

# CABINET

Wednesday, 1 October 2014 at 5.30 p.m.

C1, 1st Floor, Town Hall, Mulberry Place, 5 Clove Crescent, London,  
E14 2BG

The meeting is open to the public to attend.

## Members:

Mayor Lutfur Rahman	
Councillor Oliur Rahman	(Deputy Mayor and Cabinet Member for Economic Development (Jobs, Skills and Enterprise))
Councillor Ohid Ahmed	(Cabinet Member for Community Safety)
Councillor Shahed Ali	(Cabinet Member for Clean and Green)
Councillor Abdul Asad	(Cabinet Member for Health and Adult Services)
Councillor Alibor Choudhury	(Cabinet Member for Resources)
Councillor Shafiqul Haque	(Cabinet Member for Culture)
Councillor Rabina Khan	(Cabinet Member for Housing and Development)
Councillor Aminur Khan	(Cabinet Member for Policy, Strategy and Performance)
Councillor Gulam Robbani	(Cabinet Member for Education and Children's Services)

[The quorum for Cabinet is 3 Members]

## Public Information:

The public are welcome to attend meetings of the Cabinet. Procedures relating to the Public Question and Answer session and submission of petitions are set out in the 'Guide to Cabinet' attached to this agenda.

## Contact for further enquiries:

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Web: <http://www.towerhamlets.gov.uk/committee>

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## Public Information

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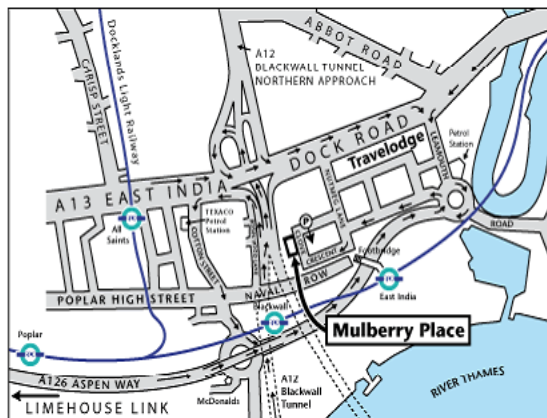
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### **Meeting access/special requirements.**

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### **Fire alarm**

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To access this, click [www.towerhamlets.gov.uk/committee](http://www.towerhamlets.gov.uk/committee) and search for the relevant committee and meeting date.

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QR code for smart phone users

## A Guide to CABINET

### **Decision Making at Tower Hamlets**

As Tower Hamlets operates the Directly Elected Mayor system, **Mayor Lutfur Rahman** holds Executive powers and takes decisions at Cabinet or through Individual Mayoral Decisions. The Mayor has appointed nine Councillors to advise and support him and they, with him, form the Cabinet. Their details are set out on the front of the agenda.

### **Which decisions are taken by Cabinet?**

Executive decisions are all decisions that aren't specifically reserved for other bodies (such as Development or Licensing Committees). In particular, Executive Key Decisions are taken by the Mayor either at Cabinet or as Individual Mayoral Decisions.

The constitution describes Key Decisions as an executive decision which is likely

- a) to result in the local authority incurring expenditure which is, or the making of savings which are, significant having regard to the local authority's budget for the service or function to which the decision relates; or
- b) to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the borough.

Upcoming Key Decisions are published on the website on the 'Forthcoming Decisions' page through [www.towerhamlets.gov.uk/committee](http://www.towerhamlets.gov.uk/committee)

### **Published Decisions and Call-Ins**

Once the meeting decisions have been published, any 5 Councillors may submit a Call-In to the Service Head, Democratic Services requesting that a decision be reviewed. This halts the decision until it has been reconsidered.

- The decisions will be published on: **Friday, 3 October 2014**
- The deadline for call-ins is: **Friday, 10 October 2014**

Any Call-Ins will be considered at the next meeting of the Overview and Scrutiny Committee. The Committee can reject the call-in or they can agree it and refer the decision back to the Mayor, with their recommendations, for his final consideration.

### **Public Engagement at Cabinet**

The main focus of Cabinet is as a decision-making body. However there are opportunities for the public to contribute.

#### 1. Public Question and Answer Session

Before the formal Cabinet business is considered, up to 15 minutes are available for public questions on any items of business on the agenda. Please send questions to the clerk to Cabinet (details on the front page) by **5pm the day before the meeting**.

#### 2. Petitions

A petition relating to any item on the agenda and containing at least 30 signatures of people who work, study or live in the borough can be submitted for consideration at the meeting. Petitions must be submitted to the clerk to Cabinet (details on the front page) by: **Thursday, 25 September 2014 (Noon)**

# LONDON BOROUGH OF TOWER HAMLETS

## CABINET

WEDNESDAY, 1 OCTOBER 2014

5.30 p.m.

### PUBLIC QUESTION AND ANSWER SESSION

There will be an opportunity (up to 15 minutes) for members of the public to put questions to Cabinet members before the Cabinet commences its consideration of the substantive business set out in the agenda.

