheme doesn't work. London Citizens have found some private flats at affordable rates, but not enough. We are working really hard to change it, we have lobbied the Mayor of London and the Home Office, we are working with other councils and Citizens UK and have spoken at vigils and meetings. We want to do our bit; if this scheme is going to work nationally it will be because London takes part.

Supplementary question:

That will help in the future, but how are we going to help people who are desperate now it's getting colder.

Reply:

We are campaigning and we are collecting goods; tents and clothing at the Mildmay Community Centre and the Town Hall. My thanks for the generosity of Islington residents; it is touching and heart-warming. We have to keep campaigning.

Question (f) from Benali Hamdache to Councillor Caluori, Executive Member for Children and Families:

What efforts have local schools made to comply with statutory requirements under the Prevent strategy? How much training has been done of local teachers and governors to identify extremism and build appropriate strategies to tackle these issues?

Reply:

Councillor Watts replied on Councillor Caluori's behalf. You asked about the Prevent Strategy. This is a new duty which has only just come into force. Schools and the government are anxious to get it right. We try to keep schools together; we have issued training and guidelines and are helping governors to understand the requirements. These are difficult and complex rules and whilst we all agree that preventing people from being radicalised is very important, this duty is complex and a lot of weight has been placed on schools to do it quickly. It is important to do it as well as we can without affecting community cohesion. We don't want people to feel criticised just for being Muslim. We are looking at it as a child protection issue and will be issuing a new set of guidance in a sensitive way. We don't want to see good schools ailed and academised by Ofsted for not getting it right.

Supplementary question:

I totally agree that this is a burden on schools, but what consultation are they doing with community groups to build an inclusive strategy and not a climate of fear?

Reply:

We have fantastic working relationships with all faith groups and community groups across Islington. There has been a lot of consultation by staff with expert longstanding knowledge, but it is important to remember that each school is responsible for implementing the scheme; it is up to the governors to decide how to implement it. Two of the more diverse and fantastic

schools, well versed in the issues you describe are leading on this in the borough. We are committed to tackling violent extremism and keeping residents safe. This is not an easy thing and we need to help schools get it right.

Question from Jessie Godwin, aged 15, to Councillor Watts, Leader of the Council

Many local authorities are refusing to take refugees from Syria under the resettlement programme unless the government pledges 5 years of full funding in advance. What is Islington's position on this?

Jessie Godwin was not present at the meeting and a written reply will therefore be sent.

The meeting was then opened to questions from the floor.

Question 1 from Ernestas Jegorovas to Councillor Hull, Executive Member for Finance and Performance:

Will you listen to Islington residents and Corbynistas and produce an anti-cuts budget that this council needs?

Reply:

We will fight every step of the way, but we will set a balanced and legal budget. The alternative is Tory administrators being parachuted in to set an even worse budget. None of us went into politics to do that. Campaigning is the only answer.

Supplementary question:

Jeremy Corbyn has said he'll join you on the picket line.

Reply:

No, he hasn't; we can't set an illegal budget.

68 QUESTIONS FROM MEMBERS OF THE COUNCIL

Cllr Andrews to Councillor Hull, Executive Member for Finance and Performance

I understand that the council has recently won the case against the current owner of Myddleton Square Gardens, the MCG, I would like to know why the council still do not have a new lease for Myddleton Square Gardens, what action is being taken and why it is taking so long?

Reply:

So far we have won the right to have a lease, but the terms have to be set by the court. We can't speed up the process and have to follow the court's timetable. I hope that the court will find in our favour. A letter has been sent to residents to explain and I have a copy here for you to take.

Supplementary question:

This situation illustrates how vulnerable the council and people are to speculators holding plots of land that are almost of no use to them. It looks like part of the borough is vulnerable to speculators and developers.

Reply:

I think as councils go, we are one of the local authorities who have resisted that most aggressively. We have radical planning policies that help us get round the threat posed by those developers, which is a threat to the whole of London that is encouraged by government policy.

Councillor Andrews to Councillor Shaikh, Executive Member for Economic and Community Development

In Clerkenwell we have had 5 small businesses closed including a pub, a shop and newsagents. In view of the very uneven playing field that there is for small family business especially when it comes to tax can you tell me, so that I can tell my constituents, what help the council is providing to for small family business?

Reply:

This question reflects the council's concerns about local businesses facing a hard time. There are 10,000 small businesses in the borough whose situation is exasperated by rising property prices. We are seeking to protect them through a variety of planning tools.

Supplementary question:

Unfortunately the south of the borough is so close to Farringdon that the development there is attracting large hotel chains and international businesses squeezing local businesses that have been here for many years. Businesses are asking us what we are going to do for them. It would be helpful if you could come and experience some of that. The government is letting multinationals pay no tax and squeeze small businesses.

Reply:

I agree, it will be a good opportunity to find out first hand.

Councillor Poole to Councillor Convery, Executive Member for Community Safety

Would the Executive Member for Community Safety consider following Lambeth in banning the use and supply of new psychoactive substances (including nitrous oxide) in public places?

Reply:

This is specific legislation that in Lambeth they have chosen to use to target drug users. We do have similar problems in Islington, but not on the same scale; it is a less pressing issue. Lambeth are targeting users rather than suppliers, whilst our activities target suppliers. We have joint operations with the Police and using street trading powers had our first successful

prosecution in October.

Supplementary Question:

I am somewhat disappointed. We need to protect the public from erratic and untested substances. Walk around my ward and you will see lots of canisters and young men on the way to work smelling of cannabis. Even if people think these substances are harmless, they are anti-social – residents in Theberton Square were recently disturbed by a car full of gibbering idiots inhaling something at 4am.

Reply:

There have not been a significant number of public complaints about these issues. No doubt there are canisters littering the streets but is it such a grave problem that we should go after users? Nitrous Oxide reduces blood pressure and has been linked to a number of deaths. The law is likely to change quite shortly. It is almost certainly going to be made illegal and then we will be able to take a position regarding people using these drugs, but it is more important to go after the suppliers than the users.

Councillor Poole to Councillor Murray, Executive Member for Housing and Development

Would the Executive Member for Housing & Development detail the extent of listed building status pertaining HMP Pentonville?

Reply:

Councillor Murray advised that the prison is one of 4,000 Grade II listed buildings across Islington, which provides it with extra protection. A, B, C and D wings and the Chapel wing are included in the listing. Grade II buildings are of special interest, warranting every effort to preserve them. Listing is an important way the planning system protects the special characteristics of our built heritage.

Supplementary question:

I am declaring an interest, although I know that I don't have to do so. The somewhat frenzied speculation about the future of Pentonville may be premature, as it sounds like developers will face considerable obstacles. I ask Councillor Murray and all Council to get behind this local organisation. It employs local people, supports local businesses and allows local people to be close to relatives who are inmates.

Reply:

We want to avoid a situation where prisoners will be removed away from their families, the courts, lawyers and the help that's available locally to reintegrate. The government faces lots of barriers. The government's proposed planning changes make me nervous, but if there is any process to close the prison, with any luck it will take so long that Jeremy Corbyn will be in No. 10 by then and he will put a stop to it.

Councillor Russell to Councillor Webbe, Executive Member for Environment and Transport

I was interested to learn in the local paper that Labour councillors have "slammed the brakes" on their parking consultation. What did the Council learn from the £87,000 consultation on parking and was it good value for money?"

Reply:

Thank you for your question. In order to get the views of local people and businesses we conducted one of the biggest consultations in the council's history and were right to do so. I understand that you even conducted your own bit of consultation. I'm also pleased to be able to cut down on costs; when you compare it with the former LibDem administration between 2001 and 2007 spent £850K on a consultation about CPZs and in that context the wide ranging consultation we ran, was good value for money. We said we would listen and we are doing so. We will take it forward in recommendations in forthcoming Executive papers.

Supplementary question:

So this £85K consultation didn't reveal what you already knew about areas where residents had reported parking stress? Hillrise residents requested a review and were told there were no funds available and now you have found them. Will you apologise to the residents of Islington about this and be more responsive?

Reply:

I am not aware of the review you mentioned. We listened to all the responses and in the same zone and the same street we got different responses. When you look at the results, we put a set of proposals forward and consulted and asked residents for their views. Even in Zones where residents did support proposals their neighbours said no and we have listened to the majority. Where they have said yes we will go with the recommendations. We chose to listen and that's why we conducted this in the way we have.

Councillor Russell to Councillor Watts, Leader of the Council

What can the council do, to resettle Syrian refugees given that government is not currently providing a 5 year funding package?"

Reply:

Thank you for your question. Forgive me for not answering in detail as I have answered the same question earlier. It would be better if the government offered five years social care but the real issue is living costs and a lack of properties under the cap. We've had a lot of offers, the people of the borough are very generous, but the government scheme is very complex; it has to be a flat or a house, not a room and it has to be available for at least 15 months at well below market rent. London Citizens have found some fantastic people but the priority is to find more and get a scheme that works for London.

Supplementary question:

Just to clarify it is not the lack of five years funding, but the lack of available housing?

Reply:

The lack of funding is a problem, but it's not a killer problem, those are the problems about housing and the benefits cap. That affects local residents as well as refugees. The lack of funding will cause problems, but we would not let that stop us, but at the moment the housing rules make it really hard to do it.

Councillor Ismail to Councillor Watts, Leader of the Council

Young people and men from the BAME community, with good educational qualifications, are over-represented in the numbers of unemployed people in the borough. What do you think is the biggest single barrier to their gaining employment and what is the council doing to address it?

Reply:

Thank you for your question and for meeting me earlier today; it was very productive. BAME employment is a big challenge. What's going right is the educational improvement in schools, but many supports, such as the EMA and housing benefit for under 21 year olds are being removed. We are trying to do what we can, we've provided Islington Bursaries, are building affordable housing and are protecting youth services. Probably the biggest issues are housing and the need for positive role models.

Supplementary question:

Thank you for answering. Islington is a diverse borough. More BAME councillors have been elected since 2012 and we now have two BAME Executive members and some BAME officers progressing through the ranks, but there is still more to do in our schools, in the council, in the CCG and the Police. How can we secure more prominent roles for BAME men so that young men have role models to look up to?

Reply:

Thank you for your campaigning; it does you credit. One third of staff are from a BAME background, but BAME staff are slightly under represented in senior positions. These are higher than the national averages. We are making sure there are positive role models; a whole range of training and development is available to BAME staff and we have taken the individual's name off application forms to get rid of name discrimination. I look forward to working with you more on this.

Councillor Kaseki to Cllr Watts, Leader of the Council

The humanitarian crisis in Europe, with refugees and migrants fleeing conflict and persecution, has led many residents to express their concerns to me and to other councillors about the treatment of these people. Can I ask the Leader of the Council what the Council is doing to prepare for the arrival of any Syrian refugees and what his views are of the response of European Union member states to this human crisis?

Reply:

No London council is eligible to join the government's scheme so we are not members. It isn't good enough and we will do what we can, but we don't have official arrangements in place. We are working with voluntary sector groups to make sure that refugees are properly welcomed and given the support they need to become a credit to the community.

Supplementary question:

In humanitarian crises what action should be taken on this issue at a European level?

Reply:

More countries just need to do their bit. Germany has and Britain and some others haven't. We know what happens in Syria has knock on consequences everywhere and if we stand by and let it happen there will be worse consequences. We need to join together to welcome refugees.

The time allowed for questions had expired and a written response has been sent to the question below:

Councillor Ismail to Councillor Shaikh, Executive Member for Economic and Community Development:

Islington has a vibrant & diversity community, but not all communities seem to benefit equally from funding from the Voluntary and Community Sector Committee. What are you doing, as the Executive Member, to ensure that all communities have equal access to opportunities to apply for funding and to ensure that funding is fairly distributed across the borough's different communities?

Reply:

I'd like to thank Cllr Ismail for raising this question, which importantly highlights the need for us as a Council to work with our community and voluntary sector in more creative ways, particularly during this time of swingeing Tory cuts to local government - cuts that will impact on the level of support we can provide to the community and voluntary sector in Islington.

As a Council, we know that, our voluntary and community sector lies at the heart of our ambition for a fairer Islington.

We recognise the valuable contribution that the VCS makes in supporting our most vulnerable residents and in helping to tackle a broad range of complex social issues.

As a council we know the importance of core funding and small grants to voluntary and community organisations as they provide a foundation from which organisations can grow and develop responsive initiatives. In Islington, since 2011, over 40 organisations have received direct grant funding from the Council of £3.5 million per year enabling them to support and improve the quality of life for thousands of our residents.

However, we also recognise that the Council's relationship with the sector cannot simply be based on funding. Both the Council and the voluntary and community sector need to adapt, be flexible, and identify opportunities to collaborate for mutual benefit. To this end we have developed a VCS Strategy in consultation with the sector which maps out our vision and approach in working with the sector in the future.

Our approach moving forward focusses on building and developing strong partnerships between the whole council and the VCS. We want these partnerships to leverage in the financial resources, physical space and expertise that our voluntary and community sector organisations require to be independent, financially resilient and responsive to local need.

Importantly we want to see a better connected sector, with more collaboration and sharing of resources between organisations and groups who share similar goals or who are serving the same communities.

To this end we absolutely recognise the importance of consortium working within the sector, particularly in order to leverage in much needed funding into the sector, which will also help us deliver our corporate priorities.

And over this last year we have been working with organisations in the sector to help them develop consortia.

For example, our VCS team have been supporting our Learning, Skills and Employment Service to work with Voluntary Action Islington to pull together a consortium of VCS organisations who have a specific interest in helping people into employment.

And there are likely to be further opportunities to develop consortia in other service delivery areas, such as health and well-being.

At the moment we are working with the sector to help them develop consortia so that they will be ready and better able to take advantage of potential funding opportunities that will be announced through the European Structural Fund, the Big Lottery and generally through the broader devolution agenda.

The VCS team will continue to play this facilitative role - to identify funding opportunities, and to bring relevant stakeholders together into consortia so that we can pull down any additional funding into the borough as a whole. This is a vital role that the Council can play especially given the unprecedented Tory cuts to our Council to date, and those still to come.

69 CONSTITUTION REPORT

Councillor Alice Perry, seconded by Councillor Poyser, moved the recommendations in the report.

The recommendations were put to the vote and carried. Councillor Russell asked that her opposition to the recommendations be noted.

RESOLVED:

1. That the amendments to the Constitution set out in the attached Appendix to the report be approved.
2. That the Assistant Chief Executive (Governance and HR) be authorised to make any consequential amendments to the Constitution she considers necessary.

70 REVISED CHIEF WHIPS REPORT

Councillor Alice Perry, seconded by Councillor Poyser, moved the recommendations in the report.

The recommendations were put to the vote and carried.

RESOLVED:

COMMITTEE APPOINTMENTS:

1. APPOINTMENT TO POLICY AND PERFORMANCE SCRUTINY COMMITTEE

That Councillor Jeapes be appointed as a member of the Policy and Performance Scrutiny Committee, with immediate effect, for a period of one year or until a successor is appointed, be agreed.

2. APPOINTMENT TO HEALTH AND CARE SCRUTINY COMMITTEE

That Councillor Ismail be appointed as a member of the Health and Care Scrutiny Committee, with immediate effect, for a period of one year or until a successor is appointed, be agreed.

That Councillor O'Halloran be appointed as a member of the Health and Care Scrutiny Committee with immediate effect, for a period of one year or until a successor is appointed, be agreed.

3. APPOINTMENTS TO HEALTH AND WELLBEING BOARD

That the appointment of Cathy Blair to Health and Wellbeing Board for a period of one year or until a successor is appointed, be agreed.

That the appointment of Emma Whitby as the Healthwatch representative on Health and Wellbeing Board for one year or until a successor is appointed, be agreed.

That the following representatives be appointed as named substitutes to the relevant member of Health and Wellbeing Board for a period of one year or until a successor is appointed, be agreed:

Committee Member	Named Substitute
Wendy Wallace, Chief Executive, Camden and Islington NHS Foundation Trust	Paul Calaminus, Deputy Chief Executive, Camden and Islington NHS Foundation Trust
Dr Henrietta Hughes, Medical Director, North East London, NHS England	Dr Helene Brown, Associate Medical Director, NHS England London Region
Simon Pleydell, Chief Executive, The Whittington Hospital NHS Trust	Siobhan Harrington, Deputy Chief Executive, The Whittington Hospital NHS Trust
Sorrell Brooks, Lay Vice Chair, Islington Clinical Commissioning Group	Lucy de Groot, Lay Chair of the Islington Clinical Commissioning Group Audit Committee
Emma Whitby of Healthwatch	Olav Ernstzen of Healthwatch

Julie Billett, Director of Public Health Camden and Islington	Jonathan O'Sullivan, Islington Assistant Director of Public Health
Sean McLaughlin, Corporate Director Housing and Adult Social Services	Simon Galczynski, Service Director Adult Social Care
Cathy Blair, Director of Targeted and Specialist Children's Services	Mark Taylor, Director of Learning and Schools

4. PLANNING COMMITTEE

That Councillor Ismail stands down from Planning Committee with immediate effect and that Councillor Donovan be appointed as her replacement for a period of one year or until a successor is appointed, be agreed.

APPOINTMENTS TO OTHER POSITIONS

5. MENTAL HEALTH CHAMPION

That the appointment of Cllr Gantly as the Council's Mental Health Champion for one year, or until a successor is appointed, be agreed.

6. SOCIAL ENTERPRISE CHAMPION

That the appointment of Cllr Hamitouche as the Council's Social Enterprise Champion for one year, or until a successor is appointed, be agreed.

OUTSIDE BODY APPOINTMENTS

7. CITY OF LONDON ACADEMY ISLINGTON

That Councillor Joe Caluori be appointed as the Local Authority School Governor to City of London Academy Islington in place of Felix Hebblethwaite, for a period of four years or until a successor is appointed, be agreed.

AMENDMENT TO PAY POLICY STATEMENT

- 8.** That that the council's Pay Policy Statement be amended to reflect that the additional payment under the voluntary redundancy scheme has been increased to £5,000 for the 2015/16 scheme, be agreed.

71 URGENT MOTION - RIGHT TO BUY EXTENSION TO HOUSING ASSOCIATIONS

Councillor O'Sullivan moved the motion. Councillor O'Halloran seconded.

Councillors Heather, Murray, Andrews, Russell contributed to the debate.

The recommendations in the motion were put to the vote and CARRIED UNANIMOUSLY.

RESOLVED:

To support the Executive Member for Housing and Development in urging major housing associations operating in the borough to ring-fence any receipts from Right to Buy sales in Islington and invest them in like-for-like replacement homes for social rent within the borough.

72 NOTICES OF MOTION

MOTION: BLACK HISTORY MONTH ALL YEAR ROUND

Councillor Comer-Schwartz moved the motion. Councillor Webbe seconded.

Councillors Kaseki and Russell contributed to the debate.

The recommendations were put to the vote and CARRIED.

RESOLVED:

To consult schools about their curriculum support needs; to offer schools resources and partnership that can support and enrich their history curriculum; and to offer specialist training through Black History Month, because this council believes that a comprehensive, inclusive and all year round approach such as this will help Islington move towards our shared goal that all pupils should be able to see themselves in the history they study, not just for one month a year, but all the time.

MOTION: TRADE UNION MEMBERS CHECK-OFF

Councillor Heather moved the motion. Councillor Alice Perry seconded.

Councillors Andrews and Russell contributed to the debate.

Councillors Heather, Alice Perry and Andrews declared an interest as union members.

The recommendations were put to the vote and CARRIED.

RESOLVED:

To ask the Leader of the Council to write to the Government Minister making it clear that local government will not be dictated to by removing check-off on the basis that it is an individual agreement between employer and employee, and part of employees' national terms and conditions of service.

This council also resolves to encourage other local authorities and organisations, such as the Local Government Association and London Councils, to make representations to defend check-off.

MOTION: ISLINGTON COMMITTS TO THE NATIONAL CITY PARK INITIATIVE

Councillor Russell moved the motion. Councillor Webbe, seconded by Councillor Watts, moved an amendment to the motion.

The recommendations in the amended motion were put to the vote and CARRIED.

The motions as amended was put to the vote and CARRIED.

RESOLVED:

To call on Cllr Claudia Webbe, Executive Member for Environment and Transport, and Cllr James Murray, Executive Member for Housing and Development to investigate the proposals further, paying specific attention to how the proposals would impact on the council's development plans and to ensure that there would be no financial burden placed on the council by this proposal.

To show support for the organisation as it develops its vision, in particular by setting out how Islington Council and Islington residents can contribute towards its aims.

MOTION: PREVENT STRATEGY

Councillor Russell moved the motion. Councillor Watts, seconded by Councillor Alice Perry, moved an amendment to the motion.

The recommendations in the amended motion were put to the vote and CARRIED.

The motions as amended was put to the vote and CARRIED.

RESOLVED:

To work with local schools, school governors and local faith groups to ensure that the implementation of Prevent is effective, sensitive and constructive.

To work with local groups to ensure extremism is challenged collaboratively rather than driven underground or over exaggerated.

To praise the many local community and faith groups who work across our borough to improve community cohesion and prevent violent extremism.

To work with local Trade Unions, universities and faith groups to make representations to government and local MPs to request the Government to change the elements of the anti-terrorism programme that damage community cohesion and are therefore counter-productive.

The meeting closed at 10.15 pm

MAYOR

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IYC Questions

Full Council Meeting

December 2015

Question 1 YCllr Abu to Cllr Watts

Since the Employment Commission was launched 1 year ago, what has been the impact, particularly for young people in the borough?

Question 2 YCllr Isaiah to Cllr Caluori

How can schools work more closely with youth providers to promote the youth offer particularly to young people who are not currently accessing services outside of schools?

Question 3 YCllr Hiba to Cllr Burgess

Recently celebrities have helped raise awareness around mental health and over 86,855 people have pledged to end mental health stigma. What more can be done in Islington to reduce the stigma particularly amongst young people who may be experiencing mental health issues?

Question 4 YCllr Ryan to Cllr Caluori and Cllr Shaikh

How can Islington Council work with key partners in business and education to create and promote high quality apprenticeships for 16-18 years olds in the borough?

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COUNCIL MEETING – 3 DECEMBER 2015

QUESTION FROM MEMBERS OF THE PUBLIC

- a Ernestas Jegorovas to Councillor Watts, Leader of the Council.

