

### Progress on the work programme of working groups

#### Leader's

- Jobs, Skills and Apprenticeships: Development and delivery of programmes including:
  - Strategic Investment Budget (SIB) being introduced, bringing together DWP, Probation and Skills Funding Agency budgets to provide enhanced support for local people to address barriers, gain skills and progress into employment.
  - New '1 in 1000' Apprenticeship campaign being launched in April 2013, to increase apprenticeship skills opportunities for 16-24 year olds and support business growth, focusing on SMEs and 'green' apprenticeships.
  - S106 programmes creating 11 new Employment and Skills Plans (ESP) since August 2012 that will create 106 new/safeguarded apprentices, 92 supported jobs for long-term unemployed and 148 Pre-employment Training and work experience opportunities. Delivered in partnership with Southampton Skills Development Zone (SSDZ) for developments including Costco, Admirals Quay and Centenary Quay, which has two new employees shortlisted for national 'Apprentice of The Year'
  - Procurement of 2012/13 Community Learning programme, scheduled to deliver courses for 6,250 learners and including targets for deprived communities, families supported by the Families Matter project, unemployed people, housing tenants and people from Black and Minority Ethnic communities.
  - Dragons Den: as part of the South Coast Business awards, the City Council is sponsoring an award for Young Entrepreneur of the Year to provide profile and support for a new business and promote enterprise more widely.
  - Support to Ford Employees: the Council has set up a multi agency task force to provide skills training, advice and guidance to Ford employees to maximise their choices and job opportunities on the closure of the Swaythling Plant.
- Communications: The City View magazine was reviewed and as a result the March 2013 edition will be the last issue. The aim is to promote and use other ways of targeted communications, based initially on Stay Connected.
- Fairness Commission: Based on research, contact with other councils and preparatory work, this will focus on 3 strands
  - promoting a living wage
  - raising awareness amongst councillors, Council managers and key employers about fairness, starting on 30<sup>th</sup> April on what impact a local commission could have, based on the experience of others
  - Setting up a commission locally.
- Access EU funding for Green Deal and Skills agenda: EU funding of €2.6M secured for the BEEMS project (Building European, Environmental and Maritime Skills), developing communications and researching cross-border comparisons on key drivers of skills gaps and how these might be remedied through training and development solutions, to meet the needs of the marine renewable energy industry supply-chain. The Council will be looking for opportunities to bid for follow on from BEEMS to take forward its outcomes. The Council is also actively engaged in partnership with the LEP in influencing the UK Government's EU

Investment Strategy as this will identify EU Structural Funds pipeline projects from 2014 onwards.

Southampton Festival: A successful music event was held in Guildhall Square on 29<sup>th</sup> September 2012. The City Council provided some financial support to the organisers, who were also successful in securing sponsorship and support from other organisations.

### **Adult Services**

- Future options for provider services in Adult Social Care: An external check on the evidence already generated was completed by Price Waterhouse Coopers.
- Health & Wellbeing Strategy: the final strategy to be presented to Cabinet on 16<sup>th</sup> April 2013 following consideration of the consultation feedback.
- HealthWatch: Approval was given for the establishment of the commissioning process for HealthWatch Southampton to procure HealthWatch Southampton to deliver the local HealthWatch services as set out in the Health and Social Care Act 2012. Commissioning for the new service is underway and it is expected to be established in the summer.
- Significant work is now underway to design services within the new People Directorate to improve outcomes, transform services and reduce costs. This work includes the early intervention and prevention work identified in the work programme for this area.

### **Children's Services**

- Re-launch of Early Years Child Care Partnership to look at quantity and quality of childcare provision: The Council is taking advantage of its status as a pilot authority for improved early years provision for two year olds to work with all early years providers through the partnership to expand the choice, quality, availability and affordability of childcare for parents with young children across the City. The Council has also updated its strategy for improving the overall success of all early years' providers.
- Parenting Campaigns: There are a range of programmes in place throughout the City to encourage the development of positive parenting for people with parenting skills at all levels from the launch of Families Matter, the Community Parenting Champion for those struggling to information to support parents in developing their own parenting confidence themselves and in getting access to high quality, affordable childcare.
- Parenting support campaigns and greater intervention in young people's lives – Families Matter: Since the summer last year the Council has identified the first wave of families to be supported through its Families Matter programme, recruited and trained staff to work with these families in different ways and allocated the support that they will receive. This will complement the wider parental engagement campaigns and support available more widely.
- Attainment and targeted work with schools: A survey of all year 7 parents choosing a school outside of Southampton boundary was undertaken in November 2012. The vast majority of parents choosing secondary schools outside the City who

expressed a view confirmed that this was generally due to existing links to other schools outside the area as a result of siblings at the school or ties to specific communities outside of the City rather than any concerns about the City's secondary schools.