#### 1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

#### 2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS (Pages 1 - 4)

To note any declarations of interest made by Members, including those restricting Members from voting on the questions detailed in Section 106 of the Local Government Finance Act, 1992. See attached note from the Monitoring Officer.

	PAGE NUMBER	WARD(S) AFFECTED
3. UNRESTRICTED MINUTES	5 - 10	

The unrestricted minutes of the Cabinet meeting held on Wednesday, 3 September 2014 are presented for information.

#### 4. PETITIONS

To receive any petitions.

#### 5. OVERVIEW & SCRUTINY COMMITTEE

##### 5.1 Chair's Advice of Key Issues or Questions in Relation to Unrestricted Business to be Considered

##### 5.2 Any Unrestricted Decisions "Called in" by the Overview & Scrutiny Committee

(Under provisions of Article 6 Para 6.02 V of the Constitution).

## **UNRESTRICTED REPORTS FOR CONSIDERATION**

### **6. A GREAT PLACE TO LIVE**

- |             |                                       |                |                  |
|-------------|---------------------------------------|----------------|------------------|
| <b>6 .1</b> | <b>Local Biodiversity Action Plan</b> | <b>11 - 62</b> | <b>All Wards</b> |
|-------------|---------------------------------------|----------------|------------------|

### **7. A PROSPEROUS COMMUNITY**

Nil items.

### **8. A SAFE AND COHESIVE COMMUNITY**

- |             |  |                 |                  |
|-------------|--|-----------------|------------------|
| <b>8 .1</b> | <b>Safeguarding Children's Board Annual Report</b> | <b>63 - 132</b> | <b>All Wards</b> |
|-------------|--|-----------------|------------------|

### **9. A HEALTHY AND SUPPORTIVE COMMUNITY**

Nil items.

### **10. ONE TOWER HAMLETS**

- |              |   |                  |                  |
|--------------|---|------------------|------------------|
| <b>10 .1</b> | <b>Strategic Performance, 14/15 General Fund Revenue Budget and Capital Programme Monitoring Q1</b> | <b>133 - 200</b> | <b>All Wards</b> |
|--------------|---|------------------|------------------|

- |              |   |                  |                  |
|--------------|---|------------------|------------------|
| <b>10 .2</b> | <b>Welfare Reform: Research Findings and Next Steps</b> | <b>201 - 352</b> | <b>All Wards</b> |
|--------------|---|------------------|------------------|

### **11. ANY OTHER UNRESTRICTED BUSINESS CONSIDERED TO BE URGENT**

### **12. UNRESTRICTED REPORTS FOR INFORMATION**

- |              |   |                  |                  |
|--------------|---|------------------|------------------|
| <b>12 .1</b> | <b>Exercise of Corporate Directors' Discretions</b> | <b>353 - 358</b> | <b>All Wards</b> |
|--------------|---|------------------|------------------|

### **13. EXCLUSION OF THE PRESS AND PUBLIC**

In view of the contents of the remaining items on the agenda, the Committee is recommended to adopt the following motion:

“That, under the provisions of Section 100A of the Local Government Act, 1972 as amended by the Local Government (Access to Information) Act, 1985, the Press and Public be excluded from the remainder of the meeting for the consideration of the Section Two business on the grounds that it contains information defined as Exempt in Part 1 of Schedule 12A to the Local Government, Act 1972”.

#### **EXEMPT/CONFIDENTIAL SECTION (PINK)**

The Exempt / Confidential (Pink) Committee papers in the Agenda will contain information, which is commercially, legally or personally sensitive and should not be divulged to third parties. If you do not wish to retain these papers after the meeting, please hand them to the Committee Officer present.

**14. EXEMPT / CONFIDENTIAL MINUTES**

Nil items.

**15. OVERVIEW & SCRUTINY COMMITTEE**

**15 .1 Chair's Advice of Key Issues or Questions in Relation to Exempt / Confidential Business to be Considered.**

**15 .2 Any Exempt / Confidential Decisions "Called in" by the Overview & Scrutiny Committee**

(Under provisions of Article 6 Para 6.02 V of the Constitution).

**EXEMPT / CONFIDENTIAL REPORTS FOR CONSIDERATION**

**16. A GREAT PLACE TO LIVE**

Nil items.

**17. A PROSPEROUS COMMUNITY**

Nil items.

**18. A SAFE AND COHESIVE COMMUNITY**

Nil items.

**19. A HEALTHY AND SUPPORTIVE COMMUNITY**

Nil items.

**20. ONE TOWER HAMLETS**

Nil items.

**21. ANY OTHER EXEMPT/ CONFIDENTIAL BUSINESS CONSIDERED TO BE URGENT**

**22. EXEMPT / CONFIDENTIAL REPORTS FOR INFORMATION**

Nil items.

# Agenda Item 2

## **DECLARATIONS OF INTERESTS - NOTE FROM THE MONITORING OFFICER**

This note is for guidance only. For further details please consult the Members' Code of Conduct at Part 5.1 of the Council's Constitution.