Does the council agree that the government was wrong to cut Education Maintenance Allowance (EMA) and as its attack on education continues, in particular on Further and Higher Education, that providing support to post-16 students should be a key priority. Will you pledge now to ringfence the budget for Islington Year 12 Bursary to provide students the necessary support?

- b Greg Foxsmith to Councillor Convery, Executive Member for Community Safety

How many cycles have been stolen in the Borough in the last 12 month period for which figures available and how many have been recovered?

- c Claire Poyner to Councillor Webbe, Executive Member for Environment and Transport

What did the Council do to promote National Walking Month this year?

- d Katie Dawson to Councillor Convery, Executive Member for Community Safety

With the latest crime figures showing rocketing crime levels in Islington, what action are currently taking to turn this around?

- e Anita Frizzarin to Councillor Webbe, Executive Member for Environment and Transport

How many Islington Council lorry drivers and Islington contractors' lorry drivers have been trained on how to deal with cyclists on the road by swapping places with cyclists, as Catherine West said would happen when she was leader, with evidence please and confirmation of what proportion that is of the total number of drivers, both Council ones and those of Islington-employed contractors?

- f Benali Hamdache to Councillor Convery, Executive Member for Community Safety

Are people from black and ethnic minority groups more likely to be stopped and searched than white people in Islington?

- g Ben Hickey to Councillor Webbe, Executive Member for Environment and Transport

At the last meeting of Full Council, Councillor Webbe and Councillor Murray committed to look into whether Islington would sign up to the "London as a National Park City" initiative. Will they update this meeting on their findings?

- h Tim Shand to Councillor Hull, Executive Member for Finance and Performance

Why is there not easily accessible wi-fi access for members of the public at Council meetings?

- i Shaughan Dolan to Councillor Shaikh Executive Member for Economic and Community Development

Charities and the third sector play an essential role in Islington and their importance has only been magnified in recent years. As Local Authorities make difficult financial decisions across the country it is often charitable organisations that step in and fill the gap. I hope this council will share my sadness that the Ethical Property Company has decided to serve notice on the 8 charities based at 1B Waterlow Road, with no offer of help or support to ensure they find future accommodation. Will Islington Council work with the charitable organisations based at 1B and the Ethical Property Company to ensure that these organisations remain in Islington and find suitable and affordable accommodation so they can continue their vital work in our Borough?



COUNCIL MEETING – 3 DECEMBER 2015

QUESTIONS FROM MEMBERS OF THE COUNCIL

- a Councillor Rupert Perry to Councillor Murray, Executive Member for Planning and Development.

Can the Executive Member for Housing and Development please tell me how many landlords the Council has taken action against for renting sub-standard accommodation?

- b Councillor Parker to Councillor Burgess, Executive Member for Health and Wellbeing.

Can the Executive Member for Health and Wellbeing advise what the council is doing to meet its obligations as set out in the Autism Act 2009 and subsequent statutory guidance?

- c Councillor Williamson to Councillor Webbe, Executive Member for Environment and Transport

Cllr Webbe will be aware that the much delayed plans for the introduction of the night tube on weekends also includes plans to cut back on the frequency of some night bus routes. Night buses provide a reliable and safe way for people to get home after an evening out. May I ask Cllr Webbe what contact TFL has had with the council on the proposals to reduce the frequency of the N20, 134, N29 and N91 service once the night tube is implemented?

- d Councillor Russell to Councillor Watts, Leader of the Council.

Why has the Council cut the amount of time allowed for the Public to ask questions?

- e Councillor Russell to Councillor Webbe, Executive Member for Environment and Transport

Given the positive support from the Council and Jeremy Corbyn for closing Sunnyside Rd, will the Council close Sunnyside Road for Car Free Day Day next year?

- f Councillor Poyser to Councillor Convery, Executive Member for Community Safety

Further to the earlier question from the Hillrise and Junction councillors on the Hornsey Lane (Archway) Bridge, please could Councillor Convery give an update on the work being done to prevent suicides from the bridge?



Report of: Councillor Richard Watts, Leader of the Council

Meeting of	Date	Ward(s)
Council	3 December 2015	All

Delete as appropriate	Exempt	Non-exempt
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Islington Employment Commission – One Year On

1 Recommendations

- 1.1 Note the contents of the 'One Year On: Making it work better' report by the Islington Employment Services Board.

2 The Islington Employment Commission

- 2.1 The Islington Employment Commission was launched in November 2014. The final meeting of Commissioners was held on 5th February 2015 and the Commission was then wound down with a commitment to formally report back after one year of implementation - in November 2015.
- 2.2 The recommendations of the report fall into three strands:
 - Creating change for the people who need it – redesigning employment support so that it is targeted to those who need it the most
 - Employers creating change – supporting employers to recruit better locally and get involved in the local area
 - Creating change for the next generation – securing a partnership where employers, schools and others will work together to inspire young people about the world of work, opening their eyes to the range of learning and career opportunities that are open to them.

The report also includes a “message to Government” asking for devolution of employment services to the local level, making youth careers a real priority and taking vocational education seriously.

3 Significant Milestones

- 3.1 Much of the work in the first year of implementation has been to lay the foundations for long term and systemic change. **The progress made to date has been outlined in the 'Making it Work Better' highlight report of the Employment Services Board, which accompanies this report.** There have been a number of achievements which are already delivering change for residents and which demonstrate the Council and partner commitment to the vision set out by the Employment Commission

- 1023 people have been supported into work in 2014/15 through employment support provided by Islington Council and a leading local partner Mental Health Working. This is a significant increase from 816 in 2013/14 and the iWork coaching model is supporting this progress.
- The Employability Practitioners Network has over 60 members and supports frontline employment practitioners. It has developed an Employability Charter (included in the public report) to embed and roll out best practice in employment support.
- A new Islington Aspires website has been established with case studies from a number of local employers to galvanise more employers to get involved locally and to clearly set out how they can do this. The website will be launched alongside the report.
- Through partnership working with the Business Engagement Leadership Group (BELG), 108 Islington residents have secured employment since January 2015 at the King's Cross redevelopment – a significant increase on the 51 placed in 2014.
- Islington Council has become an accredited Timewise Council to promote flexible working and lead by example and has become a member of the Businesses for Islington Giving (BIG) Alliance in order to develop its staff volunteering.
- BELG member the BIG Alliance have increased their mentoring programme to 8 schools and colleges and have secured funding from the Richard Reeves Foundation to expand the programme to all 10 secondary schools in Islington, as well as City and Islington College.

4 Progress to date

- 4.1 Whilst there have been significant milestones achieved, much of the work of the Commission is pointed towards long term and systemic change, where work is in train and currently being developed.
- 4.2 An **Employment Equalities Objective** was agreed by the Employment Services Board and the Executive in April 2015. This aims to increase the proportion of disabled people in employment with targets to reduce the number of people claiming Employment Support Allowance and Incapacity Benefit by 2,660 by March 2019 in order to bring it in line with the inner London average. This puts a key recommendation of the Employment Commission – the need to triage our efforts to those who need it most into effect and targets it towards a group which historically has received little support and where there has been little movement (the ESA client group has remained broadly stable for the last 15 years.)
- 4.3 The **Health and Work** programme responds to these challenges. In July 2015 the Health and Well-being Board agreed to establish the programme run jointly between the Council and Islington CCG (in partnership with Jobcentre Plus) to oversee the delivery, management and governance of an NHS England trial programme as well as the coordination of a programme of 'system change' activities on health and employment across the borough. The programme aims to challenge a number of systemic failures in relation to the intersection between health and employment – such as that providers are not incentivised or monitored on employment outcomes for patients, that the Work Capability Assessment does not identify what work people could do, nor is the Fit Note connected to an employment support pathway and that there is insufficient capacity for high quality employment support for those with a health condition or a disability. A number of projects form the Health and Work programme including the **Working Capital** support for ESA Work Programme Leavers, delivered through Central London Forward, **Working Better** providing employment coaches in 4 GP surgeries as well as **iCOPE and JCP co-location** providing therapeutic support to JSA and ESA claimants through the Highgate and Barnsbury Jobcentres.
- 4.4 The **Universal Services Delivered Locally (USDL) pilot** has been delivered in partnership with Department for Work and Pensions aiming to re-shape employment support at a local level. Islington has been one of 11 areas as part of a wider DWP trial

to test support arrangements for one of the key changes within the government's programme of welfare reforms – the introduction of Universal Credit. The project is trialling different approaches to help people make the transition to Universal Credit and has included digital and budgeting support as well as employment support through the iWork Service. Since its start on 1st September 2014, 800 residents have been triaged for support – with employment support having the highest demand. 81 people have been supported into paid employment (including a number who have been claiming JSA for many years), 50 have undertaken other employment support to get them ready for work (e.g. voluntary work), 146 have received support to manage their budgets, and 143 have had their IT skills assessed and supported to reach the required level. Universal Credit will go live in Islington on 9 November 2015 for single JSA claimants with no housing costs. Wider implementation will start next year.

- 4.5 The **Islington Strategic Partnership for Employment and Employability Practitioners Network** are working towards building out the partnership of organisations involved in providing employment support. The Strategic Partnership brings together 17 organisations and aims to work better together to create an integrated programme of employment support that will help people into work across the borough – it will act as a steering group to drive quality and will allow for collaboration of funding bids and the coordination of employment clusters in partnership with voluntary sector organisations. As outlined in the highlight report the Employability practitioners network includes 60 members from partner organisations and brings together front line practitioners in order to develop partnerships and best practice for all those involved with employment support – setting out a Charter defining high quality employment support.
- 4.6 The Employment Commission advocated an employer led approach to implementing its recommendations which allowed the Council and partners to promote and grow the role of employers locally. The Council has developed an **Employer Engagement Strategy** which sets out key growth sectors and principles for employer engagement in order to further the Council and partners' aims to tackle unemployment as a route to tackling poverty and inequality whilst advancing the strong business case for employer engagement locally.
- 4.7 The **Business Engagement Leadership Group** brings together all those involved in working with employers in order to develop partnership working and to more strategically manage interaction with employers in order to achieve maximum impact. The group is chaired by local businessman John Nugent, Director of Green and Fortune – a King's Cross based catering company. As highlighted above, the group has had significant success in increasing the rate of opportunities on the King's Cross development and in the surrounding areas recruited through KX Recruit going to Islington residents- now standing at 40%. Other strands have improved access to mentoring and work experience placements across partners and looked at addressing skills gaps through a sector specific approach. An employer led working group looking at the hiring and pipeline challenges within the hospitality sector will be the first to benefit from this approach.
- 4.8 The **Islington Aspires** campaign minisite will be hosted by Islington Council but will mark a partnership between employer engagement organisations to set out a clear offer for local employers about how they can best get involved for their business and the clear business benefits that this will confer. Employers were clear that they wanted one place to find out how best to get involved locally and this minisite responds to that request. The site has been designed so that it will be able to link into the Business Portal once this has been developed and launched.
- 4.9 An important area in which the Council can leverage its influence is through its buying power and the use of **Social Value** through its procurement processes. The Council's Procurement Strategy 2015-2020 sets out clear recommendations for the implementation of social value including representation to champion social value on the Council's Procurement Board and having clear guidance so that commissioners can support community benefit throughout the whole supply chain. This guidance has been implemented to build social value into commissioning with a particular employment focus including creating skills and training opportunities (including apprenticeships)

creation of new employment, provision of meaningful work experience, supporting adults and young people through provision of careers education including mentoring and through providing additional opportunities for individuals or groups facing greater social or economic barriers such as ex-offenders, parents and those with learning or other disabilities through job carving and flexible working.

- 4.10 In July 2015, Islington became accredited as a **Timewise Council** for flexible working embedding flexibility through its own recruitment, within in its supply chains as outlined above as well as leading by example to promote and grow flexible employment across the borough. There is still room for development within the Council's own practices to ensure that as many roles as possible are advertised in a flexible way, both to demonstrate commitment to flexible working as a way of tackling unemployment but also as a way to tackle skills shortages and improve the quality of applicants by allowing a more diverse group of applicants to apply. In October 2015. the BIG Alliance focussed its quarterly meeting around employment with Timewise presenting their model of flexible employment to a wide range of local employers. The meeting set out how HR and CSR (Corporate Social Responsibility) can be brought closer together in order to mainstream social value into the recruitment and staff development of large employers. This meeting forms the basis for developing this line of work with employers, including exploring how this can be further developed.
- 4.11 The Council has established a **Youth Employment and apprenticeships team**, which is engaging employers to work in Islington schools. The team are also working to improve the councils own apprenticeship scheme, by introducing adapted recruitment methods and an increased focus on progression for our apprentices.
- 4.12 There has been significant progress made to increase the **links between employers and schools** including an increase in the BIG Alliance's mentoring scheme which will soon operate in all 10 secondary schools in Islington as well as the Sixth Form Centre of City and Islington College. This sits alongside a programme of curriculum based links between employers and schools with a focus on the STEM curriculum to further build the links between schools and the world of work.

5 One Year On

- 5.1 The one year point marks the formal end of the Employment Commission process, with the aim that the majority of the recommendations of the Commission have been implemented or are on the road to implementation and have been mainstreamed within departments and partner agencies. In order to mark this, a number of events and research has been commissioned and undertaken in order to update key stakeholders on the progress that has been made and to further galvanise support for the aims of the Commission.
- 5.2 The **Innovation Unit** has been commissioned to carry out ethnographic research into service user understanding of employment support services. This research carried out half day 'a day in the life' ethnographies with 10 residents – both those from the iWork service and from voluntary sector partners. Some of the case studies from the report will be included in the public highlight report – the full findings and case studies will be used to inform the development of the service and will be published in December 2015.
- 5.3 An event to mark **One Year On of the Employment Commission** and to formally launch **Making it Work Better: One Year On from the Islington Employment Commission** was held on 23rd November 2015 and was hosted by Linklaters, a law firm based on the City fringes. The event will also launch the Islington Aspires website and will be targeted towards professionals involved in employment support, employer engagement and work with young people in relation to employment and careers and employers themselves. A series of internal communications events and briefings will also mark the one year on in order to further galvanise the aims and objectives of the Commission and embed this across the Council.

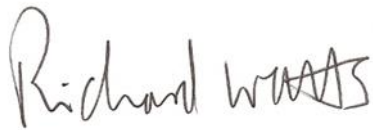
Appendices:

'One Year On: Making it work better' report by the Islington Employment Services Board

Background papers:

None

Signed by:

A handwritten signature in black ink that reads "Richard Watts". The signature is written in a cursive style with a large initial 'R'.

25 November 2015

Councillor Richard Watts, Leader of the Council

Date

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One Year On: Making it Work Better



A report by the Islington Employment Services Board

One Year On: Making it work better

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Foreword

One year ago the Employment Commission launched its final report – setting out a powerful case for the importance of employment in tackling poverty and creating a fairer Islington.

The Commission highlighted the need for transformative change – to create an employment support system which takes the time to listen to people and builds on their strengths to find the good quality, long term and flexible employment that will make a big difference for them and their families.

As we set out that vision, we knew that achieving these ambitious aims would require no less than a complete transformation of the system – from building a careers’ offer which opens up opportunities for young people, to completely overhauling how employment support is delivered across the system, including working in much closer partnership with employers.

Delivering this change is the only way that we can overcome the very real barriers faced by our residents. We found no evidence that people didn’t want to work, or of a culture of worklessness, and in laying for foundations this year we have continued to see how our residents want to work and be given a chance.

In the year since that launch we have started to lay the foundations for change. We have fully implemented our iWork team, building a coaching and mentoring offer that is targeted to those who need it most; we have brought together front line practitioners to better understand and

implement exactly what we mean by excellent employment support – to drive up standards and give our residents the support they deserve. We are working closely with committed employers to create jobs for local residents and to recruit more employers to the cause and we are creating the opportunities for young people to better understand their options.

This strong foundation is building our capacity to enact the change we need, and is already bearing fruit – as can be seen in the powerful stories in this report.

However, there is still much to do. Rates of unemployment in Islington remain too high and too many residents do not get the support they deserve. This is particularly true of some of those who are out of reach of the system – those who are disabled or with long term health conditions and young people who opt out or are excluded. We have laid the building blocks for change, but we must continue the leadership and partnership necessary to realise the full ambition of the Commission and its vision.



Cllr Richard Watts
Leader, Islington Council
Chair of the Islington Employment
Services Board
November 2015

Delivering a radical change in employment

The Islington Employment Commission set out a clear vision for how we can work better to help Islington people to get, keep and enjoy their job.

It found that, in Islington, whilst work is the single best way that we can tackle poverty and create a fairer local area, our employment support system was not doing enough to overcome the very real barriers which people face towards moving into employment.

Since its launch, great progress has been made in implementing its findings – this report provides an overview of progress and sets out what still needs to change.

1. Creating change for the people who need it

The Employment Commission recommended no less than a complete overhaul of the employment support sector, changing how it was organised, who it targeted and how it worked.

Central to this was building a partnership between employment support professionals across sectors and organisations in order to create a stronger sense of an employment services workforce for Islington. The Islington Employability Practitioners Network now brings together frontline practitioners from over 60 organisations. Its charter set out its members' commitment to working with people through Listening, Coaching, Empowering and Trusting – a way of working which supports people to support themselves and which gets results by building long term confidence and self-esteem.

Forging partnerships has been central to building an employment support system which works for people, with shared ownership, leadership and measures of

success. Islington has now built local, regional and national partnerships to get its employment support right – and the Council is working closely with partners to press the case for devolved employment support for London.

These partnerships have supported investment in targeted help for those who need it most – parents, carers, those from ethnic minority backgrounds who can face discrimination and, in particular, disabled people and those with long term health conditions who currently claim Employment Support Allowance. This targeting and partnership building is working to provide a better and more effective front door – to stop people from being shuttled from pillar to post between the Job Centre, Council and the other services they may be accessing.

The Employment Commission said we should	How far are we in achieving the aspirations set out in the report?	Progress
<p>Promote a targeted casework and coaching approach for all those working to provide frontline employment support</p>	<p>The Islington Commitment and Charter sets out standards for high quality employment support that gets results. Further work is needed to fully roll out and embed this approach across the partnership.</p>	
<p>Ensure intensive, tailored support and coaching is provided to those who need it most</p>	<p>1,023 people have been supported into work in 2014/15 through employment support provided by Islington Council and a leading local consortium of partners – a significant increase from 816 in 2013/14 and the iWork coaching model is supporting this progress.</p>	
<p>Forge a stronger partnership between everyone involved in employment support to provide seamless and good quality support</p>	<p>The Islington Employability Practitioners Network has been established to bring together partners. Our strategic partnership for employment is developing clusters of organisations in targeted areas to deliver a seamless offer across the borough.</p>	
<p>Maximise the contribution of all local services to boost employment</p>	<p>A Health and Work programme has been established to put employment at the heart of health outcomes – this includes an innovative pilot project in GPs surgeries. Clusters of local organisations, including the voluntary sector and housing associations are further building and growing the scope of employment support.</p>	

2. Employers creating change

Employers have a vital role to play in shaping the areas in which they live and work. The Employment Commission demonstrated both the positive contribution that employers make and the very real business benefits on offer for employers in engaging in their local area.




The Islington Aspires website responds to feedback from employers that they wanted one place to find out the most effective way for them to get involved. It provides five easy ways for employers to support their local community – from how to get the best people by recruiting locally and flexibly, to developing your own workforce whilst giving something back to the local community through mentoring young people and those looking for work. Over 10 employers have already demonstrating examples of good practice and to show how they are working in line with the vision of Islington Aspires.

A Business Engagement Leadership Group is coordinating and further developing employer engagement across the borough so that there are easy ways to get involved locally – and this approach is demonstrating real results. For example in 2015, 108 Islington residents have got into employment through referrals to

King's Cross Recruit – a significant improvement on last year – meaning that local residents are now benefitting from the redevelopment and regeneration of the King's Cross area.

Islington Council is leading by example having become a Timewise Council for flexible employment, has joined the BIG Alliance to promote staff volunteering and development and has recruited 27 local apprentices since the launch of the Commission.

The case studies throughout this report highlight the contribution made by employers and the good work that employers are doing to close the gaps between the opportunities they have and the people that they need – at all stages of their career. There is more to do to turn these examples of good practice into wholesale change in recruitment and day to day business practices.

The Employment Commission said we should	How far are we in achieving the aspirations set out in the report?	Progress
<p>Create a single place for employers to go to get information to help them to support local people</p>	<p>The Islington Aspires website sets out five clear ways that employers can get involved, including outlining the business benefits and has been supported by over 10 employers at its launch.</p>	
<p>Work with employers to recruit better locally and put something back into the communities in which they live and work</p>	<p>108 Islington residents have secured employment since January 2015 at the King's Cross redevelopment – a significant increase on the previous year. 318 positions have been brokered from April-June 2015 and 16 employers are signed up to the BIG Alliance.</p>	
<p>Create champions across sectors who lead by example in creating inclusive and flexible workforces</p>	<p>Islington Council is leading by example, gaining accreditation as a Timewise Council for flexible employment and recruiting 27 local apprentices since Nov 2014. Other leading local employers have stepped up to the plate as champions of flexible and diverse workforces.</p>	

3. Creating change for the next generation

Work with young people is crucial to turning off the tap of unemployment for the next generation. Whilst there is no shortage of aspiration amongst young people, and whilst there is some excellent provision, overall the Commission found that, for young people aged up to 19, careers education is often not good enough and young people do not get enough opportunities to get a real understanding of the world of work.

A renewed focus on youth employment and the importance of careers has focussed on challenging and supporting schools and colleges to raise aspirations and broaden opportunities. A new youth employment network has been established bringing together local providers including Housing Associations and Arsenal in the Community and is working closely with the Council's newly established Youth Employment Team. Since launch, a programme of bringing employers into schools focussing on STEM subjects, an increased schools mentoring programme run by the BIG Alliance and the youth employment event Aspire 2015 have started to build momentum to increase and improve both careers education and employer engagement – though once again, it will take further time and effort

to transform these green shoots into wholesale transformation.

Islington will work with secondary schools and City and Islington College to develop and implement a minimum careers entitlement alongside a Careers and Work Related Learning Leads Network to share best practice. However, as outlined in the Commission report, there is potential for much more to be done – some of this needs to be on a national level by taking careers and vocational education more seriously, but there is much more to be done locally to ensure that the offer is consistent across schools and that young people in the 19 to 24 age group receive the additional support that they often need to access the labour market successfully.