- Information, Advice and Guidance: This is being explored with employers on developing electronic hub. Schools and Colleges are working together and with the Council through a dedicated group. They are considering the consistent co-ordination of information, advice and guidance now that they have the lead on the responsibility for delivering this information to children and young people and still work with the Council on this.
- Partnership working with schools and head teachers: Schools have been encouraged to work more closely with ward councillors across the City and there has been an increase in the instances of schools proactively involving members in reviews of provision and the consideration of how they are developing proposals. The Council is also ensuring better communication to ward councillors over review proposals for schools in their wards so they are better equipped to approach schools about community issues they are concerned about.
- School organisation policy: The Council has updated its school organisation plan which sets out how it intends to balance its legal duties with its role in working to secure the best possible choice for parents of local places at successful local schools. The plan is due to be presented to Cabinet for approval in the next couple of months.
- Further Education: Council officers are in discussions with FE colleges in relation to overall FE Capacity and the support for more young people to secure good prospects through apprenticeships and progression to higher education are ongoing.
- Widen access to transport funding for apprentices and other groups of young people: The Council is working cross Council with transport providers, colleges and others to sustain existing transport support for young people in further education to others in employment with training or training placements. As a result of this the Council has recently relaunched its discounted bus travel scheme for young people aged 16-19 years.
- Expansion of apprenticeships opportunities: The Recruitment and Retention Strategy was agreed in December 2012 and has been implemented.
- Review looking at maximising usage of Children's Centres – linked to Early Years and Families Matter: This Review has included the development of East and West hubs as part of budget savings and the transfer of six social care Family Centre workers into the model. The retained play and youth staff will also be linked to the hubs.
- Attainment and attendance: The Council is refreshing its drive to build on the improvements in school attendance already achieved, supported from schools across the City.

- Continual review of Safeguarding and Children Looked After: The Council took part in a Peer Challenge in March 2013 looking at progress made against the action plan. Reshaping and redesign is being considered by managers who are supported by Price Waterhouse Coopers, as part of a wider transformation programme for its “People” services. Managers have been working with Members, partners and staff at all levels to review existing service models and identify ways that overall effectiveness can be improved.
- Consolidate and implement a strategy that enables retention of social care staff: The Council has approved a range of measures including proactive outreach to newly qualified staff, retention payments to existing experienced staff. Creative strategies for recruiting social care professionals from further afield will be considered if this is not successful enough to provide the workforce we need.
- Support a Community Hub at Lordshill Academy: Following its relocation to a new school site Oasis Academy Lordshill remains fully committed to a community programme that will make it a hub for its local community. Apprenticeship Scrutiny Review: The Apprenticeship Scrutiny Review is planned to start in April 2013 and scheduled to complete in September 2013. The review will inform the development a new Southampton Apprenticeship Action Plan.

## **Communities**

- Cross Council joined up enforcement: a joint enforcement action plan has been developed and is being implemented by a cross Council multi disciplinary team. The Fly Tipping Working Group has identified hotspots across the City and has joined up and streamlined the approach to enforcement. Investment in preventative measures is being made such as a barrier at the top of Coxford Road and signage at other hotspots to deter fly tipping and save future clear-up and enforcement costs. An Enforcement Managers Forum is exploring opportunities to make better use of reducing resources including legal support.
- Actions from the Night Time Economy visit: The Cabinet agreed the officer recommendation to allocate a grant to Street Pastors. The ICE Bus has been reviewed to confirm its value for money – work is ongoing on South Central Ambulance Service giving consideration to how it can to reinstate the ‘roaming’ paramedic service to support Street Pastors and the ICE Bus.
- No Cold calling Zones: 32 active No Cold calling Zones have been implemented with a further 33 out for consultation, providing a combined protection to some 5,800 homes.
- Families Matter: with the recruitment of a Project manager who started in December 2012, considerable progress has now been made. A sustainable, long term “Families Matter” model to help families with complex, multiple problems has been developed in discussion with a range of partners and is now being implemented. Recruitment to the “Families Matter” team has been successful in redeployment of 12 youth workers and 2 City Limits workers. The wider multi agency team has recently completed a comprehensive 2 day training programme.