Please note that the question of whether a Member has an interest in any matter, and whether or not that interest is a Disclosable Pecuniary Interest, is for that Member to decide. Advice is available from officers as listed below but they cannot make the decision for the Member. If in doubt as to the nature of an interest it is advisable to seek advice **prior** to attending a meeting.

### **Interests and Disclosable Pecuniary Interests (DPIs)**

You have an interest in any business of the authority where that business relates to or is likely to affect any of the persons, bodies or matters listed in section 4.1 (a) of the Code of Conduct; and might reasonably be regarded as affecting the well-being or financial position of yourself, a member of your family or a person with whom you have a close association, to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the ward affected.

You must notify the Monitoring Officer in writing of any such interest, for inclusion in the Register of Members' Interests which is available for public inspection and on the Council's Website.

Once you have recorded an interest in the Register, you are not then required to declare that interest at each meeting where the business is discussed, unless the interest is a Disclosable Pecuniary Interest (DPI).

A DPI is defined in Regulations as a pecuniary interest of any of the descriptions listed at **Appendix A** overleaf. Please note that a Member's DPIs include his/her own relevant interests and also those of his/her spouse or civil partner; or a person with whom the Member is living as husband and wife; or a person with whom the Member is living as if they were civil partners; if the Member is aware that that other person has the interest.

### **Effect of a Disclosable Pecuniary Interest on participation at meetings**

Where you have a DPI in any business of the Council you must, unless you have obtained a dispensation from the authority's Monitoring Officer following consideration by the Dispensations Sub-Committee of the Standards Advisory Committee:-

- not seek to improperly influence a decision about that business; and
- not exercise executive functions in relation to that business.

If you are present at a meeting where that business is discussed, you must:-

- Disclose to the meeting the existence and nature of the interest at the start of the meeting or when the interest becomes apparent, if later; and
- Leave the room (including any public viewing area) for the duration of consideration and decision on the item and not seek to influence the debate or decision

When declaring a DPI, Members should specify the nature of the interest and the agenda item to which the interest relates. This procedure is designed to assist the public's understanding of the meeting and to enable a full record to be made in the minutes of the meeting.

Where you have a DPI in any business of the authority which is not included in the Member's register of interests and you attend a meeting of the authority at which the business is considered, in addition to disclosing the interest to that meeting, you must also within 28 days notify the Monitoring Officer of the interest for inclusion in the Register.

**Further advice**

For further advice please contact:-

- Meic Sullivan-Gould, Interim Monitoring Officer, 020 7364 4800
- John Williams, Service Head, Democratic Services, 020 7364 4204



## APPENDIX A: Definition of a Disclosable Pecuniary Interest

(Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, Reg 2 and Schedule)

Subject	Prescribed description
Employment, office, trade, profession or vacation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	<p>Any payment or provision of any other financial benefit (other than from the relevant authority) made or provided within the relevant period in respect of any expenses incurred by the Member in carrying out duties as a member, or towards the election expenses of the Member.</p> <p>This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.</p>
Contracts	<p>Any contract which is made between the relevant person (or a body in which the relevant person has a beneficial interest) and the relevant authority—</p> <p>(a) under which goods or services are to be provided or works are to be executed; and</p> <p>(b) which has not been fully discharged.</p>
Land	Any beneficial interest in land which is within the area of the relevant authority.
Licences	Any licence (alone or jointly with others) to occupy land in the area of the relevant authority for a month or longer.
Corporate tenancies	<p>Any tenancy where (to the Member's knowledge)—</p> <p>(a) the landlord is the relevant authority; and</p> <p>(b) the tenant is a body in which the relevant person has a beneficial interest.</p>
Securities	<p>Any beneficial interest in securities of a body where—</p> <p>(a) that body (to the Member's knowledge) has a place of business or land in the area of the relevant authority; and</p> <p>(b) either—</p> <p>(i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or</p> <p>(ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person has a beneficial interest exceeds one hundredth of the total issued share capital of that class.</p>

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**LONDON BOROUGH OF TOWER HAMLETS**

**MINUTES OF THE CABINET**

**HELD AT 5.41 P.M. ON WEDNESDAY, 3 SEPTEMBER 2014**

**C1, 1ST FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE CRESCENT,  
LONDON, E14 2BG**

**Members Present:**

Mayor Lutfur Rahman	
Councillor Oliur Rahman	(Deputy Mayor and Cabinet Member for Economic Development (Jobs, Skills and Enterprise)
Councillor Ohid Ahmed	(Cabinet Member for Community Safety)
Councillor Shahed Ali	(Cabinet Member for Clean and Green)
Councillor Abdul Asad	(Cabinet Member for Health and Adult Services)
Councillor Alibor Choudhury	(Cabinet Member for Resources)
Councillor Shafiqul Haque	(Cabinet Member for Culture)
Councillor Rabina Khan	(Cabinet Member for Housing and Development)
Councillor Aminur Khan	(Cabinet Member for Policy, Strategy and Performance)
Councillor Gulam Robbani	(Cabinet Member for Education and Children's Services)

**Other Councillors Present:**

Councillor Shah Alam	
Councillor Peter Golds	(Leader of the Conservative Group)
Councillor Danny Hassell	
Councillor Md. Maium Miah	