The Employment Commission said we should	How far are we in achieving the aspirations set out in the report?	Progress
<p>Create a much stronger link between education and business</p>	<p>A dedicated Islington Youth Employment Team is working in close partnership with Islington Schools Improvement. They have delivered Aspire 2015, a week of activities focussed on bringing young people closer to the world of work and are developing further curriculum links between employers and schools, alongside partners.</p>	
<p>Ensure all young people get the high quality careers education they are entitled to</p>	<p>A new Careers and Work Related Learning Leads Network will bring together lead practitioners from schools and colleges to share good practice and to build a high quality consistent careers offer that is well known by pupils, staff, parents, carers and governors.</p>	
<p>Support young people who opt out of, or are excluded from the system entirely</p>	<p>Close partnership working with New River College and Alternative Provision is developing links with employers to inspire young people – such as with Sky Academy – these need to be developed further with a wider range of employers and expanded to include mentoring and links to key growth sectors.</p> <p>There is strong support for those up to 19 who aren't in education, employment or training through tailored one to one support and through the open door of Islington's integrated youth hubs - Lift, Platform and the Rosebowl.</p>	

Green & Fortune: recruiting locally to flexible jobs is vital for our business

For Green & Fortune, an award winning company specialising across three sectors of the hospitality industry: café, restaurant and events, recruiting local people creates a workforce that is available whatever the weather or state of the Tube network, and which can promote hospitality careers in the community, while a flexible workforce is vital for the needs of their clients, allowing them to host events at all times of day and night.

Why do Green & Fortune need to recruit locally and flexibly?

Karolina Vithen, HR Manager, makes clear that the demands of the hospitality industry require a workforce that can cover days, weekends, evenings and late nights to meet client needs. Local recruitment ensures continuity of business – Green & Fortune clients like Facebook, Google, the BBC and Eurostar, for example, would not react well if a tube strike or heavy snowfall prevented them hosting their events, so Karolina needs staff who walk or take the bus to work as the backbone of her workforce.

What benefits have Green & Fortune found from local and flexible recruitment?

Working with local colleges, recruitment agencies and charities to engage local young people to work for them gives Green & Fortune access to a team of staff that are not only young and energetic, but interested in work that, for example, fits around their studies, and who are able to get to work even in severe weather or during a tube strike.

Moreover, for particularly hard to fill roles, such as chefs, a proactive approach helps Karolina convince young people to consider a career as a chef and thus build up a new workforce for the long term.

Karolina also sees the local residents that she has recruited as ambassadors for the brand, as they go out from work and tell their friends about the opportunity working for Green & Fortune presents, helping her to fill more and more roles with local residents.

'The ever changing landscape of Kings Cross is creating new employment opportunities not seen in this area for a very long time: prospects for local people have increased dramatically.

John Nugent
Green & Fortune Chief Executive



**Green &
Fortune**

Creating change for the people who need it

The Employment Commission said “We need to expand and improve the support available to Islington people to get, keep and enjoy their job. We should target and tailor our help to reach those who really need it, finding creative solutions, in particular through coaching and mentoring, to help people into work. We need to bring together services to maximise our resources and provide seamless support to get people into employment.”

We have

- Fully internally embedded the iWork model of employment support which takes a tailored coaching and mentoring approach to work closely with residents, supporting and challenging them to get into the sustainable employment that works for them
- Established an Employability Practitioners Network to bring front line practitioners together and raise the standards of employment support across the board – including through an Islington Commitment and Charter, spelling out the quality standards that all members of the partnership are working towards
- Established a Health and Work programme to promote a greater focus on employment in the health care system and to support disabled people and those with long term health conditions into work that works for them and improves their health and wellbeing.
- Forged a strong strategic partnership across local providers dedicated to tackling unemployment in Islington and laying the foundations for success by creating new pathways and partnerships – including through Islington Council working closely with government and pressing the case for devolution of employment services to a London level.

Transforming the system takes time – but we have laid strong foundations for change

The Employment Commission set an ambitious vision – to radically overhaul the employment support system – so that it works for the people who need it most. In order to do this, and to make the most of limited resources the system must effectively target its help to the parents, carers, disabled people and those whose background means they face barriers to getting into work and take the time to work with them intensively and in a way which works for them to get them into long term and sustainable employment. This was, and remains, what is needed and getting it right is at the heart of creating a system that works with and for people.

The building blocks for this change are a system which is able to target and tailor through a coherent and cohesive

employment support workforce – working across sectors and agencies and with a coaching and mentoring approach which takes the time to support these groups – with a particular focus on developing their skills, building their capabilities, confidence and self-esteem.

Over the last year, the Islington Employability Practitioners Network has been established bringing together over 60 frontline employment coaches from local organisations. This network has set out what we mean by excellent employment support through its Charter. This Charter sets out what works and how practitioners can practically take this forward – laying out the road map to a more effective employment support service.

The Islington Employability Charter

Working together to help Islington residents find, keep and enjoy their job

Our commitment:

Listen: Listen to the customer in an impartial and non-judgemental way

Coach: Take a tailored coaching and mentoring approach

Empower: Nurture and support but challenge and stretch too

Trust: Form a trusting and consistent relationship with residents

Grow: Aspire to develop the quality and shape of our service

We'll make this happen by:

- 1.** Working in partnership with other services in Islington and communicating well;
- 2.** Making time to have proper conversations with residents and fully understanding what they need and how to get there;
- 3.** Creating a place where residents feel valued and confident;
- 4.** Encouraging residents to try new things;
- 5.** Taking responsibility to refer residents for extra help where they need it;
- 6.** Having access to good and current careers information and strong links with employers;
- 7.** Keeping up to date with what is out there;
- 8.** Working with employers to provide high quality, flexible jobs which meet business needs;
- 9.** Taking advantage of work placements and volunteering opportunities to provide real life experience in the world of work;
- 10.** Providing ongoing support to residents during employment.

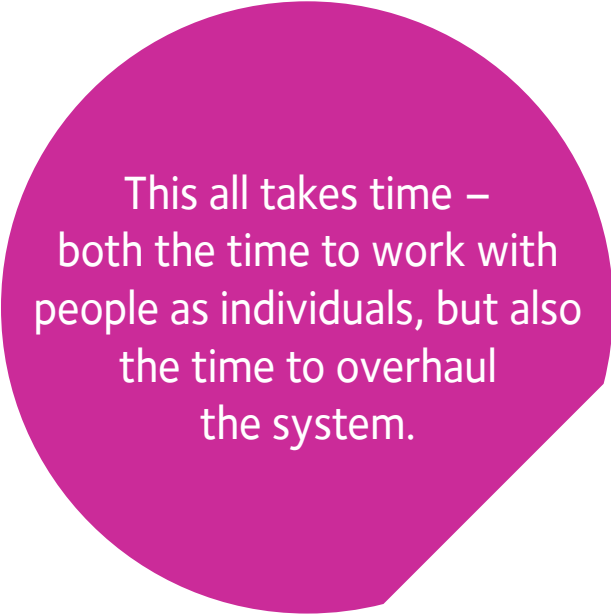
The link between health and employment is crucial to supporting those who need the most help – a health and work programme will allow us to provide the support people need and to target our efforts

Islington has very high rates of people claiming Employment Support Allowance due to ill health or disabilities and this number has remained broadly stable in the year since the Commission launched its report – as it has over the last 15 years.

There is not enough good quality employment support which effectively engages with residents on health-related benefits. Islington's Making it Real Board of experts by experience has reported that this is extremely frustrating as the support just isn't there for a group of people who often need the most targeted and tailored help to find sustainable employment.

As the Employment Commission reported most disabled people and those with long term health conditions want to work – but many face very real barriers and need additional support to be put

into place to get them into the long term employment that is suitable for them.



This all takes time – both the time to work with people as individuals, but also the time to overhaul the system.

The Council has agreed an ambitious target to reduce the number of people claiming ESA by 2,660 by March 2019 by significantly improving employment outcomes for residents with a health condition or disability. This would bring it in line with the inner London average and constitute a major shift for a group of people who have been side lined within the employment support system for too long.

In order to achieve this, an ambitious Health and Work programme has been established, run jointly with Islington Clinical Commissioning Group and Islington Council in partnership with Jobcentre Plus. This will build on existing work such as Mental Health Working, Jobs in Mind and the Access to Work scheme – a national scheme which provides grants to allow disabled people to get the adaptations they need to be able to access work – which currently supports Islington’s Learning Disability Employment Project.

It will build on a new trial of ‘employment clinics’ in four Islington GP surgeries. As well as putting employment support into the practice making it easier for people to access help – the trial is also making it easier for doctors to refer patients for employment advice – in the same way that they would refer them for further healthcare treatment.

Islington Council believes that devolving employment services to London will make a real difference –

making the system easier to understand and better targeted – and we are pressing the case for change

Whilst this progress is creating a more tailored and personalised experience for people, the employment support system can still often be confusing and disjointed – with responsibility dispersed among many different partners and agencies. The Employment Commission has galvanised the need to transform this and brought partners around the table with a genuine wish to change and improve the system. Front line practitioners are now sharing best practice and adopting the coaching approach that we know gets results. The Health and Work programme is bringing employment into the health service in a new and innovative way which will make a real difference to people with long term health needs and disabled people.

However, alongside these vital building blocks, change must happen at a national

and regional level. Islington Council has been working closely with government – through the Department for Work and Pensions, the Treasury and the Department for Communities and Local Government as well as with London Councils and partners through the Central London Forward consortium of inner London boroughs to press the case for devolution of employment services to a London wide level.

Creating a single front door into employment services in London would stop the feeling of being passed from pillar to post between services – something the Employment Commission found was a real problem, as well as allowing us to focus the full range of resources to that targeted group who need it most and who otherwise won't get enough of the support that they need. It is this fundamental shift which will allow us to fully realise the change that we need.

Case study

We need to diversify our approaches to recruitment and employment to get the best out of disabled people and to allow them to flourish

Asma, 26, is a bright, ambitious and driven law graduate who has lived, studied or worked near the Islington estate she lives in all her life. She has hearing and sight impairments, but has always been independent. Despite graduating with a good degree, Asma found finding and keeping work difficult. A trip meant many invasive surgeries for facial reconstruction and her eyesight can badly deteriorate from one hour to the next. Asma is tough on herself and how this might be interpreted by employers, 'they say you shouldn't have gaps on a CV but mine's full of them! Why would they want someone whose health history is so poor? How can they rely on me?'

Asma's iWork coach supported her to get volunteering experience at a cancer research charity and then a paid evening role in a department store. Asma says she sees her coaches as mentors who have supported her and even helped her with make up before an interview. Asma considers this period, 'the best I've felt about myself yet,' but still worries that she will be overlooked for 'healthier' candidates in the future.

**Names have been changed*

Euromonitor

Not only has global market research and analysis firm Euromonitor provided mentoring for young people with learning disabilities, but doing so has led the organisation to change its own HR processes to provide more opportunities for them.

What led Euromonitor to start providing opportunities for young disabled people?

Corporate Social Responsibility Manager Catherine Dix discovered an enthusiasm amongst staff to help local people with learning disabilities with their employability. This has led to a partnership with Samuel Rhodes school to provide mentoring for those in their 6th form focussing on employability skills, body language and presentation. Teachers soon noticed positive changes in the students, but Euromonitor staff also became increasingly aware of the challenges faced by those with learning disabilities. 'It was frustrating for our staff members because they couldn't see why there weren't more jobs suitable for these people', comments Catherine.

Corporate Social Responsibility isn't just about going out and painting a fence or making a donation.

What impact has mentoring had on the firm?

Euromonitor have looked at their own processes to see if they can offer more opportunities to disabled people. As a result of this, they have used 'job carving' to find a role suitable for those with one of their ex-mentees from Samuel Rhodes. 'She will come in once a week as a trainee receptionist, with a view to it becoming a permanent job'. As well as a great opportunity for the individual, it also gives the firm a chance to test job carving as an approach. If it works well, they will have a clear model to replicate across the business. The involvement of the firm's CEO (a mentor himself) has also been crucial in ensuring that the company as a whole learns from these experiences.

What have been the business benefits of mentoring and 'job carving'?

There have been clear benefits to the firm. By asking all staff to analyse their tasks, they have been able to increase their efficiency by removing tasks that could potentially be done by someone else. Working with those with learning disabilities has also led to growth and development opportunities for staff. One staff member commented 'I believe I have become a better manager, because it has made me think more about how I explain concepts and communicate'.



Euromonitor

Employers creating change

The Employment Commission said “We need to enable employers to recruit better locally by engaging with and supporting their local community. We need to create one place where employers can get the help they need to recruit locally. We need dynamic businesses who can get involved and make real change happen for the local area.

We have

- Created Islington Aspires – a single place where employers can find out how best to get involved in their local area by recruiting better locally and the significant business benefits that this provides – including for developing the workforce.
- Led on partnerships with local employers to develop an innovative programmes to support local residents as demonstrated in the case studies throughout this report.
- Led by example – for example the Council has become a fully accredited Timewise council for flexible working and joined the Businesses for Islington Giving (BIG) Alliance to develop an employee volunteering programme.

Islington Aspires – providing one place where employers can find out how best to get involved locally, and why it's good for business

The Employment Commission heard loud and clear that employers were frustrated at how difficult it was to find out how best to get involved locally and what the benefits were for their business.

Islington Aspires brings together five simple ways that employers can get involved – to benefit Islington and its residents, but also with clear business benefits for them.

- 1. Recruit Better Locally** – create the flexible employment that allows employers to draw from the widest possible pool of talent and get support from local agencies to fill those opportunities with the right people
- 2. Develop your Workforce** – skilled volunteering, for example supporting local job seekers, allows the work force to develop their skills as well as support excellent local charities and people
- 3. Pay the London Living Wage** – independent research shows that 80% of London employers believed

that paying the living wage had enhanced the quality of staff work, absenteeism had fallen by about 25% and 70% felt it had increased consumer's awareness of their commitment to being an ethical employer

- 4. Inspire the Next Generation** – mentor and support young people to achieve their full potential
- 5. Build the Workforce of the Future** – open up entry level opportunities, apprenticeships and Saturday jobs to ensure that employers have a clear pipeline of the talents and skills that they need to grow.

A partnership of local agencies and employers are working together to build easy, effective pathways to link local people to great employers and to build a pipeline of opportunities

By bringing together all the partners who work with local employers into a Business Engagement Leadership Group – Islington is building a strong foundation for its work with local employers.

The group target key growth sectors for Islington; hospitality and catering, construction, retail, health and social care, creative and digital and financial and legal – including their back office and supply chains with the aim of promoting and growing employer engagement in Islington – at all levels.

This allows for a concerted partnership with employers, which is delivering real results by growing and promoting the efforts of employers to recruit more flexibly and work with local people so that they are able to get the employment that works for them. BIG Alliance members such as Expedia, Barclays and MUFG are working with local jobseekers to develop their CVs, research available jobs and link this skills support directly into employment. K&M McLoughlin's five week training programme allows local residents to progress directly into the painting and decorating industry – linking real jobs to training provision. Montcalm hotels are similarly tackling the skills shortage in the hospitality industry by working closely with Central Foundation Boys School to create the workforce of the future by helping to deliver a BTeC hospitality qualification that delivers real life hands-on experience of the world of work. These employers and many others are grasping the nettle of the challenges in their own industry by

realising the need to recruit better and more flexibly locally – through close partnerships with local services in order to create a clear progression from training, education and employment support services through to long term sustainable employment.

Employers are working hard to lead by example

The case studies and examples throughout this report, and on the Islington Aspires website, demonstrate the clear commitment by a wide range of employers to step up to the challenge and lead by example.

Islington Council is also committed to putting into practice the vision of the Employment Commission – starting with its own practices. For example, in July 2015 Islington became an accredited Timewise Council for flexible working. This means that the Council is committed to embedding flexible working across the organisation. The Council believes that this has very real business benefits – opening up vacancies to a wider pool of talent, so that the right people get the opportunities that work for them – and so the Council are committed to promoting the benefits of flexible working to other employers.

Islington Council has reviewed its apprenticeship programme following the recommendations of the Commission – to make sure good quality opportunities offer real progression and parity with other forms of recruitment and has grown its programme to recruit 27 apprentices since the Employment Commission launched in November 2014 – including those with a declared disability and lone parents, in keeping with the Commission’s focus and targeted approach.

Islington’s Get Set for Work programme provides work experience for local residents looking for that stepping stone and confidence builder into work and will have supported 25 people by the end of this year. Both of these programmes benefit from a staff mentoring programme – bringing the considerable benefits of mentoring for both mentor and mentee as well as for the Council as an organisation.

Suppliers of the council are being supported to lead by example through the promotion of social value through contracts, building employment opportunities, work experience and training schemes into what is asked for when services are commissioned.

Case study

Benefitting from the opportunities generated by the redevelopment of King’s Cross

Pierre, 45, had been unemployed for over a year when he was supported by the iWork Service and King’s Cross Recruit into work in the retail sector at the redeveloped St Pancras International.

Having been employed as a cleaner and then promoted to supervisor at a private member’s club in Central London, Pierre described his year out of work as ‘the most stressful of his life’ and as his savings ran out it put considerable strain on him and his family.

Pierre had previously relied on word of mouth from family and friends to get into work, and he found it difficult applying for work online due to a lack of feedback and chance for employers to get to know him – saying, ‘it doesn’t work – not for the kind of jobs I’m looking for. Employers need to meet you, to size you up, to decide, ‘here’s a reliable employee.’

**Names have been changed*

Atkins

Engineering firm Atkins have linked up with nine schools across London to promote careers in STEM (Science, Technology, Engineering and Maths). In Islington they have been working with Highbury Fields school. They have also offered 30 students work experience placements in their London office this year, and are expanding the scheme to over 50 students next year.

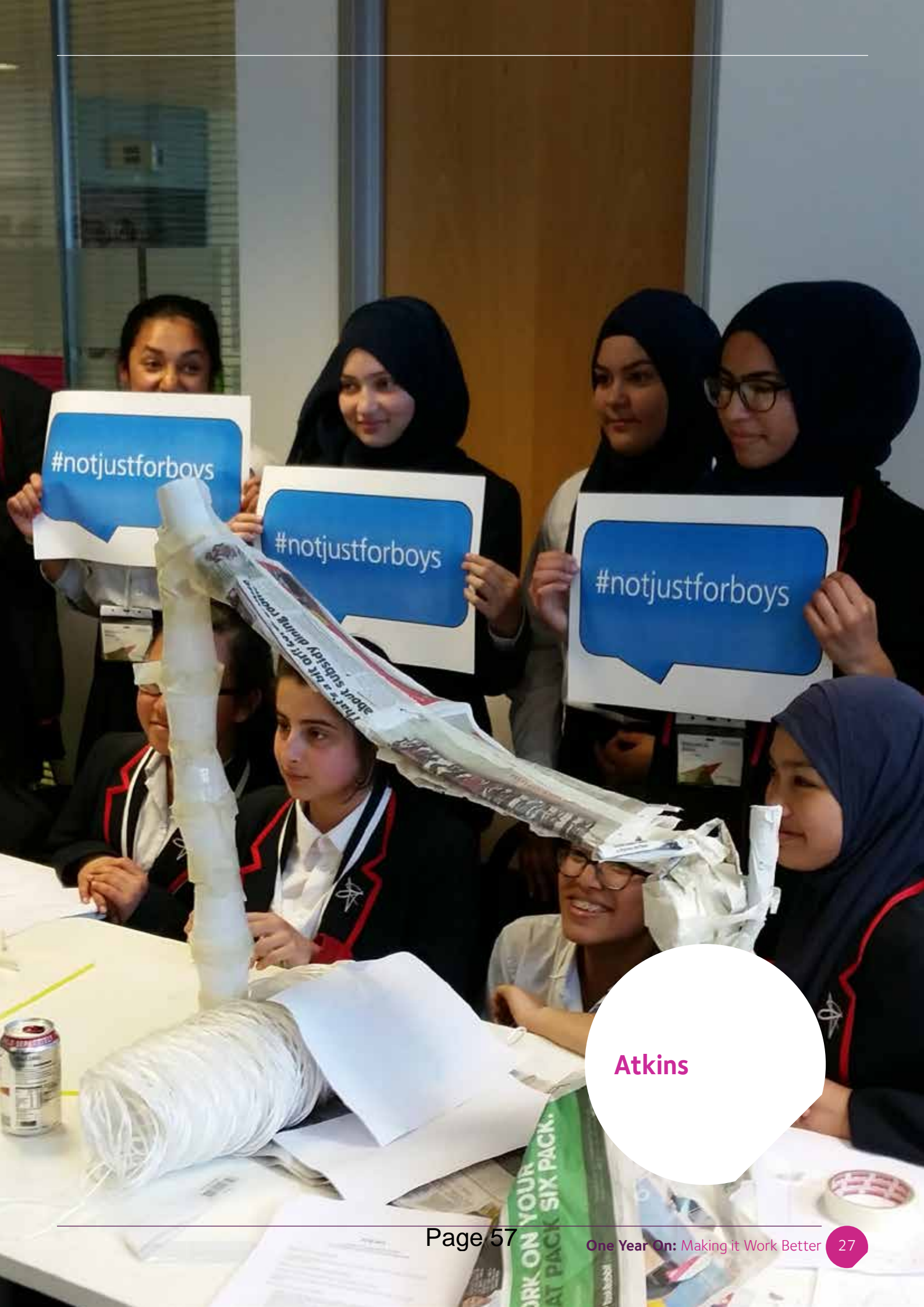
Why does Atkins devote time to promoting STEM careers?

Liam Bryant, a graduate engineer, explains that the industry faces two problems- they don't have enough new engineers joining, and the people that do apply have been overwhelmingly white and male. The way to solve both problems at the same time is to encourage more girls and people from ethnic minorities to consider a career in engineering. Hana Shoib, now an assistant engineer, explains that students often don't understand what engineering is. 'When I was at school, I was never told about careers in engineering. We need to show students that engineers are just as important to society as doctors and other professionals.'

What have Atkins done to engage young students?

