

Mayor and Cabinet			
Title	Response to the referral from the Safer Stronger Communities Select Committee on the Review of Demographic Change		
Wards	All		
Contributors	Chief Executive, Executive Director for Resources		
Class	Part 1	Date	15 November 2017

1. Purpose

- 1.1 This report sets out the response to the views and comments arising from the Safer Stronger Communities Select Committee's review entitled: "Demographic Change". The final report of the review was presented to the Safer Stronger Communities Select Committee on 26 June 2017.

2, Recommendations

- 2.1 It is recommended that the Mayor:
- i) Approves the response from the Executive Director for Resources and Regeneration to the comments of the Safer Stronger Communities Select Committee.
 - ii) Agrees that this report should be forwarded to the Safer Stronger Communities Select Committee.

3. Policy Context

- 3.1 Shaping Our Future, the Council's Sustainable Community Strategy includes the following priority outcomes which shape borough's approach to the welfare of its citizens:
- Ambitious and Achieving – where people are inspired and supported to fulfil their potential.
 - Safer – where people feel safe and live free from crime, antisocial behaviour and abuse
 - Empowered and Responsible – where people can be actively involved in their local area and contribute to supportive communities.
 - Healthy, Active and Enjoyable – where people can actively participate in maintaining and improving their health and wellbeing.
 - Dynamic and Prosperous – where people are part of vibrant localities and town centres, well connected to London and beyond.

3.2 The Council's priorities describe the specific contribution that the Council will make to the delivery of the Sustainable Community Strategy priorities. For this report, the relevant Council priorities are as follows:

- Strengthening the local economy
- Young people's achievement and involvement
- Inspiring efficiency, effectiveness and equity

4. Background

4.1 At its meeting on 13 September 2017, the Safer Stronger Communities Select Committee considered the final report on the review of Demographic Change. Following the Select Committee meeting, a referral was made to advise Mayor and Cabinet asking that the Executive Director for Resources and Regeneration respond to the review's recommendations. The above-mentioned responses are set out below:

5. Referral: Recommendation 1

5.1 That given the high cost of living in London and the comparatively low levels of income after housing costs; London-weighting should better reflect the additional costs faced by employees.

Response

5.2 The London Borough of Lewisham incorporated London Weighting into base salaries a number of years' ago. We are one of London's Borough Councils represented as part of the National Joint Council, which consults on pay at national level with our trade unions.

5.3 The pay scales for London are already above the National Living Wage and we were one of the first organisations to pay the London Living Wage which reflects additional costs faced by employees living in London.

6. Referral: Recommendation 2

6.1 That the National minimum wage for under 25s was a particular concern in London given the changes to housing benefit. It was also important to ensure the London Living Wage remained at an adequate level going forward.

Response

6.2 The London Living Wage is currently £9.75 per hour; with the new rate to be announced on 6 November 2017.

6.3 Lewisham remains committed to the London Living Wage as an employer.

6.4 The commitment extends to procurement exercises where the Council actively champions the London Living Wage, including the provision of the London

Living Wage in service contracts awarded to help ensure that the outsourcing of services or contracting with external providers does not drive down the rates of pay for members of staff employed by companies to work on Lewisham contracts..

- 6.5 Apprentices are the only category falling outside the London Living Wage. We currently have 16 (15.8 FTE) apprentices under 25 years old. Apprentices are paid at 75% of Scale 1B, equivalent to £7.50 per hour and is the same as the over 25 living wage rate. For candidates on a 2 year contract, they move to the over 25 London Living Wage in the second year, irrespective of age.
- 6.6 National Graduate Development Program (NGDP) employees are paid at spinal point 28 (£15.58 per hour) significantly more than the LLW; this is a nationally agreed rate. After 18 months, Lewisham moves NGDP employees to a PO3 salary. We currently have 3 out of 4 NGDP employees who are under 25 years of age.

7. Referral: Recommendation 3

- 7.1 That given the uncertainty around Britain leaving the EU – more work should be done to ensure that the Council understands the policy and service delivery implications as the situation evolves.

Response

- 7.2 Back in July 2017, officers prepared a detailed report for the Overview & Scrutiny Committee on Brexit. The report, which covered the process to date, right up until the commencement of Brexit negotiations has subsequently been shared with all scrutiny select committees. As the negotiations continue and specific implications for local government become clearer, further briefings will be prepared to facilitate discussion at both Member and officer level.

8. Referral: Recommendation 4

- 8.1 That long and short term demographic trends, birth rates and migration be monitored closely to ensure that the Council is accurately predicting the need for school places and adapting and investing efficiently to meet future need.

Response

- 8.2 Officers continue to work with the GLA demographics team alongside an independent forecasting advisor to ensure that school place planning is as up to date as possible.
- 8.3 With the launch of the new Place Planning Strategy 2017-22, officers also committed to ensuring that not only would forecasting be reviewed at least twice per annum, but that demand, supply and anticipated need would be reviewed every time new school census data became available each term.

Forecasting was revised for the first time this Summer and the full Autumn census data will shortly be available.

8.4 Additionally, the new governance structure that has been put in place, including the formation of a stakeholder forum ensures that up to date data is considered on at least a monthly basis.

9. Referral: Recommendation 5

9.1 That the Council work to enter into joint housing ventures with the private rental sector to create better opportunities for residents, as a potential method of reducing fees to residents, and as a potential income stream for the Council.

Response

9.2 Officers have been developing an approach to creating a joint venture property Development Company over the past eighteen months. This has twin purposes, first, it will address the problems faced by the large and growing section of the Lewisham community who rent privately, from a market made up predominantly of “accidental” and amateur landlords, and where there are few protections for tenants and limited security of tenure. The second is to enable the Council to develop a revenue stream to contribute to the overall Council finances and thereby secure services into the future.

10. Referral: Recommendation 6

10.1 That the Council ensures it makes the best possible use of metrics and analytics in informing policy development, budget allocations and decisions on service delivery. Senior officers and politicians should have a solid understanding of the current demographics and future predictions and projections such as 5, 10 and 15 year projections when making their decisions. Resources should be in place to ensure the Council has the capacity to provide this information.

Response

10.2 This is a crucial area of work that is ongoing and will be developed further. As it stands, major decisions such as budget savings, service change and policy development must be supplemented by analysis, both as a demonstration of rationale as well to evidence likely areas of impact. However, more will be done to improve in this area including looking at new tools that offer an enhanced level of analytical insight and provide simpler, cleaner presentation of complex data for the purpose of options appraisal and decision-making.

11. Financial Implications

11.1 There are no direct financial implications arising from this report.

12. Legal Implications

12.1 The Constitution provides for Select Committees to refer reports to the Mayor and Cabinet, who are obliged to consider the report and the proposed response from the relevant Executive Director; and report back to the Committee within two months (not including recess).

13. Equalities Implications

13.1 The Council works to eliminate unlawful discrimination and harassment, promote equality of opportunity and good relations between different groups in the community and recognise and take account of people's differences.

14. Crime and Disorder/Environmental implications

14.1 Section 17 of the Crime and Disorder Act 1988, as amended, places a duty upon Local Authorities to consider crime and disorder implications and in particular, "to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area." This statutory obligation is the same for the Authorities "responsible partners" too. The level of crime and its impact is influenced by the decisions and activities taken through the day-to-day functions of local bodies and organisations.

Background papers

[Safer Stronger Communities Select Committee Referral to Mayor & Cabinet - 13 September 2017](#)

[Safer Stronger Communities Select Committee Review of Demographic Change - June 2017](#)

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