**Officers Present:**

Andy Bamber	(Service Head Safer Communities, Crime Reduction Services, Communities, Localities and Culture)
Robin Beattie	(Service Head, Strategy & Resources, Communities Localities & Culture)
Anne Canning	(Service Head Learning and Achievement, Education Social Care and Wellbeing)
Aman Dalvi	(Corporate Director, Development & Renewal)
David Galpin	(Service Head, Legal Services, Law Probity & Governance)
Stephen Halsey	(Head of Paid Service and Corporate Director Communities, Localities & Culture)
Chris Holme	(Acting Corporate Director - Resources)
Frances Jones	(Service Manager One Tower Hamlets, Corporate Strategy and Equality Service, Law Probity & Governance)
Ellie Kuper-Thomas	(Strategy, Policy and Performance Officer - Executive Mayor's Office, One Tower Hamlets,

	DLPG)
Poppy Noor	Project Manager - Mayor's Office
Murziline Parchment	(Head of Executive Mayor's Office, Democratic Services, LPG)
Rachael Sadegh	(DAAT Manager, Community Safety Service, Communities Localities & Culture)
Takki Sulaiman	(Service Head Communications, Law, Probity and Governance)
David Tolley	(Head of Consumer and Business Regulations Service, Safer Communities, Communities Localities & Culture)
Matthew Mannion	(Committee Services Manager, Democratic Services, LPG)
David Knight	(Senior Democratic Services Officer)

## **1. APOLOGIES FOR ABSENCE**

Apologies for absence were received on behalf of:

- Robert McCulloch-Graham (Corporate Director, Education, Social Care and Wellbeing)
- Meic Sullivan-Gould (Interim Monitoring Officer)

## **2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS**

None were declared.

## **3. UNRESTRICTED MINUTES**

The unrestricted minutes of the Cabinet meeting held on 23 July 2014 were noted.

## **4. PETITIONS**

Nil items.

## **5. OVERVIEW & SCRUTINY COMMITTEE**

### **5.1 Chair's Advice of Key Issues or Questions in Relation to Unrestricted Business to be Considered**

Councillor Joshua Peck, Chair of the Overview and Scrutiny Committee, provided an update on the Committee's meeting the previous evening.

He reported that a number of items had been considered including a useful discussion on the Medium Term Financial Plan and forthcoming budget challenges presented by the Cabinet Member for Resources and the Acting Corporate Director Resources. He stated that the discussion had been useful and he emphasised the Committee's concern to ensure it was properly utilised to help prepare proposals to deal with future savings targets.

The Committee had also invited the Chair of One Housing Group to the meeting to discuss concerns over their service provision. However, the Chair had refused to attend. Finally, the Committee had agreed it's work programme.

The **Mayor** thanked Councillor Joshua Peck for his presentation.

## **5.2 Any Unrestricted Decisions "Called in" by the Overview & Scrutiny Committee - DAAT Commissioning**

The Mayor and Cabinet considered the tabled report from the Overview and Scrutiny Committee on the Call-In of the Drug and Alcohol Action Team Commissioning report from Cabinet on 23 July 2014.

### **RESOLVED**

1. That after consideration of the report of the Overview and Scrutiny Committee, the original decision taken at Cabinet on 23 July 2014 be reaffirmed.

## **6. A GREAT PLACE TO LIVE**

### **6.1 Consultation on Selective Licensing for the Private Rented Sector Housing**

Councillor Rabina Khan, Cabinet Member for Housing and Development introduced the report. She highlighted problems with the lack of care of tenants in the private sector and explained how the proposed licensing scheme would enable to Council to better monitor the situation.

Following discussion, officers explained that they had not yet designed the consultation process but that it would be with all relevant sectors including landlords, residents and the third sector.

The **Mayor** welcomed the report and **agreed** the recommendations as set out.

### **RESOLVED**

1. To agree that consultation take place on the adoption of the powers for selective licensing within the following former wards: Blackwall and Cubitt Town, Millwall, Weavers, Whitechapel, Spitalfields and Banglatown, Bow East and Bow West. ( pre May 22<sup>nd</sup> boundaries)
2. To agree that a Housing Consultancy should be engaged to assist with conducting the consultation.

## **7. A PROSPEROUS COMMUNITY**

### **7.1 Planning for School Places - 2014/15 Review**

Anne Canning, Service Head, Learning and Achievement, introduced the report. She highlighted the significant increase in demand and how the Council were looking to expand the existing estate where appropriate to meet this demand as far as possible. She highlighted one amendment to the report that in Paragraph 3.10 it should be amended to read that the Former Bow School site would contain a 2FE (two form entry) primary school.

Following discussion the **Mayor** welcomed the report and highlighted its importance to the Administration. He also noted how vital it was to work with developers to secure opportunities for schools whenever they occurred. He **agreed** the recommendations as set out in the report.