Christina McHugh, a graduate engineer, sees engineering as primarily revolving around communication, design, and team working. 'It's actually really creative, and that's what you have to sell'. To demonstrate this, they ran an 'egg drop challenge' at Highbury Fields girls school, which involved students designing and creating cradles to catch eggs. This clearly inspired many students, with one commenting 'I learned there are a lot of different types of engineering, anyone can be an engineer- women can be engineers too'. These students are often the same people that fill up the work experience placements that Atkins offers, for which they regularly receive applications over six months early.

'When children or teenagers think of engineers, they often think of a train driver.'



#notjustforboys

#notjustforboys

#notjustforboys



Creating change for the next generation

The Employment Commission said “All young people must get the support they deserve; by the council, schools and local employers working together to create a culture of employment in our schools and colleges.”

We have

- Launched Islington Aspire – a week of employer focussed activities to allow young people and employers to meet, to give young people experience of the world of work and ultimately, access to employment opportunities.
- Developed a borough wide programme of events to bring employers into the curriculum – working in partnership with local schools to involve young people and give them a taster of the careers available to them in growth sectors.
- Expanded the Mentoring Works programme, run by the BIG Alliance, to eight schools and colleges.
- Established a Youth Employment Network to bring together local providers to better coordinate the links between employers and young people.

Inspiring and supporting young people is the only way that we can turn off the tap of unemployment in Islington

High quality careers education and employment support for young people is the only way that we can transform the aspiration and ambition of our young people into reality. The Employment Commission found no shortage of aspiration amongst young people, but, whilst there are some examples of good practice, careers education is not consistently good enough and too many young people are not getting the support they need.

The Employment Commission has galvanised a renewed focus on careers education and bringing employers into schools and colleges in order to bridge the gap with the world of work. This leadership will ultimately deliver the change to enhance and increase the offer to young people.

As part of this, Islington is driving the delivery of a consistent minimum offer for the provision of careers education and guidance alongside a shared understanding of what good careers education looks like. There is clear statutory guidance for schools and colleges for the provision of careers education – however individual schools currently take different approaches and there has been little opportunity to share

good practice and learn from each other.

Forging stronger links between employers and education allows young people to get the real life experience they need to decide where they want to go

Islington is a thriving part of the growing London economy – meaning that it has a wide range of employers available to make that link between education and work. Many employers and schools already have programmes which bring employers into the classroom or take students out to their businesses to see how things work in practice. However, there has been little coordination of this offer. Since the launch of the Employment Commission the Youth Employment and Schools improvement teams have been working with schools, colleges and local providers such as the BIG Alliance and Business in the Community to build partnerships and better plan and timetable this offer.

The BIG Alliance Mentoring Works programme has now expanded to eight schools and colleges with nine cohorts of students, bringing employers such as Expedia, Deutsche Bank, Macquarie, Axa,

Dalziel and Pow and MUFG into schools and colleges to raise aspirations and confidence amongst young people and increase their understanding of their future career and education goals. In 2014/15, 112 students and 75 mentors took part in the programme. One student commented on the benefit of the programme, “My first language is not English and I’ve always felt at a disadvantage and was afraid to speak out loud. I’m more confident to do that now.”

City and Islington College last year provided apprenticeship training to 86 businesses – mostly small and medium sized enterprises. 157 local businesses visited the college to mentor students and provide insight into employment and over 400 businesses provided work experience for students studying vocational courses.

From September 2015 a borough wide programme of events has been established targeting specific growth sectors and careers – including IT, health and medical science, hospitality and catering and construction – to engage and inspire young people to find out about the broad range of careers on offer. This built upon the programme to link employers into the STEM curriculum – which will support uptake of these subjects as young people develop a better understanding of the types of careers that these can lead to. For example, Atkins Global, the UK’s third largest engineering consultancy has been running challenge days at Highbury Fields

to develop pupils understanding of the range of careers in engineering and to encourage a more diverse group to consider the potential of a career in this industry – which traditionally struggled, in particular in getting more women involved.

Developing practical pathways into employment helps us provide targeted support to young people

Alongside the work to improve careers education across the board, the Employment Commission highlighted the need to target support to those who need it the most – in particular those who might not be following a clear and linear academic path.

All young people leaving Year 11 or 12 in an Islington school or college are supported to have an offer of ongoing learning – either in fulltime education, or through an apprenticeship or job with accredited training, with help for the most vulnerable to take up the offer. Since the launch of the Employment Commission in November, 24 young people between 16-24 years old have started as apprentices within Islington Council and other employers are building their offer in partnership with the Youth Employment Team. Apprenticeship opportunities, entry level job and traineeships including a Business Admin Apprenticeship with Linklaters, chef apprenticeships with Jamie’s Fifteen and an Information and Research Apprenticeship at Slaughter and May

have all recently recruited Islington young people with the support of the Youth Employment Team.

By opening up different pathways and giving tasters of different types of employment – young people can be well informed to make the choice of what works for them. This includes ensuring that good apprenticeships which offer real progression are matched up to the school timetable – allowing young people to take them up at the right time for them. We are working closely with employers to create clear training pathways into employment – with a particular focus on catering and hospitality – a growth area for Islington and developing a Saturday jobs programme that allows young people to take on work whilst still in education – something that can be difficult to access in London.

In February 2015, the first Islington Aspire took place – a weeklong event made up of practical activities designed to inspire young residents aged 18-24 who were unemployed to take the next step upon their journey into employment. The week involved over 20 local employers including Arsenal in the Community, K&M McLoughlin, Jamie Oliver and digital agency Launch Pad, offering 2-3 hour sessions for young people to find out more about their business, employment and training opportunities and over 40 young people got involved. A speed networking event gave young job seekers the chance to

sell themselves to local employers who recruited for live vacancies – so that unlike a more traditional careers fair there was a chance to secure employment on the day, and several secured work experience, apprenticeships and employment following the event. The success of Aspire will be replicated, with a speed networking event taking place in November 2015 to continue to build and grow this level of employer engagement.

Case study

Building the confidence and resilience will allow young people to prosper

Aaron, 20, lives with his mum, dad and sister in Tufnell Park and has been looking for work since he left college at 16 – when he felt overwhelmed and stressed by his new environment.

Aaron is desperate to find employment but his employment journey has been a frustrating and emotional one. He has struggled with low confidence and self-esteem since he was bullied at school. A car accident in year 7 left him with serious injuries and when he returned to school he struggled to make friends. This low self-esteem has translated into his search for work and Aaron has had his confidence knocked when things haven't gone to plan saying, 'none of the employers who have turned me down have given me feedback...I think I am a good communicator but maybe I'm doing something wrong. I just want to know how to improve.'

**Names have been changed*

Montcalm Hotels and Central Foundation Boys' School

Montcalm Hotels are successfully building a workforce for the future, despite operating in a sector which has significant recruitment challenges. An innovative partnership with Central Foundation Boys' School is inspiring students to think about a career in hospitality.

Why establish a partnership with schools?

For Montcalm, recent changes in legislation mean they can no longer rely on international students for their workforce. For Central Foundation, the hands-on experience offered by Montcalm has hugely enhanced their BTEC Hospitality qualification. The chance for students to get a taste for working in a real hotel alongside their academic study has made the course an exciting and popular choice with impressive employment outcomes.

"We have the opportunity to input into the course and help shape the skills and expertise of our future workforce."

What benefits has the partnership brought to the business?

Steven Sands, Cluster Operations Manager at Montcalm Hotels sees the ability to have 'input in the learning' on the BTEC course as a huge benefit. It lets them shape and influence the skills and expertise of the workforce of the future, at a time when it is exceptionally difficult to recruit enough good quality staff in the service industry. For Sands, the programme also provides developmental opportunities to his own senior staff. They attend the BTEC course to bring their experience and insight into the students' learning. They get an opportunity to 'see the rewards' of their commitment in the enthusiasm and development of the young people.

What are the benefits for the school and their students?

Lesley Thain at Central Foundation talks about young people whose whole personality seems to have been changed by the experience of a two week placement in a Montcalm Hotel. Students say that the aspect of the course they value the most is that the modules include first-hand experience and are directly related to the Montcalm Hotel, which makes what they are learning so much more engaging.



**Montcalm
Hotels**

What's Next?

The first year of working towards the ambition and vision of the Employment Commission has allowed us to build solid foundations and build the case for change. However there is still much to do to fully realise the vision of the Commission.

The headline statistic of the high numbers claiming Employment Support Allowance, have not changed in the first year of implementation. Whilst, in some ways, this is unsurprising – they have been static for the last 15 years – it is not good enough and our next step must be to bring the number of people claiming this down by getting them into jobs that work for them – in order to meet our ambitious equality objective.

In order to do this we will ensure a stronger focus on employment in the local health care system including through health led employment clinics based in GP surgeries, through expanding the availability of high quality employment support across the borough – including with voluntary sector partners and through working relentlessly to drive up the quality of employment support, through the Employability Practitioners Network in

order to meet the ambitious principles of the Islington Employment Charter.

Whilst there is much to do to ensure that employment support is up to meeting these challenges, there is also a vital role for employers to step up to the plate to meet their future needs in terms of recruitment and productivity. We have seen an encouraging growth in employers leading the way in providing apprenticeships, paying the living wage and becoming more open to the business benefits of flexible working. However, there remains a sense that this is peripheral activity, a 'nice to have' that is not necessarily integral to day to day business needs.

The next step in achieving this needs to be a wholesale shift towards placing sustainable, flexible and local recruitment at the heart of recruitment practice and business planning in order to meet the needs of the London labour market. The hospitality industry is just one sector which is facing a marked skills shortage and a flexible and creative approach will be needed in order to support sustainable growth. Islington will support an industry led effort to provide leadership to tackle this shortage from top to bottom and will

be continuing to work with other sectors and their supply chains to galvanise the leadership and buy in to reimagine how employers widen the talent pool available through greater diversity.

Similarly, there are long term challenges in how we turn off the tap of unemployment through ensuring that everyone has the skills that they need in order to get the sustainable employment they need for themselves and their families. This means building on our offer to schools and colleges to continue to drive forward the recommendations the Employment Commission, in particular where progress has not been as strong as we might have liked – for example in creating a minimum careers offer. As outlined in the recommendations of the report, Islington will recruit a specialist information and advice professional who will establish and coordinate a careers network which will support staff in schools to improve and enhance their careers offer – as well as building crucial links with employers. The Youth Employment Team and the new Post 16 Progression Team will work together to ensure that young people have access to information about all their options post 16, 17 and 18, including

apprenticeships and vocational options. There will be events held to provide information for young people, teachers and parents which will be supported by employers who are already offering apprenticeships – including a further series of Aspire speed networking events.

In addition to this we will also develop a comprehensive skills strategy for Islington which will forge those much stronger links between education and training provision and the needs of the local labour market – with a particular focus on growth sectors.

Islington Council will continue to seek greater local influence and control over employment support and skills by continuing to press the case with central government for a devolution deal for London which will allow for a skills and employment service which better fit the London labour market and which are able to be much more responsive to local employers – to ensure a clear pathway from training and support into long term and sustainable employment.

Acknowledgements

This is a report of the Islington Employment Services Board

Chair - Cllr Richard Watts, Leader Islington Council
Department for Work and Pensions - Frances Alexander Reynolds
Islington CCG - Alison Blair
Elizabeth Garrett Anderson School - Jo Dibb
K&M Decorating - Kevin McLoughlin MBE
City and Islington College - Paul Stephen
Islington Council - Lesley Seary
Macquarie Group - Amy Veitch

Officer leads

Jacqueline Broadhead – Overall implementation lead and Employers Creating Change
Graeme Cooke – Creating change for the people who need it
Holly Toft – Creating change for the next generation

This report builds on the work of the Islington Employment Commission

Maggie Semple OBE FCGI (Co-Chair) - The Experience Corps
Cllr Robert Khan (Co-Chair) – Islington Council
Cllr Claudia Webbe (Vice Chair) – Islington Council
Brendan Sarsfield - Family Mosaic
Emma Stewart MBE – Timewise Foundation
Stephen Davis - City and Islington College
Graeme Cooke - Institute of Public Policy Research
Kevin McLoughlin MBE - K&M Decorators

Frances Alexander-Reynolds - Jobcentre Plus
Megan Dobney - Trades Union Congress
Cllr Richard Watts - Islington Council
Sorrel Brookes - Islington Clinical Commissioning Group
Amy Veitch - Macquarie Group
Tom Shropshire - Linklaters

The case studies in this report were compiled and conducted by Rebecca Birch, Leonie Shanks, Stuart Connick and James Blythe.



Report of: Executive Member for Finance and Performance

Meeting of	Date	Ward
Council	3 December 2015	All

The Council Tax Support Scheme for 2016/7

1. Synopsis

- 1.1 The Council Tax Support Scheme for 2015/16 was agreed by Council on 4 December 2014. Schemes have to be agreed by the full Council by 31st January for each subsequent year, even if they remain unchanged. This report seeks approval for the 2016/17 Council Tax Support Scheme which, apart from inserting the correct financial year and dates, remains unchanged from the one that we have currently adopted.
- 1.2 There is also a legal requirement to affirm on an annual basis the council tax discounts and exemptions for empty properties and the 50% empty rates premium. This is to ensure that we can retain the discounts, exemptions and premiums approved at full Council last year.

2. Recommendations

- 2.1 To agree to adopt the Council Tax Support Scheme for 2016/17 as contained in Appendix A.
- 2.2 To retain the amendments to council tax agreed at full Council on 4 December 2014. To be clear, this means that from 1 April 2016 the following will continue to apply:
 - 1) council tax exemption classes A and C will have a discount of 0% for all cases.
 - 2) council tax discount for second homes will be 0% in all cases
 - 3) council tax discount for empty furnished lets will be 0% in all cases
 - 4) a premium of 50% will be charged on the council tax of all properties that have remained empty for over 2 years in all cases.

3 Background

- 3.1 As a result of the Government's abolition of council tax benefit from 1st April 2013 and a reduction in our funding from the Government of at least £2.9m, we have had to propose and consult on a new Council Tax Support scheme which commenced on 1 April 2013. The Council disagreed with the abolition of council tax benefit and the accompanying 10% reduction in funding and actively campaigned against it. Nevertheless, we had no choice but to move forward and to design a scheme that we considered provided the fairest outcome for all our residents in the circumstances.
- 3.2 There is a legal requirement for the Council to agree the scheme each year, and a further requirement to consult with residents if the scheme is changed. At full Council on 4 December 2014 the scheme was approved unchanged (other than housekeeping changes) for the year 2015/16. This report is once again recommending a continuation of the current scheme for 2016/17.

4 Detail leading to our recommended Council Tax Support scheme

The scheme adopted for 2013/14 and retained for 2014/15 and 2015/16

- 4.1 The Council Tax Support Scheme is designed:
- to reduce an assessment made under the council tax benefit rules by 8.5% for working age claimants (pensioners are excluded from any reduction by law);
 - to allow a £100 older person discount for residents aged 65 or over who are liable for council tax;
 - to offer a cash back reduction of £15 if a person pays their council tax in full by the end of the year.
- 4.2 In addition to this we have a £25,000 Council Tax Support welfare provision fund within the Islington Resident Support Scheme to help provide a safety net for claimants who struggle to cope with the impact of being charged council tax.
- 4.3 The Council implemented this scheme and retained it for the subsequent 2 years after taking into account the:
- views of residents, stakeholders and partners derived from an extensive consultation for the initial scheme;
 - equality impact assessment that was carried out prior to scheme approval and reviewed annually;
 - provision of a transition grant by the Department for Communities and Local Government for the first year only which could only be accessed if the reduction was capped at 8.5%. The Council element of the grant (i.e not including the GLA) was £548,000

The reason for adopting the scheme for the last 3 years in the way that we have

- 4.4 The majority of the responses from the public consultation contained some expression of concern about residents' current circumstances – financial difficulty,

welfare reform, supporting the family, coping through disability, finding a job. They appeared worried about how this change would affect them personally. In that sense it was considered to be a reasonable response to the consultation to limit the reduction to 8.5% to at least provide residents with a greater opportunity to adapt to this change at a time of significant welfare reform.

- 4.5 There was hardly any concern raised about the older person's discount from the general public consultation, although this was picked up at the stakeholder forums where a number felt that the time was right for this to be removed. However, only 1.8% of the respondents to the consultation using the survey forms disagreed with the older person's discount.
- 4.6 There was a clear message that we should do all we can to reduce the burden of the Government cut. We went to the full extent of the legal scope for changing council tax exemptions and discounts and approved the removal of all the exemptions and discounts that the change to the law allowed relating to empty properties and agreed to charge a premium of 50% on properties standing empty for more than 2 years. We considered this to be the right approach, not least because we wanted to continue to see properties occupied rather than standing empty.
- 4.7 The majority of people supported the cash back idea and so this was introduced and will be retained; albeit we are now starting to gather enough evidence to allow us to consider whether we should consult on its continuation into future years.
- 4.8 People were concerned about the way that we would enforce against non-payment of council tax in the light of people losing their council tax benefit. We wanted to be flexible and fair for people receiving council tax support. Whereas in the past we would normally seek to get a summons and liability order before agreeing payment plans with people, we now seek to agree reasonable plans with people prior to it reaching enforcement stage. Furthermore we haven't used bailiffs for council tax support cases and are seeking to link people to the council tax welfare provision in the Resident Support Scheme for residents that are facing difficulty and are prepared to work with us to find a way forward. Council tax collection has held up reasonably well at 96%, increasing marginally from the previous year.

The reason for leaving the scheme unchanged for 2016/17

- 4.9 The current position is that we are just 2 and a half years into a new scheme. It is too early to decide on whether the conditions that we introduced after much thought and extensive consultation should be changed at this stage. The emerging position as set out in the Resident Impact Assessment (Appendix B) is that most residents affected have been able to respond to the changes in council tax support and are making payments. We have received minimal complaints or appeals and the requirement for support from the council tax welfare fund has not been as high as expected at this stage. We are pleased that the work that we have undertaken to help people respond to these changes has to date largely been successful.

- 4.10 Nevertheless, we are acutely aware that, for the last 3 years, the full impact of the welfare reform changes have largely been masked by temporary money provided by the Government in the form of Discretionary Housing Payments. These have been used to mitigate the impact of local housing allowance reductions for private tenants, benefit cap restrictions and the large scale reduction in housing benefit as a result of the 'spare room subsidy' or 'bedroom tax'. We are also aware that many could soon start to be impacted by their transition to personal independence payments which could lead to a reduction or loss of disability benefits for some of our residents and that the benefit cap is soon to be reduced further increasing significantly the numbers affected. We are concerned that the temporary money from the Government to support affected residents will diminish or prove to be insufficient.
- 4.11 We are equally concerned that the further cuts to benefits announced by the Government in July freezing all working age benefits and making specific changes to housing benefit, universal credit, and employment support will have a negative and cumulative impact on the well-being of our residents. We are aware that the Government has been forced to think again about tax credits for families and the working poor but we continue to be extremely concerned that there will be significant unfavourable changes to in-work benefits in the near future.
- 4.12 Taking all these factors into account, we consider that the position as set out in 4.4 above still applies and it would be an appropriate and fair response from us to seek to continue to limit the council tax support reduction to 8.5% for 2016/17. We propose that should also retain the older person's discount and the cash back offer for another year.
- 4.13 The transition grant of £548,000 that allowed us to cap the reduction to 8.5% for 2013/14 has not been provided subsequently. For 2015/16 the impact of the loss of Government grants (previously provided specifically for this purpose) was limited by the Council agreeing to provide on-going funding through the general fund revenue budget. The budget proposals, to be agreed by the full Council in February 2016, will not include any change to this provision.
- 4.14 We are also recommending no change to the discounts, exemptions and premium charged on empty council tax properties for the reasons given in paragraph 4.6 above.

Housekeeping changes for the 2016/17 scheme

- 4.15 Although we are recommending that the Council Tax Support scheme remains unchanged for 2016/17, with the basis for award assessment remaining the same, it is necessary to change some dates and to insert the current financial year in places to bring the scheme up to date. The relevant insertions and deletions to the 2016/17 scheme when compared to the 2015/16 scheme are marked in Appendix A.
- 4.16 Members are asked to agree the new scheme for 2016/17 in the light of these housekeeping changes.

5 Financial Implications

- 5.1 The first year of the Council Tax Support Scheme (2013/14) was funded from a one-off transitional grant from the Government. Last year the scheme was funded on an on-going basis from the council's budget. There will be no changes to the budget for the CTS Scheme in the budget proposals to be agreed by the Council in February 2016.

6 Equality Implications

- 6.1 The Council Tax Support Scheme Resident Impact Assessment is attached as Appendix B. This can be summarised as follows:

- The Council is choosing to keep most criteria for the Council Tax Support scheme the same as for Council Tax Benefit because it considers this to be fair, with extra premiums already awarded for disability, children and incentives for employment.
- The Council Tax Support scheme provides full protection for older people who are a vulnerable group that we would like to continue to support.
- In relation to older people aged 65 or over, Islington's minimum Council Tax Support of £100 means that there will be fewer marginal cases of older people who are not quite poor enough to receive the benefit but who are still economically fragile. People in this category are less likely to access, or be able to access, the labour market.
- Retaining the 8.5% reduction despite the loss of the government grant helps all residents who will be impacted by the cumulative loss of other benefits from the government's welfare reforms.
- Applying the 8.5% reduction to the end of the benefit award (bottom slicing) rather than taking this from the liability (top slicing), works out better for people on partial benefit and it was people on partial benefit who were most concerned about the financial impact of the changes to them personally.

- 6.2 The Resident Impact Assessment identified the following as the key mitigation options:

- The Council's limiting of the reduction in benefit from what would be in the region of 18% to 8.5% allows affected claimants greater opportunity to adapt to their financial circumstances.
- The Council can continue to help to finance the costs of limiting the reduction in benefit to 8.5% as a result of adopting the other changes to the Local Government Finance Act on exemptions and discounts (empties) by charging fully for class A and C empty properties, second homes and empty furnished lets.
- The Council can continue to limit the impact of the Council Tax Support by adopting a non-standard council tax recovery process for council tax support recipients where appropriate.
- The Council can mitigate for residents who cannot pay through the use of the council tax welfare provision (or other funds) in the Residents Support Scheme.

7. Legal Implications

7.1 The Council Tax Support scheme is considered to be lawful. There are no changes to the terms of the scheme for 2016/17, so the requirement now is for full Council to agree the scheme for its continuing adoption from 1 April 2016 for the full 2016/17 council tax year.