- Impact of the Welfare Reforms on those who are living in poverty and on low incomes: considerable work has been done by a cross Council team and the publication Moneytree has received a lot of positive feedback.
- Localism Act, particularly in relation to community right to challenge, community right to bid and community asset transfer: Cabinet has agreed the processes relating to Community Right to Bid and consultation has started on the Council's draft Community Asset Transfer (CAT) strategy which will be considered in May 2013.
- Equality and Safety Impact Assessments and detailed consultation took place on the Council's budget proposals and these were considered by the Cabinet in developing the final budget proposals in February 2013.

### **Environment and Transport**

- Waste and Recycling: new recycling models, reduced CO2 levels, improved recycling levels, reduced cost, review of skip hire and bulky waste business/charges, Complete individual waste service reviews  
The Council was successful in its bid to the Weekly Collection Support Scheme (WCSS) for £8.28m of funding which will:
  - Safeguard weekly residual collections until at least November 2017.
  - Introduce glass collections from households via kerbside collections and from flat block via high density banks in 2013/14.
  - Provide subsidised home composters and digesters.
  - This will, over the next 4 years, have the impact of:
    - Reducing CO2 emissions due to waste disposal activities by a total of 6,618,327 kilograms.
    - Increasing recycling performance by an estimated 4%
    - Reduce tonnages of domestic waste sent to landfill to around 13,000 tonnes per annum a landfill rate for domestic waste of just over 14%; one of the lowest in the UK.
  - Working groups have been set up with a cross section of staff to implement efficiencies and new services in the following areas:
    - Bulky collections
    - New glass collection service
    - Service Transformation
  - A fortnightly chargeable garden waste collection service is being implemented with the first collections starting week commencing 8th April 2013.
  - A review of the skip service / recycling banks including the opportunities for more and a greater range of materials linked to the implementation of high density glass recycling banks in 2014 using WCSS funding is being undertaken.
  - A Waste Transformation Strategic Board has been set up to oversee the waste transformation projects which meet bi-monthly.
- Highways: operational practice methodologies have been developed for a number of highways functions. These are currently in draft and will be circulated for internal consultation before application. This covers highways intervention levels and communication strategy. Highway structures investment strategy is in the process of being reviewed. A bid for funding to the DfT "Pinch Point Fund" has been submitted, which if successful, will significantly influence the strategy.

- Parking:
  - Finalise the strategic review of car parking policies and charging regimes: this is being carried out in tandem with the implementation of parking income options
  - Continue to explore opportunities for sponsorship: Sponsorship opportunity for advertising space on the Itchen Bridge Toll Plaza is being implemented
  - Prepare detailed parking income options: Detailed Parking Income options were approved as part of the budget process

## **Housing**

- 'Get Southampton Building': Work has been progressing with a Stalled Sites seminar in August 2012. This generated a series of ideas, several of which will be rolled out in the coming months, potentially including tackling stagnation where the bank is the owner of the site, using the planning system to unlock sites, and investigating if disused commercial premises may be suitable for residential conversion.
- To underline the Council's commitment to take a lead in delivering new homes, the proposals to redevelop the Townhill Park estate received approval in November 2012 which aim to deliver 675 homes of which 450 will be Council homes.
- The Council has also been 'greening' parts of its existing housing stock, including £15M investment at the Weston Shore tower blocks (of which the Council's contribution is £5M) and insulating older concrete-based properties in Millbrook. Other works are being investigated.
- To maintain the level of Council housing in the City, the Authority is no longer selling up to 50 void properties on the open market each year, and the default position is now that all void properties should ideally be repaired in order to remain in the Council's stock, recognising that approximately 14,500 applicants are on the City's affordable housing waiting list.
- To improve the quality of private rented accommodation, the Council approved in February to bring in a mandatory Homes in Multiple Occupation scheme for the Bargate, Bevois, Portswood and Swaythling wards in the City, with the opportunity to extend the scheme City-wide in the future.
- Development of a comprehensive action plan to stimulate site development for affordable housing: Work is ongoing with Housing Association partners to maximise number of affordable homes built in the City.

## **Resources and Improvement**

- Introduce, with full employee engagement, the new redeployment policy based on skills assessment and staff retention: The Council's STEP programme has been agreed and is being implemented.
- Ensure that in the future we fully engage with our staff on matters which affect them: the Council's management team is developing an employee engagement strategy for consultation with staff and unions.
- Work with our private sector partners to drive out costs and make savings: work started with discussions with Capita that have been taking place over the last few months.
- Set a balanced budget with a minimum number of redundancies and the maximum retention of services: the Council's budget was agreed on 13<sup>th</sup> February 2013.