#### **RESOLVED**

1. To note the contents of this report and agree that the programme outlined in the report to develop proposals to meet the need for additional capacity should continue (noting that any proposals sought to be progressed will require further approvals and decisions before implementation);
2. Note the progress in identifying other development sites which will become available and agree that work to develop the implementation of these proposals should continue (noting that any proposals sought to be progressed will require further approvals and decisions before implementation).

## **8. A SAFE AND COHESIVE COMMUNITY**

Nil items.

## **9. A HEALTHY AND SUPPORTIVE COMMUNITY**

### **9.1 Food Law Enforcement Service Plan 2014/15**

Andy Bamber, Service Head, Community Service, introduced the report. He highlighted the Statutory Duties the Council was obliged to satisfy. He reported on the high number of inspections that had been completed, the good compliance rates and the proactive plans of the service to support businesses including providing training support.

The **Mayor agreed** the recommendations as set out in the report.

#### **RESOLVED**

1. To approve the Tower Hamlets Food Law Enforcement Plan 2014/2015 and Food Sampling Policy attached at the Appendix of the report.

**9.2 Extension of Substance Misuse Strategy**

Councillor Abdul Asad, Cabinet Member for Health and Adult's Services introduced the report. He highlighted the importance of treatment in dealing with substance misuse.

Following questions, officers confirmed that they would be refreshing the action plan to go alongside the strategy for the coming year.

The **Mayor agreed** the recommendations as set out in the report.

**RESOLVED**

1. To endorse an extension of the current substance misuse strategy by one year to the end of March 2016.
2. To agree that the proposed extension may be presented to Full Council for agreement.

**10. ONE TOWER HAMLETS**

Nil items.

**11. ANY OTHER UNRESTRICTED BUSINESS CONSIDERED TO BE URGENT**

Nil items.

**12. UNRESTRICTED REPORTS FOR INFORMATION****12.1 Exercise of Corporate Directors' Discretions****RESOLVED**

1. To note the exercise of Corporate Directors' discretions as set out in Appendix 1.

**13. EXCLUSION OF THE PRESS AND PUBLIC**

Nil items.

**14. EXEMPT / CONFIDENTIAL MINUTES**

Nil items.

**15. OVERVIEW & SCRUTINY COMMITTEE**

**15.1 Chair's Advice of Key Issues or Questions in Relation to Exempt / Confidential Business to be Considered.**

Nil items.

**15.2 Any Exempt / Confidential Decisions "Called in" by the Overview & Scrutiny Committee**

Nil items.

**16. A GREAT PLACE TO LIVE**

Nil items.

**17. A PROSPEROUS COMMUNITY**

Nil items.

**18. A SAFE AND COHESIVE COMMUNITY**

Nil items.

**19. A HEALTH AND SUPPORTIVE COMMUNITY**

Nil items.

**20. ONE TOWER HAMLETS**

Nil items.


**21. ANY OTHER EXEMPT/CONFIDENTIAL BUSINESS CONSIDERED TO BE URGENT**

Nil items.

The meeting ended at 6.15 p.m.

John S. Williams  
SERVICE HEAD, DEMOCRATIC SERVICES



<b>Cabinet Mayoral Decision</b> 01 <sup>st</sup> October 2014	
<b>Report of:</b> Aman Dalvi, Corporate Director Development & Renewal	<b>Classification:</b> Unrestricted
<b>Local Biodiversity Action Plan 2014-19</b>	

<b>Lead Member</b>	Cllr Shahed Ali – Cabinet Member for Clean and Green
<b>Originating Officer(s)</b>	Jackie Odunoye – Service Head for Strategy Regeneration & Sustainability
<b>Wards affected</b>	All wards
<b>Community Plan Theme</b>	A Great Place to Live
<b>Key Decision?</b>	No

## Executive Summary

Under the Natural Environment & Rural Communities Act 2006, the Council is required to have regard to biodiversity conservation in the exercise of its functions.

The current Tower Hamlets Local Biodiversity Action Plan was adopted by Cabinet in September 2009 and expires in September 2014. This proposed renewed Local Biodiversity Action Plan will cover the period of October 2014 to September 2019.

## Recommendations:

The Mayor in Cabinet is recommended to:

1. Approve the Local Biodiversity Action Plan 2014-19 as attached in Appendix 1.

## **1. REASONS FOR THE DECISIONS**

- 1.1 Due to a range of factors such as climate change, overexploitation and habitat loss, biodiversity is declining across Britain and throughout the world. In Tower Hamlets, rapid growth and development is the main pressure facing the borough's wild plants and animals, but also provides a big opportunity to enhance biodiversity.
- 1.2 Under the Section 40 of the Natural Environment & Rural Communities Act 2006, all public bodies, including local authorities, must have regard to biodiversity conservation in the exercise of their functions. For local authorities, this is of most significance for planning and land management.
- 1.3 Through this action plan, the council can demonstrate local leadership, and demonstrate that it is meeting its responsibilities under the NERC Act, by setting out what is required to ensure that important biodiversity is conserved and enhanced in Tower Hamlets.