7.2 The Council must have due regard to the Public Sector Equality Duty, which is integral to the Council's functions, and which is set out in Section 149 of the Equality Act 2010 as follows:

- “1) A public authority must, in the exercise of its functions, have due regard to the need to —
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it...
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to-
- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- (4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- (5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
- (a) tackle prejudice, and
 - (b) promote understanding.
- (6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.
- (7) The relevant protected characteristics are—
- age;
 - disability;
 - gender reassignment;
 - pregnancy and maternity;
 - race;
 - religion or belief;
 - sex;
 - sexual orientation.”

8 Conclusion and Reason for Recommendations

- 8.1 The Government was wrong to abolish Council Tax Benefit and to pass the burden of reduced funding for Council Tax Support to local residents. We have created a local Council Tax Support scheme in line with the law and we have introduced a universal 8.5% reduction to existing council tax benefit levels because we believe that this was the fairest way to introduce this for our residents in the circumstances. From 2014/15 we lost the grant that enabled us to limit the reduction to 8.5% but, in view of the cumulative impact of welfare reform changes, we considered it reasonable to fund this from the Council's budget and we consider that it is appropriate to continue this unchanged into 2016/17.
- 8.2 We have continued to award a minimum reduction of £100 for older people and have included a cash back element as an incentive to those who have to pay the additional council tax that will be charged. We have introduced a safety net in the form of the Resident Support Scheme providing support if the additional council tax causes exceptional hardship. This report recommends that the Council Tax Support scheme is agreed and should continue unchanged from 1 April 2016.
- 8.3 This report also recommends that we continue with the changes made in 2013/14 and retained subsequently to discounts and exemptions for empty properties and for the charging of a 50% premium for properties left empty for more than 2 years. This helps to bridge the gap imposed by the Government in the council tax support scheme funding so that, in line with our principles, those who are able to pay more will continue to support those who are less able to pay.

Appendices: Appendix A Council Tax Support Scheme for 2016/17
Appendix B Resident Impact Assessment

Background papers: None

Final Report Clearance

Signed by



25 November
2015

Executive Member of Finance and Performance

Date

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London Borough of Islington

Council Tax Support Scheme

Draft for approval by Council on 3 December 2015

Appendix A to the report on the Council Tax Support
scheme 2016/17



Islington Council: Council Tax Support Scheme

1. This document and the law

This document is the London Borough of Islington's Council Tax Reduction Scheme, set out under section 13A (2) [substituted by clause 8 of the Local government finance Bill] of the Local Government Finance Act 1992.

This scheme, referred to as Council Tax Support (CTS), has been agreed based on:

- the outcome of a public consultation exercise carried out between 12 October and 30 November 2012;
- the Equality Impact Assessment made in relation to the scheme and the consultation exercise and the subsequent Resident Impact Assessments;
- consideration and decisions made by the full Council.

2. Introduction

CTS reduces the amount of council tax a person has to pay based on an assessment made by Islington Council (the Council). As the Billing Authority, council tax is raised and charged by the Council and the CTS assessed by the Council can only be applied to council tax bills issued by the Council.

This scheme sets out rules for four classes of claimants. The amount of CTS shall be determined through means testing. As such the income and capital of the claimant and any partner or partners in the case of a polygamous couple in the household shall be taken into account. It is considered that eligibility for CTS is defined by the terms of the Council Tax Benefit (CTB) scheme as set out in the Social Security Contributions and Benefits Act 1992, the Social Security Administration Act 1992, the Council Tax Benefit Regulations 2006 and the Housing Benefit and Council Tax Benefit (Decisions and Appeals) Regulations 2001. These will hereafter be known as the Regulations and these Regulations set out how CTB is claimed, how it is calculated and how it is paid. This scheme proposes that the principles and methods set out in those Regulations be used to determine CTS, except where amendments are set out in this scheme or by statute under the Local Government Finance Act 1992 (as amended) and accompanying legislation. For the avoidance of doubt where there is a difference or conflict between the Regulations and the Council's CTS scheme, then it is the Council's CTS scheme as set out here that will take precedence and be applied.

3 Making a claim

A claim must be made in respect of a person who is resident in the dwelling concerned, and liable for payment of council tax. A valid claim can be made by the person liable for council tax or by their appointed representative.

3.1 How to claim

3.1.1. Except where paragraph 3.1.2. applies, an application shall be required for all new claims from 1 April 2013. A person liable to pay council tax will be able to make a claim using any of the methods the Council provides for. Generally claims can be made via telephone, email, the Council website, in writing or in person at Islington Council offices, or to the Department of Work and Pensions (DWP) and Jobcentres. A valid claim must be accompanied by the necessary supporting evidence.

3.1.2 For claimants entitled to the reduction in class 2 only (defined below), where it is possible for the Council to award CTS without application it shall do so. Indeed, for this provision an identification by the Council that a person would be entitled to this reduction by virtue of relevant detail already obtained by the Council, may be enough to constitute a claim and to enable the award of a reduction. If a reduction cannot be awarded by the Council automatically under class 2, it shall be the duty of the person or persons with a council tax liability to claim this using the application process prescribed on the Islington Council website, and this application shall be required to be received in the council tax year for which the reduction applies.

4 Classes of reduction

4.1 It is considered that the Council has 4 classes of reduction in its CTS scheme. The classes below also identify the persons that the reduction will cover.

Class 1 – A person or persons of pension credit age have protection prescribed in the Local Government Finance Act 1992 (as amended). The council tax reduction shall be assessed in accordance with the provisions of that Act.

Class 2 – A person or persons with a council tax liability on 1st April 2015 [~~delete 2015~~] [**insert 2016**] aged 65 or over shall be entitled to a minimum reduction of £100 per annum, unless the council tax liability is less than this in which case it shall match the annual council tax liability.

Class 3 – A person or persons not entitled to protection under class 1 who would be entitled to CTB based on the Regulations at 31 March 2013, shall be entitled to a council tax reduction based on that notional CTB entitlement less 8.5%.

Class 4 – A person or persons entitled to a council tax reduction under Class 3 shall be entitled to a cash back reduction of £15 if the balance on their council tax account is £15 or less as at 1st February 2016 [~~delete 2016~~] [**insert 2017**] or the cash back reduction will be £15 if they are paying by direct debit as at 1st February 2016 [~~delete 2016~~] [**insert 2017**] and they have a live account with a balance that will be £Nil by 31 March 2016 [~~delete 2016~~] [**insert 2017**] if the scheduled instalments are paid. For both reductions the person or persons must have had a continuous council tax liability from 1 October 2015 [~~delete 2015~~] [**insert 2016**] or before and must have a £NIL balance owing for any previous address.

4.2 Making changes to the dates for the classes of reduction

For Classes 2, 3 and 4 the Council may substitute any of the dates provided with a date or dates of its choosing. This will enable the scheme to continue into future years. Any changes to dates shall be published on the website on 31 January of the year that immediately precedes the new council tax year to which the CTS shall apply.

4.3 Making changes to the values for the classes of reduction

For Class 2, for the minimum reduction the Council may substitute any amount it chooses, including £Nil. Should a change be made for a future council tax year this shall be published on the website on 31 January of the year that immediately precedes the new council tax year to which the CTS shall apply.

For Class 3 the Council may substitute 8.5% with any amount it chooses but capped at 25%. Should a change be made for a future council tax year this shall be published on the website on 31 January of the year that immediately precedes the new council tax year to which the CTS shall apply.

For Class 4 the Council may substitute the values (currently £15 for both methods of payment stated) with any amount or amounts it chooses, including £NIL. Should a change be made for a future council tax year this shall be published on the website on 31 January of the year that immediately precedes the new council tax year to which the CTS shall apply.

4.4 Administering the reduction

For all Classes, other than class 4, the reduction shall be made to the council tax liability in the council tax year that the CTS applies.

For Class 4 the Council can administer this by including it as a reduction from the council tax liability for the following council tax year. However if this happens, the reduction shall be treated as having been made to the council tax liability in the same council tax year that the CTS applies. For the avoidance of doubt, it shall not be paid directly to the person or persons with a council tax liability.

5. Exceptions to the Regulations

This scheme proposes that the principals and methods set out in the Regulations be used to determine CTS, except where amendments are set out in this scheme or by statute under the Local Government Finance Act 1992 (as amended) and accompanying legislation.

The exceptions to these Regulations (or clarifications) are set out below:

5.1 Information and evidence

The Council may accept any information or evidence that it sees fit to support a claim for CTS and may receive this in any way that it sees fit. As a guide, it shall publish what is expected on the Council's website. If all the information or evidence it needs is not submitted, the Council shall seek to make contact with the claimant once to obtain this. If the claimant does not reply or provide the information required within one month of the first contact made with or by the Council in relation to the application, the Council may decide to treat the claim as incomplete and refuse the CTS application. The Council may extend the one month time limit if it thinks it is reasonable to give more time but in any case this shall not be extended beyond 3 months after the date of the first contact made with or by the Council in relation to the application.

5.2 Treatment of income

For the purpose of making an assessment under the CTS scheme, all income shall be treated in accordance with the Regulations. However from time to time the Government may reform welfare benefits and introduce new benefits or replace them with equivalent benefits of a different name. Under the Regulations, some prescribed income is disregarded, some prescribed income has an impact on the premiums that can be applied to a person's applicable amount, and some prescribed income has an impact on the level of a non dependant deduction(s) to be applied. In addition to this, some prescribed income passports a person to full entitlement to CTB, albeit subject to certain deductions such as a non dependant deduction.

It is the intention of the Council for the CTS scheme, that where such income is replaced by the Government by an equivalent benefit or where new benefits are introduced, that these changes should attract the appropriate and equivalent income disregard, premium for the applicable amount and non dependant deduction. It is also the intention to continue to passport an equivalent benefit to full entitlement to notional CTB to allow the council tax reduction to be calculated under the CTS.

To achieve this, when a new welfare benefit (income) is introduced by Government, the Council shall decide for the purposes of applying the Regulations :

- whether it should be disregarded; and or
- the premium (if any) that it should attract; and/or
- the non dependant deduction that should apply (if any); and/or
- whether it should be treated as income that would passport a person to full notional CTB entitlement

Once the Council has decided how changes to other welfare benefits shall be treated for the purposes of applying the Regulations, the Council shall publish this detail on the Council website prior to the commencement of this new welfare benefit.

The Regulations currently afford the Council the discretion to disregard war widows pension and war disablement allowance. The Council will continue to disregard this income for the purposes of assessing CTS.

5.3 Uprating of premiums, allowances, disregards and deductions (the components)

Uprating means an increase in the value of the components that are used to make an assessment under the Regulations from one council tax year to another. This scheme provides that the Council shall uprate all the components for the year to which the CTS applies in accordance with the Government's calculation for uprating these generally for all welfare benefits for that year. For the avoidance of doubt, once the uprating has taken place, for future years the latest uprated amounts shall be the subject of future uprating.

5.4 Decisions and notifications of decisions

The Council shall make a decision on a claim within a reasonable timescale of receiving all required information and evidence. In order to inform a claimant of the decision the Council shall send them a revised council tax bill showing the amount and period of the CTS award. The bill itself shall be formal notification of the CTS decision unless CTS is not awarded as a result of us deciding to treat the claim as incomplete or the person does not qualify for CTS, in which case a letter will be issued to the claimant. Claimants may request a statement of reasons to explain how the award was calculated. The council tax bill shall include a person's appeal rights, how they can request a statement of reasons and details of how to apply for further discretionary help from the Council Tax Welfare provision in the Resident Support Scheme. The claimant can elect to receive their bill by post or by using Islington's web portal 'My eAccount' also known as e-billing. For the avoidance of doubt, the requirements in the Regulations to notify a person of their CTB entitlement in a manner and including detail prescribed by these Regulations shall be revoked for the purposes of the CTS scheme.

5.5 How CTS will be paid

All CTS will be 'paid' by crediting the amount of CTS against the claimant's council tax liability to reduce the bill. Should a bill that attracts a council tax reduction be in credit at the point that a council tax liability is ended, the Council may use that credit to reduce any other sum that is owed to the Council by that person.

5.6 Changes of circumstances

The recipient of CTS or his appointee must notify the Council of any change to their household circumstances, income or capital that may affect the amount of CTS they are entitled to. Any change of circumstances must be reported within one calendar month of the change happening. Any change can be reported to Islington Council by telephone, email, fax, via website or in writing.

Supporting information may be required. Each material change shall result in a recalculation of CTS entitlement and a revised bill if appropriate.

A process for reviewing current CTS entitlement may be implemented by the Council. CTS may be reviewed at any time after its commencement. Failure of the claimant to fulfil any reasonable request made by the Council during a review of their CTS award shall result in the termination of that CTS award from the commencement date of the review.

5.7 Appeals

If the claimant disagrees with the CTS award or non-award following a claim, they can request that the Council looks at this again (this is known as an application for revision). They must do this within one month of the date of the council tax bill that shows the amount and period of their CTS or within month of the date of their CTS non-qualification letter. If an appeal made by the same claimant about a housing benefit decision would also impact on CTS, the Council may also treat this as an appeal against CTS if it is made within one month of the date of the council tax bill that shows the amount and period of their CTS. The Council shall check if the decision is correct and inform the claimant of its decision in writing. If the Council believes that its decision is correct or the claimant does not receive a response from the Council within 2 months, the claimant has another 2 months to appeal to the Valuation Tribunal where a final decision can be made. Any appeal against a decision regarding CTS will not mean that payments of council tax may be withheld. Payments must be made as they fall due and if an appeal is successful any additional CTS award shall be credited against the claimant's council tax liability at that time as directed.

6. General Provisions

6.1 Council Tax Welfare Provision

There is a welfare scheme available for council tax payers receiving CTS experiencing exceptional hardship. This is part of the Resident Support Scheme and the procedure for application is contained within the detail of the Resident Support Scheme approved by the Council's Executive. This will be administered jointly by the Council and Cripplegate.

6.2 Fraud

The Council will investigate any case where it has reason to believe that an amount of CTS has been awarded as a result of a claim which is fraudulent in any respect. This will include any incidence of a claimant not notifying the Council of any change in household circumstances, income or capital that results in a higher reduction under the CTS scheme than a person is due

6.3 Consultation

The Council recognises its legal duty to consult should there be future changes to the scheme. However from time to time the council will need to make minor changes to the practice and operation of the scheme and should these occur we will consult by way of publishing a notice on the Council's website during the last 2 weeks of January of the year that immediately precedes the new council tax year to which the CTS shall apply. A consultee shall then have until 31 January of that same month to respond to this notice. The Council officers delegated to operate the scheme will give due regard to this response.

6.4 Delegation

The Council shall delegate the operation of this scheme to the Corporate Director of Finance and he will designate the appropriate officers to undertake this role. Currently these officers are all placed in the Financial Operations and Customer Services Directorate of the Council's Finance Department.

6.5 The Applicable Regulations

The Regulations in force shall be those Regulations (as amended) that are in force the day prior to the commencement of the CTS Scheme on 1 April 2013

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Resident Impact Assessment

**Screening and full assessment of Islington's
Council Tax Support (CTS) scheme.**

Contents

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1. Introduction and context

A Resident Impact Assessment (RIA) is a way of systematically and thoroughly assessing policies against the Council’s responsibilities in relation to the Public Sector Equality Duty, Human Rights and Safeguarding.

This RIA will describe the CTS scheme its intended purpose and how it has been implemented. It will detail which residents are expected to be affected by the policy and the expected impact in relation to:

- o The [Public Sector Equality Duty](#),
- o Safeguarding responsibilities; and
- o Human Rights legislation, specifically with regard to Article 3 (Inhuman Treatment) and Article 8 (Right to Private Life)

We will identify evidence, such as data and research used to assess the impact of the CTS scheme and identify options for addressing issues raised by the assessments.



2. Screening

a) Title of new or changed policy, procedure, function, service activity or financial decision being assessed:	Council Tax Support Scheme (CTS) 2016 - 2017
b) Department and section:	Finance, Financial Operations
c) Name and contact details of assessor:	Andrew Spigarolo, Financial Operations, andrew.spigarolo@islington.gov.uk
d) Date initial screening assessment started:	09/11/2014
e) Describe the main aim or purpose of the proposed new or changed policy, etc. and the intended outcomes:	To help low income, council tax charge payers, pay their Council Tax
f) Can this proposal be considered as part of a broader Resident Impact Assessment? For example it may be more appropriate to carry out an assessment of a divisional restructure rather than the restructure of a single team.	No
g) Are there any negative equality impacts as a result of the proposal? Please complete the table below:	

Select **Yes**, **No** or **Unknown** by clicking on the ‘Choose an item’ boxes below and enter text in the text boxes in the right-hand column:

Protected characteristics	1. Will the proposal discriminate?	2. Will the proposal undermine equality of opportunity?	3. Will the proposal have a negative impact on relations?	What evidence are you using to predict this impact?
Age	No	No	No	Described in Section 4
Disability	No	No	No	Described in Section 4
Gender reassignment	No	No	No	Described in Section 4
Marriage and civil partnerships ¹	No	N/A	N/A	Described in Section 4
Race	No	No	No	Described in Section 4
Religion/belief	No	No	No	Described in Section 4
Pregnancy and maternity	No	No	No	Described in Section 4
Sexual Orientation	No	No	No	Described in Section 4
Sex/gender	No	No	No	Described in Section 4

Please list any opportunities in the proposal for advancing equality of opportunity for any of the protected characteristics.

These are described in section 4.

¹ Only the requirement to have due regard to the need to eliminate unlawful discrimination in employment should be considered.

	N/A
h) Please list any opportunities in the proposal for fostering good relations for any of the protected characteristics.	N/A
i) Is the proposal a strategy that lays out priorities in relation to activity and resources and likely to have a negative socio-economic impact on residents?	No
j) Do you anticipate any Safeguarding risks as a result of the proposal?	No
k) Do you anticipate any potential Human Rights breaches as a result of the proposal?	No

3. The policy, procedure, function, service activity or financial decision

a) Date full assessment started: 09/11/2014

b) Title of new or changed policy, procedure, function, service activity or financial decision being assessed?

Council Tax Support Scheme (CTS) 2016-17

People on low incomes who cannot pay their Council Tax bill can receive CTS to help them.

Although people claim the rebate from local Councils who administer the scheme, the money comes from the Department for Work and Pensions (DWP). As part of the Spending Review 2010, the Government announced that expenditure allocated to the localised scheme would be reduced by 10% and any increase in expenditure above what is forecast by The Department for Communities and Local Government (DCLG) must be funded locally by the Council. In 2013/14 the council received approximately £2.9 million less to give out in support to claimants. This meant the council had to make savings or increase income to fund the shortfall. The Government also stipulated that people of pension credit age must be protected, which meant that the CTS reduction was directed exclusively at working age claimants and would have meant a reduction of around 18%-20% if the cuts were shared in equal proportions across all working age claimants. Originally, the Council chose to make up for this shortfall by introducing a standard reduction to all Council Tax Support recipients of 8.5%, by taking up the Government's offer of a temporary transitional grant and reducing the level of discounts that those with empty properties could apply for. The Government has subsequently withdrawn any transitional grant but the Council has decided to maintain the original level of support it provides to its CTS residents and is funding this additional support wholly from its own funds. As a result of the Council's additional support the standard reduction to all Council Tax Support recipients remains capped at 8.5%. Furthermore the Council's CTS scheme also offers a cash back incentive of £15 to those who pay their bill in full which effectively reduces the 8.5% reduction for this category of CTS recipients.

c) What is the profile of the current service users and residents impacted by the change? (No word limit)

It affects everyone in Islington who has to pay Council Tax which broadly speaking means that it affects all residents. The number fluctuates but there are about 100,000 households with a liability for Council Tax.

d) What is the profile of the workforce impacted by the change?

The workforce is not impacted. The administration of CTS and its predecessor, Council Tax Benefit (CTB), are identical and nothing has changed for the workforce with regard to this or a decision about retaining the 8.5% reduction..

e) How will the proposed change impact this profile?

A decision to continue with an 8.5% reduction for working-age CTS recipients does not affect the profile of service users, residents or the workforce.

4. Equality impacts and mitigations

No significant issues have arisen as to the impact of Islington's Council Tax Support Scheme since it was introduced 2 years ago and the analysis provided in this section should be seen in this context.

Since the Council Tax Support Scheme (CTS) relates to the distribution of money based on criteria relating to income, it is predominantly data relevant to these issues that has been analysed in order to assess the impact of the CTS proposals on different groups.

Although it is difficult to update demographic data or information about population statistics without recent national survey data there is no reason to believe that figures we refer to in this analysis have materially changed from the previous years',

As the funding for the scheme has been cut by 10%, the scheme would tend to disadvantage at least some residents with protected characteristics and/or those living in poverty, unless money was found from other parts of the council budget to make up the shortfall. The Government has also stipulated that people of pension credit age must be protected, which means that the benefit paid to other CTS claimants would need to be reduced by an estimated 18%-20% if cuts were shared in equal proportions across all remaining recipients.

However, in order to keep the extent of the financial burden on our working-age CTS claimants low the Council did not make an 18%-20% reduction but will continue to limit the reduction to 8.5% in 2016/17 at a cost of approximately £0.5m within the Council's 2016/17 budget.

Given the scale of local government budget cuts over the past few years, it is unlikely that additional funding can be found from other sources which would not have a detrimental impact in other ways, potentially on groups with protected characteristics. The council has made the decision to keep within the budget set by central government, and while other choices are available, this appears to be a reasonable decision in the context of the council's actual and forecast financial position.

The council tax system holds very little data on most of the protected characteristics including gender, disability and race. It has therefore been necessary to look at different local and national sources of data from different years in order to build a picture that can be used for this impact assessment.

The 2011 census shows that there are 206,100 residents in Islington and 96,100 households. This is 27,000 more than the 2001 census upon which much of the data in this assessment is based. Notwithstanding its shortcomings, the data is sufficient to get an idea of potential impacts arising from CTS.