## **2. ALTERNATIVE OPTIONS**

- 2.1 The council could choose to retain the existing Local Biodiversity Action Plan 2009-14. However, most of the existing action plan has already been delivered, some of the actions are no longer relevant, and the current plan does not provide the detailed specific guidance required by planning policies or the Tower Hamlets Green Grid Strategy.
- 2.2 The council could also choose not to have a Local Biodiversity Action Plan at all. However, the detailed specific guidance required by planning policies or the Tower Hamlets Green Grid Strategy would then be lacking, and it would be difficult for the Council to demonstrate how it would carry out its duty under the NERC Act to have regard to biodiversity conservation in the exercise of its functions.

## **3. DETAILS OF REPORT**

### **3.1 Biodiversity**

- 3.1.1 Biodiversity (or nature or wildlife) is the variety of wild plants and animals and the habitats they live in. This is important for several reasons:
  - We have a moral duty to protect the other species of plants and animals with which we share this planet.
  - Most people enjoy contact with nature, and there is clear evidence that access to nature and natural greenspace is beneficial for physical and mental health.

- It has economic benefits, proximity to high-quality greenspace increases house prices and encourages businesses to locate in an area.
  - It also has functional benefits – such as flood protection, local climatic improvements and pollination.
- 3.1.2 Under the Section 40 of the Natural Environment & Rural Communities Act 2006, all public bodies, including local authorities, must have regard to biodiversity conservation in the exercise of their functions. For local authorities, this is of most significance for planning and land management.
- 3.1.3 The idea of biodiversity action plans emerged from the Rio Earth Summit in 1992. Most local authorities have produced Local Biodiversity Action Plans to set priorities and targets for biodiversity conservation since the late 1990s. Local Biodiversity Action Plans are partnership documents, driven by local biodiversity partnerships which include local authorities, relevant voluntary and community groups, businesses, other major landowners and local residents.
- 3.1.4 The Tower Hamlets Biodiversity Partnership (known as Tower Habitats) is led by the Council and includes Tower Hamlets Homes, Registered Providers, and voluntary groups such as Trees for Cities, Thames21, Friends of Tower Hamlets Cemetery Park, Froglife and the Mudchute Association, businesses such as Canary Wharf, educational establishments such as Queen Mary University of London, and interested local residents.
- 3.1.5 Tower Hamlets produced its first Local Biodiversity Action Plan (LBAP) in 2003, and this was replaced by the current LBAP adopted 2009. The current LBAP expires in September 2014, and is thus due for review and replacement.
- 3.2 Key achievements of the current LBAP 2009-2014.**
- Over 6 hectares of new wildflower meadow created at Victoria Park, Ion Square Gardens and Elf Green.
  - New woodlands planted at Swedenborg Gardens and on the Manchester Estate.
  - A new wetland area with 4 new ponds at Mudchute, and further ponds created in Mile End Park, Stepney City Farm, 5 schools and 2 community gardens.
  - 8 new community orchards planted.
  - Bulbs planted in at least 12 parks and on many housing estates.
  - 10 school grounds enhanced and 13 new community gardens created.
  - Over 500 metres of reed bed and soft banks created along canals.
  - A floating reed bed installed in West India Middle Dock, with smaller vegetated rafts in Poplar Dock, Lime Kiln Dock and Limehouse Basin.
  - Nest boxes installed on 27 Tower Hamlets Homes estates and many other places.

- Over 3,000 packets of wildflower seeds and 1,000 Wildlife Gardening Packs given out to residents, schools and community groups.
- Planning policies in place to ensure green roofs become standard installations in new developments.
- Many biodiversity walks, talks, seminars and community events delivered.

3.3 **Consultation:**The LBAP review commenced in summer 2013, and involved all the Tower Habitats partners. A first draft of the replacement LBAP was produced for stakeholder consultation in November 2013 and circulated among the partners. On the basis of comments received, a second draft was presented to the Tower Habitats Steering Group in February 2014. Further comments were taken on board, and the Steering Group approved the new LBAP in May 2014.

### 3.4 **The new LBAP**

3.4.1 Compared to the current LBAP, the new plan is a more concise document, with a clear action plan focussing on the specific actions required to protect and enhance important biodiversity in Tower Hamlets. The plan also clearly sets out how different stakeholders, including developers, can contribute to this. It has been designed to sit under the Tower Hamlets Green Grid Strategy, which is the overarching strategy for green infrastructure. The LBAP will provide clear guidance for Green Grid projects, and also for parks capital schemes, on how these can enhance biodiversity.

3.4.2 It has also been designed to inform developers on what biodiversity mitigation or enhancement is appropriate within development proposals. Policy DM11 of the Managing Development Document seeks “biodiversity enhancement in accordance with the Council’s Local Biodiversity Action Plan”. The new LBAP makes it very clear what types of enhancement are expected.

3.4.3 The LBAP identifies 10 priority habitats and 20 priority species, and sets objectives and targets for their conservation in Tower Hamlets. The habitats include all of the important wildlife habitats which occur in the borough. The species have been selected for a variety of reasons, but all are species for which specific targeted actions can contribute to their conservation.