Our CTS scheme incorporates full protection for older people and mitigation for disabled people and large families. Applying the percentage reduction to the end of the benefit award (bottom slicing) rather than taking this from the liability (top slicing) helps people on partial benefit and there is a message from the consultation that those on partial benefit are more concerned about the impact of the CTS. To illustrate this in the case where the reduction is 8.5%;

1) for someone who was in receipt of £20 full CTB, whether the reduction in benefit was top sliced or bottom sliced the reduction is £1.70 (8.5%) leaving CTS of £18.30 for those previously receiving "full" benefit in this example,

2) however in the case of someone who was previously on partial CTB because they had additional income from working, to reduce their benefit by top slicing would (if the starting point was £20) leave their CTS as £8.30 (£20 less £1.70 (8.5%) less £10 Excess Income = £8.30). But if their partial benefit was reduced by bottom slicing instead this would leave their CTS as £9.15 (£20 less £10 Excess Income = £10. Taking 8.5% of this leaves £9.15). Therefore choosing to bottom slice makes it better for those on partial benefit which supports the consultation findings.

There is also mitigation for those who might be deemed to be better off by allowing savings of up to £16,000 before someone is disqualified from receiving CTS (this is known as the “capital limit”) and giving an additional discount of up to £100 to all pensioners over the age of 65 whether or not they currently qualify for CTB. Although the net effect of providing support to those deemed to be better off is that less money is available for others that may be in greater need, there are positive aspects to Islington’s proposal. People who are not particularly well off but have accumulated savings will not be penalised and even if savings were limited to £8,000 because less than 200 claimants out of over 20,000 existing claimants have capital over this limit, the money that would have been available to others is relatively small. In relation to pensioners over 65, Islington’s minimum CTS of £100 means that there will be no marginal cases of older pensioners who are not quite poor enough to receive the benefit but who are still economically fragile. This age group is likely to have less access to the labour market.

Compared to council tax payers who are not in receipt of CTS, there is a more favourable recovery regime for CTS council tax payers of fortnightly instalments and even if the fortnightly instalments are missed there is another opportunity for CTS council tax payers to avoid having to be summonsed. And even if a CTS council tax payer is summonsed, we will not use bailiffs to recover the money and we will remit court costs if they agree to and keep up with a new schedule of payments [which the Council Tax service call Special Arrangements].

Cash back incentive.

Islington’s CTS scheme also incentivises working age CTS council tax payers who keep up with their instalments by awarding an extra £15 CTS to those who have paid what they owe by the date of their last instalment.

Catering for exceptional hardship

Additional support is available to the most vulnerable residents by way of a council tax welfare fund of £25,000 within the Council’s Resident Support Scheme (RSS) to support cases of exceptional hardship resulting from additional council tax charges. This will be available on a time-limited basis to residents who apply and meet the hardship criteria. Money has been generated for this fund by removing the 10% discount on second homes in Islington and charging more council tax on empty homes.

In the first 7 months of 2015/16 over 32,000 claimants qualified for council tax support and there have been 77 applications for additional support, 54 of which worth £6,557 were awarded and 18 had not been decided at time of writing. So for now it does not appear from the volume of requests that our CTS claimants have been impacted to the extent that they need additional support from us.

Further analysis by protected characteristic

Summary

The CTS scheme has been in operation for the last 31 months and there is no evidence that any particular group is particularly impacted.

Our welfare reform response team (iWork) and our IMAX teams have not reported issues with CTS but we will use these teams to continue to review the impact.

By 30th September 2012 of the first year of the scheme we had collected 50.1% of council tax monies owed on the way to the best ever result for council tax collection by the end of 2012/13. By September 2015 we had collected 51.5% and overall it appears that our council tax collection performance continues to be strong. There is evidence that working age CTS claimants are less likely to pay than any other type of council tax charge payer. This should be expected as this group are defined by a low income and the majority are unused to paying anything towards Council Tax.

Age

Key facts

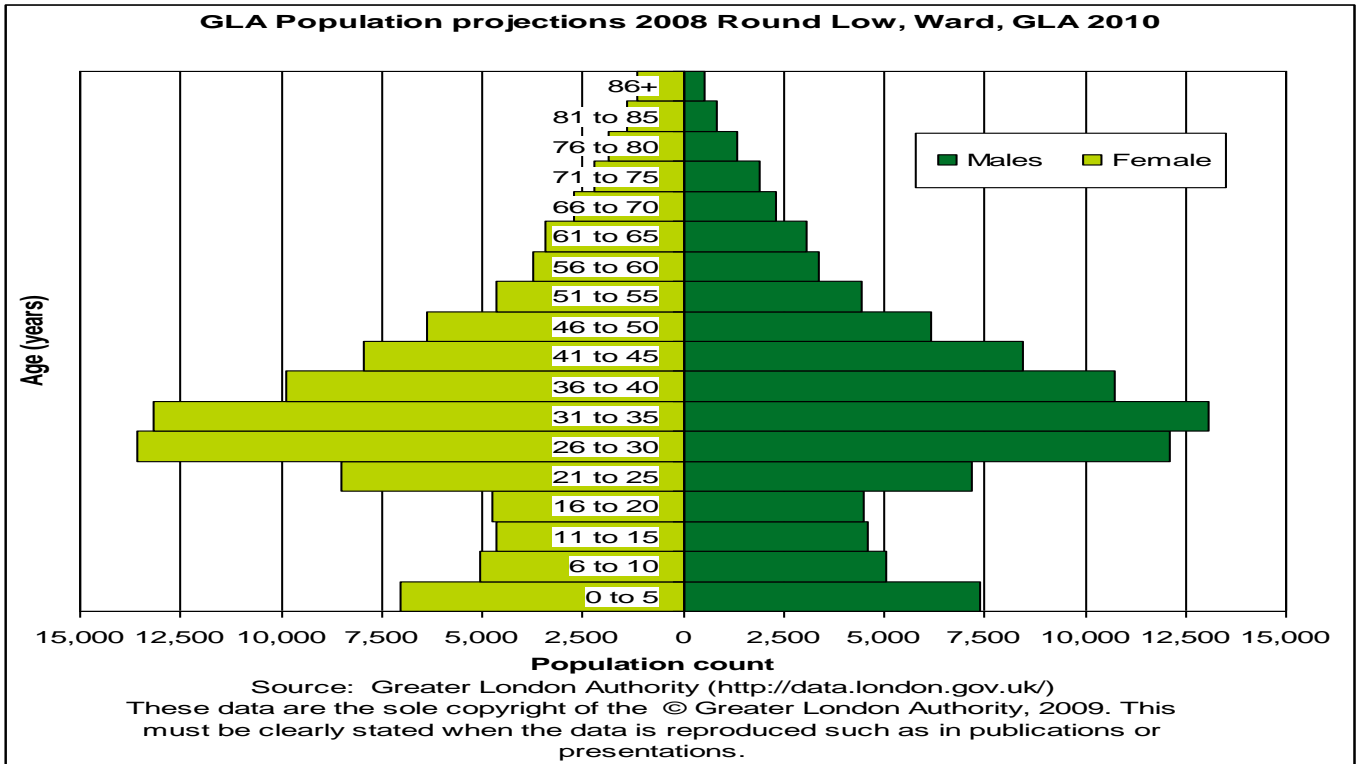
Older people

- 41% of over 65's in Islington are income deprived and 53% are in fuel poverty
- Pension poverty affects women more than men
- The older the pensioner the greater the likelihood to be living in a low income household.
- Pensioners living in a household headed by someone from a BME community² were more likely to be at the lower end of the income distribution curve.
- Disabled pensioners in households not claiming appropriate disability benefits were much more likely to be in a low income household.
- There were 1,040 Job Seekers Allowance recipients aged 50 to 64 in June 2012 in Islington
- There were 3,180 Incapacity Benefit recipients aged 50 – 59 in the borough
- There are approximately 22,750 people aged 51 to 65 in Islington—evidence indicates that people in this age group are least likely to find another job if they become workless. Islington, alongside Hackney, Tower Hamlets and Newham have the highest proportion of pensioners receiving the Guarantee element of Pension Credit

Younger people

- There are approximately known 800 carers under the age of 19 in Islington.
- There were 1,575 residents aged 18 to 24 and 4,180 aged 25 to 49 claiming Job Seekers Allowance in June 2012.
- There were 5,100 residents aged 25 to 49 claiming Incapacity benefit;

² In this context BME refers to the non-White population. Link:
http://research.dwp.gov.uk/asd/hbai/hbai2010/pdf_files/full_hbai11.pdf



Impact assessment

Older people of pension credit age are protected under the scheme, and those over 65 will also continue to receive the £100 rebate. The proposals therefore do not lead to any financial impact on older people who currently receive the benefit or are eligible. From the information available, it is not possible to assess whether the scheme is accessible to older people (who may have a range of access needs) or their carers. Given needs are met once identified, it would be important to make very clear through a range of channels that information etc is available in other formats, and that staff and voluntary sector and community organisations can also provide support.

When it comes to age, much of national policy on this and related welfare reforms protects pensioners while working age benefit recipients experience cuts. The council proposals reinforce this distinction by retaining the £100 older person’s discount. Although it could be argued that this leads to disproportionately worse impacts on those of working age, national and local data on the number of older people living in poverty and not necessarily claiming benefits means that the council’s position is reasonable from an equality perspective. Furthermore, those in the over 65 category are less likely to access, or have access to, the labour market to supplement their income than those of working age. People of working age including young people are only eligible for CTS where they have an additional need, for example because of a disability or they are on a low income. The cumulative impact of welfare reforms on this group is significant and eligible younger residents may not be aware of what they are entitled to. Communication methods more suited to younger people such as text messaging, social media etc, may be useful in raising awareness.

In respect of this characteristic no significant issues have emerged during the first 31 months operation of the CTS scheme.

Mitigation

Develop plans to ensure that information, support and advice is accessible and that the option to claim and ways to do so are well signposted by services and organisations in contact with potentially eligible residents and through proven communication channels.

Disability

Key facts:

- There are 26,327 households with one or more person with a limiting long term illness
- 12,540 claim out of work sickness benefits (incapacity benefit, severe disablement allowance and employment and support allowance)
- There were 9,500 claiming incapacity benefit as at August 2011. 5,080 claiming for at least 2 years and 3,930 for at least 5 years.
- There are 7,350 working age Islington residents claiming Disability Living Allowance (a non-means tested benefit available to employed or out-of-work disabled people) - 6,270 have been claiming for at least two years and 4,860 for at least 5 years.
- There are 2,240 people claiming Carer's Allowance (CA), of which 2,080 are of working age
- The employment rate amongst disabled people is 48.2%
- Nationally 50% earn less than half the mean earnings after adjusting for extra costs
- Twice as likely to live in poverty but less likely to be in low income if in a workless household
- Disabled pensioners in households not claiming appropriate disability benefits were much more likely to be in a low income household.

The consultation responses provide indications that disabled people are concerned about being able to cope financially but the numbers of respondents, where this kind of data appears, are low. A relatively small number of disabled and non-disabled respondents volunteered the view that disabled people should pay less council tax, with a greater proportion of working age as opposed to pension age respondents expressing this view.

In respect of this characteristic no significant issues have emerged during the first 31 months operation of the CTS scheme.

Impact assessment

Disabled people are disproportionately likely to be poor, out of work and on benefits. They are disproportionately affected by welfare reform overall. It is estimated that 28% of IB claimants will or have already migrated to ESA Support Group and be £17 a week better off. However, 33% will be on ESA Work Related Activity Group and be £4 a week worse off and 18% will migrate to JSA and be £40 a week worse off.

Although the CTS scheme provides higher amounts for disabled people they will still get 8.5% less than they do now which in conjunction with the other welfare reform cuts could amplify the adverse impact. The higher costs of care, transport and general living combined with the labour market disadvantage faced by disabled people could make the reductions stemming from the CTS scheme difficult for them to cope with. However, while members of this group are often economically disadvantaged, the rationale of a universal rather than means tested approach was challenged at the disabled group workshop. Some disabled people may not need the extra

financial support and the argument made was that looking at groups rather than more specific individual or household circumstances is too simplistic.

In the event, with respect to this characteristic no significant issues have emerged during the first 31 months operation of the CTS scheme.

Mitigation options

The Council has limited the reduction in benefit for disabled people from 18% to 8.5%. Continuing this for 2016/17 will continue to give people greater opportunity to adapt their financial circumstances.

Supporting those with long term health conditions into employment is the best route out of poverty and is also recognised to be of benefit, particularly to people with mental health problems. We will have a particular focus on ESA claimants in the employment work of our IWork Team utilising specific funding to increase the number of work coaches as well as continuing the work started under the Universal Services Delivered Locally Trial .

Race

Key facts:

- Employment
 - Non-white employment rate in Islington is 51.4%
 - Nationally, the rate is 59% for non-White compared to 72% for White people
 - Nationally 10% Indian and 15% White British men over 25 are not working compared with 30% to 40% for Bangladeshi, Pakistani, Black Caribbean and Black African. The high number of students explains much of the higher proportion for Black African. Not wanting to work explains a high proportion of Bangladeshi and Pakistani.
- The ethnic profile of people starting to claim JSA in Feb 2010 showed that the proportion that were Black/Black British was 6 percentage points higher than their proportion in the 2001 census, while the proportion that were White was 22 percentage points below their proportion in the 2001 census.
- National data on earnings shows that those from Bangladeshi and Pakistani backgrounds are almost twice as likely to earn less than £7 per hour than those from Black African, Black Caribbean and White British backgrounds.
 - 48% Bangladeshi, 42% Pakistani
 - 27% Black African, 23% Black Caribbean
 - 25% White British
- Households below Average Income (HBAI) survey shows that children are much more likely to live in poverty if they are in a family headed by a BME parent, especially someone of Pakistani, Bangladeshi or Black non-Caribbean origin.

The following table shows the ethnic distribution of families in Islington, differentiated between those who received Council Tax Benefit and those who did not.

	Yes - on CTB	Not on CTB	Grand Total	Yes - on CTB	Not on CTB	All
1 White British	2252	4950	7202	29%	38%	35%
2 Other White	597	1286	1883	8%	10%	9%
3 Turkish / Turkish Cypriot	503	242	745	6%	2%	4%
4 Kurdish	57	21	78	1%	0%	0%
5 Bangladeshi	355	333	688	5%	3%	3%
6 Asian	131	218	349	2%	2%	2%
7 Black Caribbean	328	483	811	4%	4%	4%
8 Black Somali	324	187	511	4%	1%	2%
9 Black African	480	649	1129	6%	5%	5%
10 Black Other	345	424	769	4%	3%	4%
11 Chinese	53	92	145	1%	1%	1%
12 Mixed	882	1469	2351	11%	11%	11%
13 Other	235	386	621	3%	3%	3%
14 Not Obtained / Refused	78	183	261	1%	1%	1%
15 Unknown*	1060	1564	2624	14%	12%	13%
missing	155	416	571	2%	3%	3%
Grand Total	7835	12903	20738	100%	100%	100%

Reviewing CTB take-up within this cohort, the biggest discrepancy is among 'white British' residents who are significantly under-represented, and 'other white' who are slightly under-represented. Bangladeshi, Black Somali, Turkish/ Turkish Cypriot and to a slightly lesser extent Black African are all over-represented. These figures are in line with what might be expected given the employment data briefly stated earlier, which indicate relative levels of poverty in different communities.

- Refugees & Asylum Seekers
 - Data from 2002 indicates a 29% employment rate nationally among refugee and asylum seekers, which is much lower than average for BME people. (Bloch 2002)
 - From a small Islington sample, the data suggests those who work are in low paid, low-skilled jobs
- Gypsies & Travellers

There are estimated to be 55 gypsy and traveller families in Islington, mostly living in houses. Although this community is small, its challenges are acute, with significantly disproportionate outcomes compared to any other group. For example, gypsies and travellers have the worst health outcomes of any racial or ethnic community and are twenty times more likely to experience the death of a child.

The consultation responses did not point to any significant issues emerging based on ethnic background and none have emerged during the first 31 months operation of the CTS scheme.

Impact assessment

Welfare reforms, the economic situation and historic inequalities in employment together are likely to result in lower incomes for Black and Minority Ethnic (BME) residents, who will therefore be disproportionately affected by the reduction in CTS. Known barriers such as limited English and lack of familiarity with the system need to be mitigated by improving accessibility, especially for the most disadvantaged groups.

Mitigation options

Working through partners as well as using our own resources we will ensure that access to CTS, as well as the Resident Support Scheme (RSS), is made known to those in greatest need, so that eligible residents from all ethnic backgrounds receive support .

Religion/Belief

Key facts:

- Muslims experience much higher rates of unemployment (15.4%) and economic inactivity (51.4%) compared with the average for all groups (6.5% and 32.4%)
- National research also suggests a “Muslim penalty” in employment especially for women

Impact assessment

From available data there appear to be no significant negative impacts that can be distinguished from ethnicity. Residents are not adversely impacted by the scheme by virtue of their religion/ belief (or absence thereof).

Mitigation options

None

Gender and relationships

This section covers gender, marriage, civil partnerships and gender re-assignments.

Key facts:

- Employment rate: 71.7% men, 63.8% women
- The majority of lone parents of children living in poverty are women
- Incapacity benefit: 5,320 men (57%), 4,030 women (43%)
- Over 75% Bangladeshi & Pakistani women not in paid work
- Nationally, the number of women not working is decreasing while the number of men not working is increasing, however the difference between the sexes of those aged 18 to 24 is low.

Last year’s consultation responses did not point to any significant issues emerging based on gender and none have emerged during the first 6 months operation of the CTS scheme.

Impact assessment

There appear to be no significant negative impacts for most people in this group due to any of these protected characteristics. The arrival of a new child increases household expenditure but this fact is already acknowledged in existing regulations which retain family premiums and disregard child benefit as income.

Mitigation options

None

Pregnancy, maternity and family life

Key facts:

- There are 20,387 households with dependent children in Islington, of which 6,859 (34%) headed by a lone parent
 - 8,702 with children aged 0 to 4
 - 7,204 no adult working (35%)
- 46% living in poverty – 2nd highest nationally
- Most significant factors are lone parent, BME parents, disability, 3 or more children
- Of all the children in Islington HB/CTB data shows that:
 - 39% (14,867) are in families on out of work benefits
 - 15.2% (5,746) are in working families on incomes low enough to qualify for HB/CTB
 - 45.8% (17,348) are in families sufficiently well off enough not to need to claim HB/CTB

Table below showing Information from Children Services showing the number of households in Islington with dependent children:

Households Below Average Income (HBAI) survey shows that children are much more likely to live in poverty if they are in a family headed by a BME parent, especially someone of Pakistani, Bangladeshi or Black non-Caribbean origin; living in overcrowded accommodation; with three or more children; headed by a lone parent or with a disabled family member.

There are 1,400 households with 2,420 child dependents (aged up to 18) claiming IB or Severe Disablement Allowance.

It is estimated that the vast majority of Islington households with children, whose housing will become unaffordable due to LHA changes and the overall Benefit Cap will be workless households.

In this information, over 55% (11,306) of all households with children were on housing and/or

lone parents		all children	
Row Labels	Yes - on CTB	Not on CTB	Grand Total
lone parent	6636	5564	12200
two parents	9903	17669	27572
unknown	16	81	97
Grand Total	16555	23314	39869

lone parents		households	
	Yes - on CTB	Not on CTB	Grand Total
lone parent	3489	3114	6603
two parents	4332	9722	14054
unknown	14	67	81
Grand Total	7835	12903	20738

low income		all children	
Row Labels	Yes - on CTB	Not on CTB	Grand Total
low income	16103	8025	24128
not low income	452	15289	15741
Grand Total	16555	23314	39869

low income		households	
Row Labels	Yes - on CTB	Not on CTB	Grand Total
low income	7626	3623	11249
not low income	209	9280	9489
Grand Total	7835	12903	20738

council tax benefit, but a far higher proportion of these were headed by lone parents than the population as a whole: 59% (4,036) of lone parent households on HB/CTB compared with 37% (5,045) of the couple households

The consultation responses segmented by those with and without children indicated that concerns about family finances were high for both groups, but that those with four or more children were particularly concerned, and those with children were more likely to raise the issue, unprompted, of struggling with money because they have children to care for. However, it should be noted that the actual number of responses received voicing these concerns was very low and in respect of this characteristic no significant issues have emerged during the first 31 months operation of the CTS scheme.

Impact assessment

The council has in place a number of measures to support families with children – a key issue in looking at poverty in the borough as the data above indicate. By retaining all family premiums and applicable amounts, the council recognises that families require a higher level of income to support their household.

It has been decided not to cap benefit at the higher bands and their benefit will be based on the actual charge for the property. This means that there will be no adverse impact for families in larger properties because they are in a higher band. They will be no worse off because they are in a higher banded property. If benefit was capped at band D or E benefit could only be paid up to this band and the customer would have to pay the full amount above that, which might mean they incur hundreds of pounds of new costs.

Mitigation options

As with other affected groups, it is important that take up is encouraged and that families in greatest need are provided with additional support through the RSS.

Sexual Orientation

Key facts:

- 84% LGBT economically active compared to the 75% population
- Economic activity is more likely to continue beyond age 55
- 73% female and 79% men on incomes above the average for London
- 3% live in households with children under 18
- 10% live in social housing compared to 49% of the overall Islington population
- 37% experience mental health problems at some point

Source: Revealing LGBT Islington study 2005

Impact assessment

The data indicates that LGBT people tend to be economically better off than other groups, as they are more likely to be in work, work for longer and be on higher salaries. This group may be more at risk of specific conditions, such as mental health problems or being HIV+, than the general population, but where this is the case then their situation is addressed in the disability

section. There are no negative impacts associated with sexual orientation triggered by this scheme.

Mitigation options

None.

b) Mitigation for people with protected characteristics

- Continuing to hold the cap on benefit at 8.5% despite no longer having a transitional grant from government to cover this and many local authorities moving away from this level of cap and passing the full extent of the government council tax benefit funding reduction to residents. This will ensure that those with protected characteristics are not impacted by the full possible extent of the government funding reduction.
- The regulations of the council tax benefit scheme have been retained, and these already make extra provision for disabled people and families by:
 - retaining all disability premiums so that the level of allowable income before tapers are introduced is higher than for the average working age person;
 - continuing to disregard as income certain disability benefits such as Disability Living Allowance (DLA) and War Disablement Allowance;
 - ensuring that no non-dependent deductions apply if a person is in receipt of DLA (care component) therefore allowing him/her to qualify for a disability premium;
 - retaining all family premiums and applicable amounts in recognition of the fact that families need a higher level of income to support their household;
 - continuing to disregard Child Benefit as income in the calculation of benefit entitlement – this means that there is an allowance for each child and a premium for disabled children.