3.5 **Achieving Mayors Pledges:** Several of the objectives and targets are closely allied to the Mayor’s pledges. The objectives for woodland, orchards and black poplar contribute to the pledge to plant 2,000 trees, and the objectives for bumblebees and other pollinators tie in with the pledge to increase growing spaces.

### 3.6 **Structure of the new LBAP**

3.6.1 The LBAP is divided into four action plans based on land use. These correspond to the four “Habitat Action Plans” in the current LBAP:

- Built environment.
- Gardens and grounds.

- Rivers and standing water.
- Parks, squares and burial grounds.

3.6.2 Each action plan sets out what the Council, Tower Hamlets Homes, Registered Providers, schools, developers, residents and relevant community groups will or can do to help achieve the objectives and targets for priority species and habitats.

3.7 **Monitoring:** The action plan will be monitored on an annual basis and an annual report will be published.

#### **4. COMMENTS OF THE CHIEF FINANCE OFFICER**

4.1 This report seeks Member approval to adopt the Local Biodiversity Action Plan (LBAP) as formal Council policy.

4.2 The first LBAP was adopted by the council in 2003 and therefore the action plan is now in its third term. It should be noted that there are no additional council funding streams available to finance any new projects and therefore all costs must be met from within the existing resources of the relevant Directorate.

4.3 All of the policies including planning documents and relevant studies are already in place and therefore no further expenditure will be required in this area of the action plan.

4.4 The delivery of this action plan is through the biodiversity partnership and therefore the funding streams will be met from within the existing funded structures of the partnership. There are some actions that are to be delivered by the council and these will be met by the existing funding from the sustainable development team.

4.5 Many of the proposals require management and co-ordination of the action plan and are staffing related. The council employs a full time biodiversity officer and therefore this requirement will be met by the officer in post.

#### **5. LEGAL COMMENTS**

5.1. As outlined in the report, section 40 of the Natural Environment and Rural Communities Act 2006 imposes a general duty on the Council to have regard to conserving biodiversity when exercising its functions, so far as is consistent with the proper exercise of those functions. It is entirely appropriate for the Council to adopt an action plan on biodiversity provided it is calculated to fulfil this duty.

5.2. The Council has adopted a sustainable community strategy pursuant to section 4 of the Local Government Act 2000, for the purposes of promoting or improving the economic, social and environmental well-being of Tower Hamlets. This strategy is contained within the Tower Hamlets Community Plan. Whilst the Community Plan may not in terms address biodiversity, it

does set a number of priorities to which conserving biodiversity may contribute. The local biodiversity action plan should be consistent with the Community plan and the report indicates this is the case.

- 5.3. It will be for officers to ensure that individual actions carried out under the Action Plan are carried out according to law.
- 5.4. When deciding whether to adopt the local biodiversity action plan, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who don't (the public sector equality duty). An equality analysis is appended to the report which should inform the Council's decision making in this regard.

## **6. ONE TOWER HAMLETS CONSIDERATIONS**

- 6.1 The LBAP encourages partnership working between the Council, social housing providers, community groups and residents, to enhance their local environment. This helps to build community cohesion.
- 6.2 Biodiversity conservation and enhancement contributes to all four themes of the Borough's Community Plan.

## **7. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

- 7.1 This is an action plan for biodiversity conservation, which is a key element of sustainable development. It will help to protect and enhance key habitats and species, increase the amount and diversity of green space, and improve access to nature.
- 7.2 Apart from biodiversity conservation, there will be additional sustainability benefits from some of the proposals in the action plan. For example, green roofs provide insulation, thus reducing the need for heating and cooling, and can also enhance the efficiency of solar photovoltaic panels. Green roofs and vegetated landscapes reduce water runoff, contributing to sustainable urban drainage.

## **8. RISK MANAGEMENT IMPLICATIONS**

- 8.1 A risk assessment has been undertaken and the Risk Register can be found at Appendix 3.
- 8.2 Implementing the Local Biodiversity Action Plan will reduce several risks associated with Climate change, including mitigating against increased temperatures and increased risk of flooding.
- 8.2 The main risk identified is a reputational risk if targets in the LBAP are not met. The risk is assessed as being manageable (green). The targets have been drawn up in discussion with the main stakeholders, taking account of

likely resources, and an infrastructure for driving and monitoring delivery is in place from the existing LBAP.

## **9. CRIME AND DISORDER REDUCTION IMPLICATIONS**

9.1 The action plan will lead to improved, more attractive open spaces, with local residents directly involved in many of the projects. This should lead to increased legitimate use of these spaces, and a sense of ownership among local people, which will in turn reduce crime and anti-social behaviour in these places.

9.2 Some biodiversity enhancement projects, such as those involving woodland or hedgerow planting, have the potential to reduce sightlines, and thus create places where anti-social behaviour can take place. All such projects undertaken as part of the LBAP will be individually assessed to ensure their location and design does not lead to a potential increase in crime and anti-social behaviour.

## **10. EFFICIENCY STATEMENT**

10.1 The LBAP will be delivered by a wide partnership of organisations. The co-ordination provided by the LBAP and its Steering Group will help to reduce duplication of effort among these organisations, and hence increase efficiency.