Further to the original regulations we agreed to afford recipients of Personal Independence Payments (PIP) the same favourable premiums and allowances in the CTS scheme as we did DLA recipients, from the start date of the new benefit.

- The regulations also encourage moving into employment by:
 - offering a 4 week guaranteed payment of existing benefit level to those attaining work
- The re-use of the existing regulations also:
 - supports and promotes an incentive for saving by retaining the savings limit of £16,000 that exists within the current scheme
 - does not cap the reduction/support for higher property bands to ensure that there is no adverse impact on families in higher banded properties

In addition, current practice in Islington to support people with accessibility requirements will be retained. Therefore documents are made available in different formats such as large print, audio and Braille and once known, the requested format will be provided as a matter of course. Translation services and interpreting services are also available when requested.

5. Socio-economic, Safeguarding and Human Rights impacts

a) Socio-economic impacts

Please describe the potential negative impacts of the proposal on residents, and any action that can be taken in response. Please refer to **section 3.6** of the guidance for more information.

Socio-economic disadvantage is not a protected characteristic but is a consideration included in the resident impact assessment given the significant income inequality within the borough. The previous Council Tax Benefit scheme was a means tested benefit available to households on a low income. Therefore all recipients would be considered to be at a socio-economic disadvantage, particularly lone parents (more likely to be women), part time workers (more likely to be women) and large households (more likely to be from BME backgrounds). Currently there is little or no Council Tax Benefit data breakdown on the following protected characteristics: gender reassignment/identity, marriage and civil partnership, pregnancy and maternity, religion/belief or sexual orientation. During the lead up to the new CTS scheme, extensive consultation and communications were undertaken. Raising the awareness of residents of the CTS scheme. We have made available Council Tax payment options that include 2 weekly instalments over 12 months and direct debits have been widely publicised. The service will work with debt counselling and financial inclusion provisions within the borough. Islington is increasing the employment and skills provision in the borough through an Employment unit called iWork and is leading on a trial employment support initiative called “Universal Support Delivered Locally” to work with residents affected to increase their skills and the potential for them to get into employment. Actions to minimise causing further hardship to people already on low incomes have been identified in earlier sections.

b) Safeguarding risks

Please describe any safeguarding risks for children or vulnerable adults? Please refer to **section 3.7** of the guidance for more information.

No safeguarding issues were identified

c) **Human Rights breaches**

Please describe any potential human rights breaches that may occur as a result of the proposal. Particular attention should be paid to Article 3 (inhuman treatment) and Article 8 (right to privacy). Please refer to **section 3.8** of the guidance for more information.

No human rights issues were identified

6. Summary: core findings of the RIA

- a) Who will the **proposal** mainly impact? Please provide bullet points summarising the key impacts below:
- Since the Council Tax Support Scheme (CTS) relates to the distribution of money based on criteria relating to low income then all residents on low income who are liable for council tax are affected by this proposal.
 - Since the Council is using its own resources to limit the extent of the reduction in benefit to 8.5% then all residents are impacted by this proposal as they all have a stake in how the Council uses its limited resources.
- b) What are the **equality impacts** of the proposal? Please provide bullet points below.
- The impact on all working age CTS claimants and potential claimants is the same in that they now have to contribute 8.5% more towards their Council Tax bill than they would have done up to March 2013. By not changing the agreed council tax support scheme since its inception, affected residents have not been subject to any further subsequent disadvantage. This position will remain for 2016/17 if the proposal to retain the existing scheme is agreed by Full Council. The impact on pension age CTS claimants is probably negligible as they have been protected from 8.5% reduction.
 - No other impacts specific to people with protected characteristics have emerged during the first 31 months' operation of the CTS scheme.
- c) What safeguarding **risks** have been identified? Please provide bullet points below.
- None
- d) What are the potential **Human Rights breaches**? Please provide bullet points below.
- None
-

e) **Monitoring:** what issues should be monitored, i.e. during and after implementation of this policy/change?

Issue to be monitored	Responsible person or team
The nature of any appeals against the operation of the CTS scheme	Appeals & Complaints (Fin Ops)
The nature of any complaints about the operation the CTS scheme	Appeals & Complaints (Fin Ops)
The difference in the council tax collection rates between CTS working age and all other council tax charge payers.	Robbie Rainbird (Head of Service; Fin Ops)
The volume of requests made to the RSS for help to pay council tax	Robbie Rainbird (Head of Service; Fin Ops)

List any additional items to be monitored in the text box below:

[Click here to enter text.](#)

Please sign and date below to confirm that you have completed the Resident Impact Assessment in accordance with the guidance and using relevant available information. (A signature must also be obtained from a Service Head or higher. If this is a Corporate Resident Impact Assessment it must be signed by a Corporate Director).

Staff member completing this form:

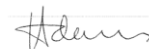
Head of Service or higher:

Signed: Andrew Spigarolo

Signed: Ian Adams

Date: 09/11/2015

Date: 09/11/2015



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Report of: Executive Member for Community Safety

Council	3 December 2015	Ward(s): All
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SUBJECT: Gambling Policy

1. Synopsis

- 1.1 Under the Gambling Act 2005, the Council is required to publish a gambling policy every three years setting out how it will regulate gambling premises in the borough.
- 1.2 Our current gambling policy expires on 31 January 2016 and we need a published policy in place from 1 February 2016. At this stage, we propose to make no fundamental changes and simply re-adopt the current policy. This is because the statutory guidance governing the scope and content of gambling policies changed significantly in October 2015, and during the next 12 months we intend to take advantage of the new flexibilities contained in the statutory guidance by devising a risk based policy base that reflects local issues.

2. Recommendations

- 2.1 To agree to adopt the Gambling Policy for Islington as attached in Appendix A.
- 2.2 To agree to make a formal decision that the Council will not issue any Casino licenses within the next three years.

3. Background

Gambling Policy

- 3.1 The proposal to readopt our current policy is as a direct result of the Gambling Commission issuing new guidance to Local Authorities in October 2015 to permit a more flexible approach to developing policies that reflect the needs of local communities.
- 3.2 Under previous editions of the guidance, Local Authorities have been restricted in their ability to consider the impact of saturation of gambling premises, particularly in areas of deprivation. The new

guidance allows us to carry out local assessments and to use this information to develop local area profiles thus providing a real opportunity to consider saturation and establish 'cumulative impact policies'.

3.3 From April 2016, gambling premises operators will be required to assess local risks when they are considering making applications for new premises licences and the local area profiles will be a key source of information on local risk factors.

3.4 In order to meet the statutory time constraints and the need to await the outcome of the further information and research, we have taken a two staged approach:

- a) Conducted a short formal consultation to extend the current Gambling Policy
- b) Started work on preparing a new policy which will include:
 - Identifying measurable risk factors
 - Mapping Local Area Profiles
 - Collating crime and licensed premises data
 - Developing a pool of model conditions
 - Reference to saturation, location and concentration of uses

There will be a consultation on the subsequent revised policy during 2016 and it will come back to Council for adoption later in 2016.

3.5 The consultation to extend the existing Gambling Policy ended on 31 October 2015. There were three responses, all of which provided feedback on the approach to developing local area profiles to formulate our new policy, while one response commented on our current policies on saturation, proximity to sensitive premises and betting shop hours. As the development of local area profiles will encompass these issues, it is proposed that these policy statements are retained for the time being.

The consultation responses are available on request.

Casino Declaration

3.6 The Gambling Act 2005 enables the Licensing Authority to resolve not to issue premises licences to casino operators, though such decisions lapse after three years. The Council has previously resolved not to issue casino licences in 2006, 2009, and 2012. It is recommended that the Council maintains the 'no casino' resolution.

4. Implications

Financial implications:

4.1 The cost associated with policy development and consultation will be met from existing budgets.

Legal Implications:

4.2 Section 349 of the Gambling Act 2005 requires licensing authorities to prepare and publish a gambling policy every three years. The licensing authority may review and alter their statement of policy during the three year timeframe.

The gambling policy must be produced following consultation and where the policy is reviewed and changes proposed, licensing authorities must consult on any revision.

The Gambling Act 2005 requires that any resolution not to issue casino licences must be published in the licensing authority's gambling policy. The policy should state how the authority has taken this decision.

The approval of the gambling policy can only be exercised by full Council.

Environmental Implications

4.3 An environmental impact scoping exercise has been carried out and it was identified that the proposals in this report would have no impacts on the following :

- Energy use and carbon emissions

Use of natural resources
Travel and transportation
Waste and recycling
Climate change adaptation
Biodiversity
Pollution.

Resident Impact Assessment:

- 4.4 The Council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The Council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The Council must have due regard to the need to tackle prejudice and promote understanding.

A Resident Impact Assessment was completed on 13 October 2015 and the summary is as follows:

Equality impacts

- Equality impacts are neutral

Safeguarding risks

- No safeguarding risks identified

Potential Human Rights breaches

- No potential breaches identified
- Policy sets out the framework on how the Council will make decisions about licence application
- Each contested application will be determined by Licensing Committee and the application will be determined on its merits

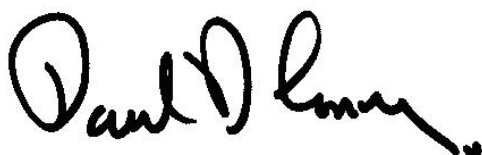
Key actions to be taken as a result of this RIA

- No additional action required

5. Reasons for the recommendations / decision:

- 5.1 The proposals allows us to have a published Gambling Policy in place from 1 February 2016 whilst we develop a fundamental change to our policy on licencing premises for gambling in Islington.

Signed by:



24.11.15

Executive Member for Community Safety

Date

Appendices

Appendix A Gambling Policy 2016-2017

Background papers - none

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Gambling Act 2005

GAMBLING POLICY: 2016- 2019

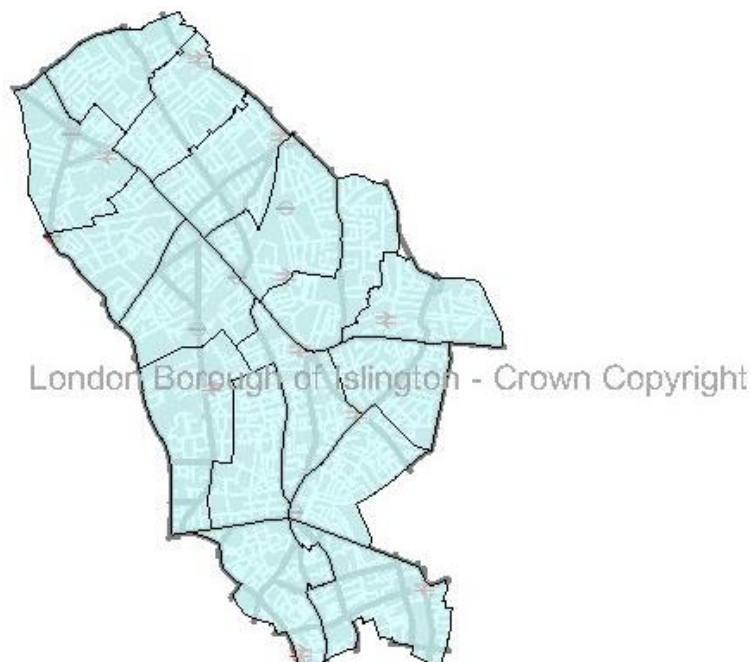
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PART 1 - Background and general principles

Islington

1. Islington is one of London's most distinctive areas, offering arts, crafts, entertainment, good eating and drinking, a huge variety of specialist shops, lively street markets and a rich and fascinating history. The community feel around Islington is one of the things that make this relatively small London borough unique.
2. Islington is in the process of rapid change and is likely to continue to change over the coming years. The latest census results for Islington show that 206,100 people were living in the borough on 27 March 2011. This is 27,000 more people than were living in the borough when the previous census was held in 2001. Islington is a youthful population with a very large number of young adults. There are more 25-29s than any other five year age group and fewer than one in ten residents is over 65.
3. Islington is London's smallest borough, covering just over six square miles. It is the fourteenth most deprived borough in the Country, and fifth most deprived in London. Islington also ranks the second highest authority in the country for the proportion of children living in households dependent on benefits. The general unemployment rate and the proportion of Islington residents on out-of-work benefits is significantly higher than the national average.
4. Housing demand has been, and is being met by fast paced redevelopment of old factories and business premises for residential use. This has turned many parts of the borough, which were previously exclusively commercial into mixed-use hubs, incorporating commercial and residential premises in very close proximity.

Map of the London Borough of Islington



Background

5. The Gambling Policy sets out how Islington Council, acting as the Licensing Authority for gambling, intends to exercise its functions under the Gambling Act 2005 for the next three years. The policy, which incorporates the 'statement of principles' as required by the Act, has been prepared having regard to the licensing objectives of the Gambling Act 2005, the guidance issued by the Gambling Commission and stakeholders' comments. A list of persons consulted in preparing this policy statement is shown in Appendix 1.
6. The ability of the council to regulate gambling activities in the borough provides an opportunity for the council and its partners to have more direct influence on the determination of licence applications. Residents who are, or who could be, affected by the premises providing gambling will have an opportunity to influence decisions and the council will be able to work with others to protect children and vulnerable people from being harmed or exploited by gambling activities.
7. Gambling is defined in the Act as either gaming, betting or taking part in a lottery:
 - 'Gaming' means playing a game for the chance to win a prize.
 - 'Betting' means:
 - making or accepting a bet on the outcome of a race, competition or other event
 - the likelihood of anything occurring or not occurring
 - whether something is true or not.
 - A 'Lottery' is where participants are involved in an arrangement where prizes are allocated wholly by a process of chance.
8. The responsibility for regulating gambling is shared between the Gambling Commission and local authorities. The Gambling Commission is responsible for issuing operating licences to organisations and individuals who provide facilities for gambling and personal licences to persons working in the gambling industry. The Commission will take the lead role on ensuring that gambling is conducted in a fair and open way through the administration and enforcement of operating and personal licence requirements. The Commission will also be responsible for remote gambling activities such as facilities provided via the Internet, television or radio.
9. The main functions covered by licensing authorities are:
 - licensing premises for gambling activities
 - considering notices for the temporary use of premises for gambling
 - granting permits for gaming and gaming machines in clubs
 - regulating gaming and gaming machines in alcohol licensed premises
 - granting permits for family entertainment centres with lower stake gaming machines

- granting permits for prize gaming
 - considering occasional use notices for betting at tracks
 - registering small lotteries
 - tackling illegal gambling activity
 - ensuring compliance with gambling authorisations issued by the authority
10. The Licensing Authority is aware that the Gambling Act does not permit the authority to take into account whether a proposal is likely to be permitted in accordance with the law relating to planning or other consents when considering a premises licence application.
11. The planning consent for a premises determines its use and the hours of operation and if it is operated with a licence that is not consistent with the permission, action may be taken by the planning authority. Applicants are reminded of the importance of ensuring that all the required statutory permissions are in place such as those relating to Planning, Building Regulations, Health and Safety and Fire Safety to avoid conflict.

The Licensing Objectives

12. The gambling policy aims to promote the following three licensing objectives:
- Preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime.
 - Ensuring that gambling is conducted in a fair and open way.
 - Protecting children and other vulnerable persons from being harmed or exploited by gambling.
13. The Gambling Act defines 'children' as those persons under 16 years of age and 'young persons' as those persons aged 16 or 17 years of age. The term 'vulnerable persons' is not defined, however the Gambling Commission does offer some guidance:
- People who gamble more than they want to.
 - People who gamble beyond their means.
 - People who may not be able to make informed or balanced decisions about gambling due to a mental impairment, alcohol or drugs.
14. Islington believes that 'vulnerable persons' include the above persons but this list is not exhaustive and we will consider what constitutes vulnerable persons on a case-by-case basis. Similarly we will consider what constitutes 'harmed or exploited' on a case-by-case basis.
15. The licensing authority aims to permit the use of premises for gambling in accordance with the requirements of the Act.
16. In making decisions about gambling matters the licensing authority shall take into account:

- the licensing objectives
- any relevant code of practice or guidance issued by the Gambling Commission
- the authority's statement of licensing principles
- the need to avoid duplicating other regulatory regimes
- the right of any person to make an application under the Act and to have that application considered on its own merits

Responsible Authorities

17. The following public bodies are identified in the Gambling Act as responsible authorities who have to be notified when applications are made, can make representations about the application and can call for a review of existing licences

- the Licensing Authority
- the Gambling Commission
- the Metropolitan Police
- the London Fire and Emergency and Planning Authority
- the council's Planning Service
- the council's Environmental Health Service
- Islington's Safeguarding Children Board
- HM Revenue and Customs
- a neighbouring authority if a premises straddles their borough boundary

18. The licensing authority has designated the Safeguarding Children Board as the body that is competent to advise it about the protection of children from harm. The principles that have been used in making this designation is that the board is:

- responsible for the whole of the licensing authority's area
- answerable to democratically elected persons

Interested Parties

19. Residents, businesses and other organisations or groups are entitled to make representations about premises licence applications and to apply for reviews of existing licences. To be an 'interested party' you must meet one of the following criteria:

- live close to the premises and likely to be affected by the gambling activities
- have business interests that might be affected by the gambling activities
- represent persons in either of these two groups for example residents' and tenants' associations, trade unions and trade associations, partnerships, charities, faith groups, medical practices, Assembly Members, Ward

Councillors, MPs or MEPs. Our Licensing Service will be able to provide further advice on this matter.

20. When considering whether a person lives close to the premises, the licensing authority will take into account:

- the size
- the nature
- the distance of the premises from the location of the person making the representation
- the potential impact of the premises, for example the number of customers and routes likely to be taken by those visiting the establishment
- the circumstances of the complainant

21. Having a 'business interest' will be given the widest possible interpretation and include community and voluntary groups, schools, charities, faith groups and medical practices. The licensing authority will consider the following factors relevant when determining whether a person's business interests may be affected:

- the size
- the catchment area of the premises, for example how far people travel to visit the premises
- whether the person making the representation has business interests in the affected catchment area

22. The licensing authority will not take into account representations that are:

- repetitive, vexatious or frivolous
- from a rival gambling business where the basis of the representation is unwanted competition
- moral objections to gambling
- concerned with expected demand for gambling
- anonymous

23. Details of applications and representations referred to a licensing sub-Committee for determination will be published in reports that are made publicly available and placed on the council's website in accordance with the Local Government Act 1972 and the Freedom of Information Act 2000. Personal details will however be removed from representations in the final website version of reports

24. Names and addresses of people making representations will be disclosed to applicants and only be withheld from publication on the grounds of personal safety where the licensing authority is specifically asked to do so.

Exchange of Information

25. The licensing authority will act in accordance with the provisions of the Act in its exchange of information with the Gambling Commission, which includes the provision that the Data Protection Act 1998 will not be contravened.
26. The licensing authority will exchange relevant information with the other persons and bodies listed in schedule 6 of the Act, having regard to guidance issued by the Gambling Commission and in accordance with any relevant regulations issued by the Secretary of State.
27. The authority's approach to data protection and freedom of information is set out in Islington Council's Access to information Policy. The objectives of this policy are to promote greater openness and increased transparency of decision-making, build the trust and confidence of the public and stakeholders; and provide clarity on the way in which the Council will meet its duties under access to information legislation, guidance and best practice. Copies of the policy are available via www.islington.gov.uk.

Enforcement

28. The main enforcement and compliance role for the licensing authority in terms of the Gambling Act 2005 is to ensure compliance with premises licences and other permissions that it authorises. The Gambling Commission is the enforcement body for operating and personal licences and issues relating to the manufacture, supply or repair of gaming machines.
29. The licensing authority has signed the Enforcement Concordat for Regulatory Bodies and is committed to following the Better Regulation and Hampton Principles. Enforcement action will be taken in accordance with these principles and the Enforcement Policy for Public Protection. Enforcement action will be:
 - proportionate
 - accountable
 - consistent
 - transparent
 - targeted
30. Where appropriate, the licensing authority will work with other responsible authorities to promote the licensing objectives through enforcement. It will adopt a risk-based approach to inspections targeting high-risk premises for more frequent inspections and providing a light touch inspection regime for low risk premises.
31. The criteria that will be used to determine the frequency of inspection will include:

- the type and location of premises
- the confidence in management
- the track record of the premises operator
- history of complaints
- the arrangements in place to prevent children and vulnerable people from being harmed or exploited
- the arrangements in place to prevent the premises from being a source of crime and disorder or being used to support crime

Illegal Gaming Machines

32. The Licensing Authority has particular concerns about illegally sited 'gaming machines'. The provision of these machines may be illegal because they are:

- provided in prohibited places such as takeaways and minicab offices
- provided without an appropriate permit
- the gaming machines provided are uncategorised.

33. There are a variety of reasons why the provision of gaming machines may be illegal and operators are advised to seek the advice of either the Licensing Authority or the Gambling Commission before making gaming machines available.

34. In circumstances where illegal machines are being provided the following actions may be taken by the Licensing Authority:

- Initial enforcement visit and verbal or written warning issued to remove the machines.
- Removal of machines either by the Licensing Authority, or jointly with the Gambling Commission and/or Metropolitan Police.
- Simple Caution or prosecution of offenders.
- Destruction of machines.

Standards of Management

35. The Licensing Authority seeks to encourage the highest standards of management in premises which provide facilities for gambling in Islington. Applicants for licences and permits will be expected to be able to demonstrate high levels of management. The Licensing Authority has produced a "Gambling Best Practice" document as a guide to assist both new applicants and current operators. (See Appendix 3).

36. The list of measures in the document is not exhaustive but it does give an indication of some of the suitable measures and procedures that we expect to see in well managed premises.

37. Staff in licensed gambling premises are recognised as being subject to risk in the workplace from violence and verbal abuse. We expect premises management to recognise and address this as part of their management arrangements.

Saturation

38. Islington is London's smallest Borough with multiple factors of deprivation.

39. As reported by the Responsible Gambling Strategy Board, there is evidence that some groups in the population may be more vulnerable to gambling-related harm. This includes some BME groups as well as people with low incomes. Children and young people may be particularly susceptible, as their youth and limited life experience may make them more inclined to risk-taking behaviour and less able to manage the consequences of these decisions.

40. In Islington the main opportunities to gamble in licensed premises arise from betting shops and Adult Gaming Centres.

41. Islington has serious concerns around the impact a further increase in the opportunity to gamble in the Borough will have on its most vulnerable residents. Islington recognises that the relationship between health and low income exists across almost all health indicators.

42. As a consequence, the Licensing Authority will seek to limit facilities for gambling in areas where it feels its vulnerable residents will be put at potential risk of harm. However, each case will be decided on its merits and applicants will be given the opportunity to demonstrate how they might overcome licensing authority concerns in this area prior to determination of their application.

Split Premises

43. The Licensing Authority will always give the closest consideration to whether a sub-division has created separate premises meriting a separate machine entitlement.

44. The Authority will not automatically grant a licence for sub-divided premises even if the mandatory conditions are met, particularly where the Authority considers that this has been done in order to sidestep controls on the number of machines which can be provided in a single premises. The Authority will consider if the sub-division has harmed the licensing objective of protecting the vulnerable. The Authority may also take into account other relevant factors as they arise on a case-by-case basis.

Casino Resolution

45. The Gambling Act allows licensing authorities to resolve not to issue casino premises licences. The licensing authority has consulted with residents and businesses to seek their views before deciding whether to make such a resolution. As a result of the consultation the council has resolved not to issue casino premises licences.

PART 2 - Policies Relating to Premises Licences

Premises Licences

46. Premises licences can authorise the provision of gambling facilities for:

- bingo premises
- betting shops
- tracks
- adult gaming centres
- family entertainment centres
- casino premises

47. In considering applications for new licences, variations to existing licences and licence reviews the licensing authority will take into account the following matters:

- the location of the premises
- the views of responsible authorities
- the views of interested parties
- compliance history of current management
- the hours of operation
- the type of premises
- whether the applicant is able to demonstrate high levels of management (see appendix 3 'Best Practice')
- the physical suitability of the premises
- the levels of crime and disorder in the area
- the level of deprivation in the area

The Licensing Authority believes that this list is not exhaustive and there may be other factors which may arise that could be considered relevant. The Licensing Authority will consider the relevance of any additional factors raised on a case-by-case basis.

48. The location of the premises will be an important factor as it can impact on all three of the licensing objectives. The licensing authority will consider very

carefully whether applications for new premises licences that are located in close proximity to sensitive premises such as:

- schools
- parks
- stations, other transport hubs and places where large numbers of school children might be expected
- other premises licensed for gambling
- children's and vulnerable persons' centres and accommodation
- youth and community centres
- leisure centres used for sporting and similar activities by young persons and/or vulnerable persons
- religious centres and public places of worship

should be granted. Each application will be decided on its own merits and will depend upon the type of gambling that is proposed and the applicant's ability to demonstrate the highest standards of management.

49. The following paragraphs indicate the physical and management factors that the licensing authority may take into account when considering applications for new, varied licence applications and reviews. These are not mandatory requirements but should be used as a guide to applicants and licensees as to the sort of arrangements that it should have in place. Where an applicant or licensee can demonstrate that these factors are not relevant, or alternative arrangements are more appropriate, the licensing authority will take these into account.

Crime and Disorder

50. Licensees and applicants will be expected to demonstrate that they have given careful consideration to preventing gambling from being a source of crime and disorder, being associated with crime or disorder or being used to support crime.

51. The measures to be considered should include:

- the arrangements in place to control access
- the opening hours
- the provision of registered door supervisors
- the provision of CCTV
- the provision of effective staff training
- the provision of toilet facilities
- prevention of antisocial behaviour associated with the premises, such as street drinking, litter and obstruction of the public highway

Protecting Children and Vulnerable Persons

52. Licensees and applicants will be expected to demonstrate that they have given careful consideration to protecting children and vulnerable persons from harm and have adequate arrangements for preventing underage gambling on their premises.

53. No ATM machines shall be allowed on the premises.

54. The measures that should be considered where appropriate are:

- the provision of CCTV
- location of entrances
- supervision of entrances
- controlled access to the premises by children under the age of 18
- having a nationally recognised proof of age scheme
- the provision of registered door supervisors
- clear segregation between gaming and non gaming areas in premises frequented by children
- the provision of adequate signage and notices
- supervision of machine areas in premises to which children are admitted
- controlled opening hours
- effective self-barring schemes
- the provision of GamCare, or similar, information, printed in languages appropriate to the customer base.
- an effective staff training policy

55. For multi-occupied premises consideration should be also be given to the arrangements for controlling access to children and the compatibility of the activities of the occupants. In many cases separate and identifiable entrances may be required so that people do not drift inadvertently into a gambling area.

56. Children are not permitted to use Category C or above machines and in premises where these machines are available and children are permitted on the premises the licensing authority will require:

- all Category C and above machines to be located in an area of the premises which is separated from the remainder of the premises by a physical barrier to prevent access other than through a designated entrance
- adults only admitted to the area where these machines are located
- adequate supervised access to the area where the machines are located
- the area where these machines are located is arranged so that it can be observed by the staff or the licence holder
- prominent notices displayed at the entrance to, and inside, any such areas there indicating that access to the area is prohibited to persons under 18

Licensed Family Entertainment Centres

57. The licensing authority will have specific regard for the need to protect children and vulnerable persons from harm, or being exploited, by gambling and will expect the applicant to satisfy the authority. For example, this could include implementing sufficient measures to ensure that under-18s do not have access to adult-only gaming machine areas.

Betting Premises

58. Licensed betting premises are only permitted to offer gambling facilities between 7am and 10pm, unless the licensing authority has granted a variation application to extend these hours. The licensing authority is concerned that later opening hours will attract the more vulnerable, such as those who are intoxicated or who have gambling addictions. The licensing authority also has concerns that licensed betting premises operators may seek to extend the permitted hours for the primary purpose of making gaming machines available to customers for longer. As a consequence the licensing authority is unlikely to grant variation of hours applications unless applicants can demonstrate that robust measures will be in place to protect the vulnerable and the additional hours are not being sought to take advantage of the gaming machine entitlement.

59. The licensing authority has the power to restrict the number of betting machines (bet receipt terminals), their nature and the circumstances in which they are available for use by way of conditions. When considering imposing conditions the licensing authority will take into account, among other factors:

- the size and physical layout of the premises
- the number of counter positions
- the ability of staff to monitor the use of machines by children, young persons under the age of 18 or vulnerable people

PART 3 - Policies Relating to Permits for Gambling

60. The licensing authority can issue the following types of permits:

- family entertainment centre gaming machine permits
- club gaming machine permits and club machine permits
- alcohol licensed premises gaming machine permits
- prize gaming permits

Permits can no longer be obtained for other types of businesses such as take away food shops, taxi offices and guest houses. The provision of gaming machines in these premises is no longer allowed.

Family Entertainment Centre Gaming Machine Permits

61. These are premises such as amusement arcades that cater for families and unaccompanied children and young persons by providing low stake Category D gambling machines. Arcades providing higher stake machines are required to obtain premises licences.
62. When dealing with permit applications the licensing authority will pay particular attention to child protection issues and it will expect applicants to comprehensively demonstrate that procedures are in place to protect children and young people from harm for example having arrangements in place for dealing with:
- suspected truant school children
 - unsupervised young children
 - children perceived as causing problems on or around the premises
 - requiring criminal record bureau checks on staff
 - staff training on the maximum stakes and prizes

Club Gaming Permits and Club Machine Permits

63. Members Clubs and Miners' Welfare Institutes (but not Commercial Clubs) may apply for a Club Gaming Permit. The Club Gaming Permit will enable the premises to provide gaming machines (a maximum of 3 machines of categories B3A, B4, C or D, but only one may be category B3A), equal chance gaming and games of chance.
64. Members Clubs and Miner's Welfare Institutes – and also Commercial Clubs – may apply for a Club Machine Permit. A Club Machine permit will enable the premises to provide gaming machines (a maximum of 3 machines of categories B4, C or D, Members Clubs and Miners' Welfare Institutes can also include one category B3A machine). NB Commercial Clubs may not site category B3A gaming machines offering lottery games in their club.
65. The authorities will refuse an application on the grounds that:
- (a) the applicant does not fulfil the requirements for a members' or commercial club or miners' welfare institute and therefore is not entitled to receive the type of permit for which it has applied;
 - (b) the applicant's premises are used wholly or mainly by children and/or young persons;
 - (c) an offence under the Act or a breach of a permit has been committed by the applicant while providing gaming facilities;
 - (d) a permit held by the applicant has been cancelled in the previous ten years; or
 - (e) an objection has been lodged by the Commission or the police.

Alcohol Licensed Premises Gaming Machine Permits

66. Premises licensed to sell alcohol for consumption on the premises having more than two gaming machines will need to apply for a permit. In considering whether to grant a permit, the licensing authority will have regard to the licensing objectives, guidance issued by the Gambling Commission and any other relevant matters. Permits will not be granted to licensees who have failed to demonstrate compliance with the Gambling Commission's Code of practice.
67. In addition to the mandatory and proposed requirements of the Gambling Commission's Code of Practice, the Licensing Authority expects applicants to:
- display adequate notices and signs, advertising the relevant age restrictions
 - provide information leaflets and / or help-line numbers for organisations such as GamCare

Prize Gaming Permits

68. Gaming is 'prize gaming' if the nature and size of the prize is not determined by:
- the number of people playing
 - the amount paid for or raised by the gaming

The operator determines the prizes before play commences.

69. Prize gaming may appeal to children and young persons and therefore the licensing authority will expect the applicant to demonstrate that they are suitable to hold a permit.
70. The licensing authority expects applicants to set out the types of gaming that he or she is intending to offer and be able to demonstrate that:
- they understand the limits to stakes and prizes that are set out in regulations
 - that the gaming offered is within the law

Contact

If you want to discuss this policy or if you want any further advice about regulating gambling in Islington please contact:

Licensing Service

Public Protection Division
Islington Council
222 Upper Street
London N1 1XR

Tel: 020 7527 3031

Fax: 020 7527 3057

Web: www.islington.gov.uk

Email: licensing@islington.gov.uk

List of Consultees

The following were consulted in preparing this statement of licensing policy and the casino resolution:

- all responsible authorities
- persons representing the interests of persons carrying on gambling businesses in Islington
- persons representing the interests of persons who are likely to be affected by the exercise of the authority's functions under the Gambling Act 2005.

Responsible Authority's Contact Details

Chief Officer of Police	Metropolitan Police Islington Police Station 2Tolpuddle Street London N1 1RE Tel: 020 7421 0248 Email: ni_licensing@met.police.uk
Gambling Commission	Gambling Commission Victoria Square House Victoria Square Birmingham B2 4BP Tel: 0121 230 6666 Email: info@gamblingcommission.gov.uk
London Fire and Emergency Planning Authority	Fire Safety Regulation: North East Area 2 London Fire Brigade 169 Union Street London SE1 0LL Tel: 020 8555 1200 Email: FireSafetyRegulationsNE@london-fire.gov.uk
Planning Division Islington Council	222 Upper Street London N1 1YA Tel: 020 7527 2000 Email: service.development@islington.gov.uk
Licensing Service Public Protection Division, Islington Council	222 Upper Street London, N1 1XR Tel: 020 7527 3031 Email: licensing@islington.gov.uk
Islington Safeguarding Children Board	3 Elwood Street London N5 1EB Tel: 020 7527 4912
HM Revenue and Customs	Alexander House 21 Victoria Avenue Southend-On-Sea Essex SS99 1BD Tel: 0845 010 9000 Email: enquiries.est@gmrc.gsi.gov.uk

Best Practice

Holding Information

Keeping track of the incidence and handling of problem gambling in Islington is a key part of promoting the licensing objectives. We expect all Islington-based gambling premises to maintain a log and share this and other information with the Licensing Unit upon request.

Data that we consider should be recorded and shared includes (but is not exclusive to):

- number of interventions in a calendar month along with a short description of the cause and effect
- number of cases in a calendar month where persons who have decided to voluntarily exclude themselves from the premises have tried to gain entry
- number of mandatory exclusions needing enforcement in a calendar month along with a short description of the cause and effect
- attempts to enter by those under age in a calendar month along with short description of incident and action
- attempts to enter by those under age in the company of adults in a calendar month along with short description of incident and action
- attempts to enter by those under age with complicit adults in a calendar month along with short description of incident and action
- incidents of 'at risk behaviour' in a calendar month along with short description of incident and action
- Incidents of 'behaviour requiring immediate intervention' in a calendar month along with short description of incident and action.

Informed Businesses

We expect all customer-facing and management staff in premises licensed under the Gambling Act 2005 to have sufficient knowledge to tackle risks associated with gambling and know how to promote responsible gambling. Amongst other elements, staff knowledge should include (where appropriate):

- the importance of social responsibility (Premises may wish to seek an audit from GamCare in order to obtain a certificate of Social Responsibility)
- causes and consequences of problem gambling
- identifying and communicating with vulnerable persons: primary intervention and escalation
- dealing with problem gamblers: exclusion (mandatory and voluntary) and escalating for advice/treatment
- refusal of entry (alcohol and drugs)
- age verification procedures and need to return stakes/withdraw winnings if under age persons found gambling
- importance and enforcement of time/spend limits

- the conditions of the licence
- maintaining an incident log
- offences under the Gambling Act
- categories of gaming machines and the stakes and odds associated with each machine
- types of gaming and the stakes and odds associated with each
- staff exclusion from gambling at the premises where they are employed and reasons for restriction
- the 'no tipping' rule
- ability to signpost customers to support services with respect to problem gambling, financial management, debt advice etc.
- safe cash-handling/payment of winnings
- identify forged ID and bar those using forged ID from the premises
- knowledge of a problem gambling helpline number (for their own use as well as that of customers)
- the importance of not encouraging customers to:
 - increase the amount of money they have decided to gamble
 - enter into continuous gambling for a prolonged period
 - continue gambling when they have expressed a wish to stop
 - regamble winnings
 - chase losses.

Above and beyond this we expect managers to have an in-depth knowledge of all of the above and be able to support staff in ensuring the highest standards with regard to protecting children and other vulnerable persons from being harmed or exploited by gambling.

Managing Clients

We expect all premises to operate a voluntary exclusion scheme. This means that wherever customers request to be excluded from the premises, they are excluded for an agreed timeframe. A self-exclusion facility should be supported by a written agreement drawn up in accordance with the relevant code of practice and trade association advice. The premises take responsibility for ensuring the person who requests voluntary exclusion is not readmitted during the agreed period unless a counselling session has first been held and re-admittance agreed.

Managing crime and risk of harm

Applicants will be expected to have consulted a local Crime Reduction Officer and to have regular security reviews.

The licensing authority will have specific regard for the need to protect children and vulnerable persons from harm, or being exploited, by gambling and will expect the applicant to satisfy the authority. For example, this could include implementing sufficient measures to ensure that under-18s do not have access to adult-only gaming machine areas.

The Council will expect applicants to offer their own measures to meet the licensing objectives. However appropriate measures / licence conditions may cover issues such as:

- CCTV
- supervision of entrances / machine areas
- physical separation of areas
- location of entry
- notices / signage
- specific opening hours
- self-barring schemes
- measures / training for staff on how to deal with suspected truant school children on the premises.
- provision of information leaflets/helpline numbers for organisations such as GamCare

Additional recommendations

Where Fixed Odds Betting Terminals (FOBT's) are provided, these gaming machines shall be in direct sight of the supervised counter. Leaflets and posters aimed at customers and their families/friends, which will include how to identify signs of problem gambling and pathways to advice and assistance e.g. helpline number and online counseling facility, shall be provided in close proximity to the location of any FOBT's.

The Authority has the power to restrict the number of betting machines, their nature and the circumstances in which they are made available (as per S181). This may be done by attaching a licence condition to a betting premises licence.

Prize gaming premises will appeal to children and young persons and weight will be given to child protection issues. Therefore the licensing authority will expect the applicant to demonstrate that they are suitable to hold a permit (i.e if the applicant has any convictions which would make them unsuitable to operate prize gaming) and the suitability of the premises.



COUNCIL MEETING – 3 DECEMBER 2015

NOTICES OF MOTION

1 Motion – Keeping Islington safe by protecting Policing in Islington

Moved by Cllr Paul Convery

Seconded by Cllr Flora Williamson

This council notes that the Metropolitan Police Service has faced cuts of £600million since 2010 and, as a result, London's police service has lost 2,443 police officers and 3,170 PCSOs from the streets of London since 2010.

The Met now faces a potential further £800million of cuts as a result of the Government's latest spending review and the Commissioner of the Metropolitan Police has warned that a further 5,000 to 8,000 warranted officers could be lost due to these further budget cuts.

This council further notes that, since May 2010, London has lost over 70% of the dedicated neighbourhood Police Community Support Officers (PCSOs) in the capital, and the Metropolitan Police Service is currently considering a plan to either axe every PCSO in London or to reduce PCSOs to just one dedicated officer per ward.

This council believes that when neighbourhood policing was introduced by London's former Labour Mayor, it represented a fundamental improvement in policing strategy. PCSO's represent the core part of each neighbourhood policing team and we believe that cutting them would significantly damage neighbourhood policing in this Borough.

This council resolves to call on the Executive to –

- make representations to the Mayor of London and the Home Secretary about the damage which will be caused by removing the community model of policing;
- oppose further cuts to London's policing system;
- make representations to the Commissioner of the Metropolitan Police to properly consult with Londoners before taking any decision to dismantle vital neighbourhood policing teams.

This council further resolves to continue working with Islington's dedicated police officers and PCSOs, the Borough Commander, and the local community, to ensure that Islington is made safer and criminal activity confronted when it takes place.

2 Motion – Keep Caledonian Road Tube Station Open

Moved by Cllr Paul Smith

Seconded by Cllr Rakhia Ismail

This council notes plans announced by Transport for London (TfL) to close Caledonian Road tube station from January 2016 until August 2016 in order to replace both lifts in the station.

This council is opposed to the proposed closure of the station for 32 weeks from January 2016 to repair both lifts.

This council supports keeping the station open by repairing one lift at time, as local residents and businesses cannot be without a tube station for 32 weeks.

This council resolves to:

- request that the Leader of the Council writes to the Mayor of London seeking his support for keeping the station open by seeking a review of the TfL's board decision;
- ask that the review of TfL's decision to close the station examines how TfL failed to give adequate notice for works that had clearly been long planned, yet seemed not to factor in the wider economic impacts of its decision on the public which it serves.

3 Motion – Transatlantic Trade and Investment Partnership

Moved by Cllr Alice Perry

Seconded by Cllr Gary Heather

This council notes that negotiations are ongoing between the European Union and the United States of America concerning the Transatlantic Trade and Investment Partnership, also known as TTIP. These discussions are at a very early stage.

This council believes that whilst there are clear benefits of improving trade between the world's largest economy and the world's largest single market, there are significant concerns about TTIP and the impact it could have on public services.

This council resolves to support calls to ensure the NHS is exempt from TTIP, and to write to the Secretary of State for Business, Innovation, and Skills, calling on the Government to be clear that it will not support a treaty that includes the NHS.

This council is proud of achievements in bringing services back in house and commissioning local voluntary sector organisations.

This council resolves to –

- monitor the potential impact TTIP could have on the council's procurement practices;
- make further representations to ensure TTIP does not damage council services, limit our options in procuring services or force any existing Council services to be privatised;
- encourage other local authorities to adopt a similar motion and position.

4 Motion – LGBT History Month

Moved by Cllr Caroline Russell

This Council notes:

The important contribution LGBT history month has made to fighting intolerance and raising awareness. LGBT history month is marked every February and is designed to recognise the important contribution LGBT people have made to society.

That Islington, in collaboration with Camden, runs a number of events for LGBT history month and that these artistic, cultural and community events do much to celebrate the richness and diversity of this borough.

That many LGBT people face harassment or even violence, while young LGBT people are more likely to suffer poor mental health and attempt suicide.

That LGBT inclusive, Sex and Relationships Education is not a mandatory part of the curriculum and that Caroline Lucas MP's bill to make this compulsory goes to a second reading on Friday 22nd January 2016.

This Council believes:

That PSHE classes are invaluable tools in fighting homophobia and transphobia.

That just like black history, the teaching of LGBT history should not be confined to one month each year.

This Council resolves:

- To consult schools about their curriculum support needs:
- To offer schools resources and partnership that can support and enrich their history and their PSHE curriculum; and to offer specialist training through the LGBT History Month umbrella.
- To protect funding for LGBT history month events run in collaboration with Camden.
- To ask Islington's MPs to support the second reading of Caroline Lucas MP's bill to make PSHE education statutory.

5. Motion - TTIP

Moved by Cllr Caroline Russell

This Council notes:

That the EU and USA launched negotiations in July 2013 on a Transatlantic Trade and Investment Partnership (TTIP).

That negotiations are underway to determine which goods and services TTIP will apply to and if new rules can be agreed to protect investors, harmonise standards, reduce tariffs and open new markets throughout the EU and USA.

That there has been no impact assessment about the potential impact on local authorities.

That there has been no scrutiny of the negotiating texts by local government and no consultation with local government representatives

That MPs are also unable to scrutinise the negotiating documents.

This Council believes that:

TTIP could have a detrimental impact on local services, employment, suppliers and decision-making.

A thorough impact assessment of TTIP on local authorities must be undertaken before the negotiations can be concluded.

The proposed Investor State Dispute Settlement (ISDS) mechanism has been used by corporations to overturn democratic decisions by all levels of governments at significant public cost. Local decision-making must be protected from ISDS.

The EU's food, environmental and labour standards are better than those in the US and TTIP negotiations must raise and not lower these standards across the EU and USA.

Sourcing supplies and employment locally is important to strengthening local economies and meeting local needs. TTIP must not impact on local authorities' ability to act in the best interests of its communities.

This Council resolves:

- To write to the Secretary of State for Communities and Local Government local MPs and all London MEPs raising our serious concerns about the impact of TTIP on local authorities and the secrecy of the negotiating process.
- To write to the Local Government Association to raise our serious concerns about the impact of TTIP on local authorities and ask them to raise these with government on our behalf.
- To call for an impact assessment on the impact of TTIP on local authorities.
- To publicise the council's concerns about TTIP; join with other local authorities which are opposed to TTIP across Europe and work with local campaigners to raise awareness about the problems.