10.2 This Local Biodiversity Action Plan incorporates a true partnership approach whereby many of the actions are to be implemented by third sector partners. For this reason the LBAP represents excellent Value for Money and a worthwhile investment which contributes meaningfully to the Borough's strategic objectives of building sustainable communities.

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## **Linked Reports, Appendices and Background Documents**

### **Linked Report**

- NONE

### **Appendices**

- Appendix 1 – Tower Hamlets Local Biodiversity Action Plan 2014-19
- Appendix 2 – Equality Impact Assessment
- Appendix 3 – Risk Register

### **Background Documents – Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2012**

- NONE

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## Tower Hamlets Local Biodiversity Action Plan 2014-2019





### **Foreword by Mayor Lutfur Rahman**

I am very pleased to adopt the Tower Hamlets Local Biodiversity Action Plan for 2014-19, which has been produced by Tower Habitats, our biodiversity partnership.

It is very important that we conserve biodiversity, not only for its own sake but also to ensure people who live and work in Tower Hamlets have the opportunity to enjoy contact with nature. This Action Plan clearly sets out what the Council, registered housing providers, developers, community groups and residents can do to help conserve and enhance the important habitats and species in Tower Hamlets.

This Plan ties in very well with the pledges I have made for my second term as Mayor. My pledge to plant 2000 new trees will make a big contribution to the targets for woodland and orchards, as well as for the Black Poplar, Britain's rarest native timber tree which gave Poplar district its name. My pledge to increase the number of planting projects on estates will help deliver a range objectives set out for biodiversity in gardens and grounds, and my pledge to protect and invest in our parks will enable us to deliver biodiversity enhancements on parks and open spaces.

I look forward to working together with our partners to protect and enhance our environment.

A handwritten signature in black ink, appearing to be 'L. Rahman', written in a cursive style.

**Mayor Lutfur Rahman**

# Tower Hamlets Local Biodiversity Action Plan 2014-2019

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# 1 Introduction

- 1.1 Tower Hamlets is a densely built-up inner London borough. It nevertheless supports a surprising diversity of wild plants and animals in a range of habitats. These include protected species such as bats and the Black Redstart, and a number of rare invertebrates associated with brownfield land, such as the Brown-banded Carder Bee and Streaked Bombardier Beetle. There are two Local Nature Reserves in the borough at Mudchute and Tower Hamlets Cemetery Park. Both of these are also recognised as Sites of Metropolitan Importance for Nature Conservation, along with Mile End Park, the River Thames, the River Lea and the canals. The east of the borough lies within the Lea Catchment Nature Improvement Area.
- 1.2 This Local Biodiversity Action Plan (LBAP) has been produced by the Tower Hamlets biodiversity partnership, known as Tower Habitats. This includes Tower Hamlets Council, Tower Hamlets Homes, social housing providers, local and Londonwide voluntary and community groups, businesses and local residents. All of these groups and individuals will be involved in implementation of the LBAP. This LBAP replaces previous LBAPs published in 2003 and 2009.
- 1.3 The plan identifies priority habitats and species in Tower Hamlets, and sets objectives and, where appropriate, targets for what needs to be done to ensure their conservation. This will inform the implementation of projects and actions by partner organisations. It also provides guidance to developers on the kinds of biodiversity enhancements expected in new developments. The LBAP does not include detailed actions. These will be developed throughout the five-year duration of the LBAP, and will be entered and reported on in the Biodiversity Action Reporting System (BARS)<sup>1</sup>, a national database set up by the Joint Nature Conservation Committee to monitor biodiversity action across the UK.

## **Box 1: What is biodiversity and why is it important?**

Biodiversity is the variety of life – the myriad species of plants and animals on earth and the range of habitats where they live. It also includes the genetic variation within species. Biodiversity includes elephants, sparrows and bluebells; woodlands, rivers and grassland.

There are many reasons why we should conserve biodiversity. It is important for its own sake, and most people agree that we have a moral duty to protect the other species of animals and plants with which we share this planet. It is important for people – most of us enjoy seeing flowers, hearing birdsong and being in natural places, and there is clear evidence that contact with nature is beneficial to our physical and mental wellbeing. Biodiversity also provides economic and functional benefits, such as pollination, flood risk reduction and local climate amelioration. These functional benefits will become increasingly important as climate change leads to more frequent extreme weather events.

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<sup>1</sup> [Biodiversity Action Reporting System ukbars.defra.gov.uk](http://ukbars.defra.gov.uk)

## **1.4 Structure of the LBAP**

- 1.4.1 The LBAP includes background information on how it fits in with other Council policies and initiatives, and with national and Londonwide biodiversity plans. It then identifies priority habitats and species, setting objectives and, where appropriate, targets for each. Finally, there are four action plans.
- 1.4.2 Biodiversity Action Plans are generally made up of a series of habitat action plans and species action plans for each of the priority habitats and species. In Tower Hamlets, we have found it more useful to divide our LBAP into four action plans based around the major land uses in the borough: the built environment; gardens and grounds; rivers and standing water; and parks, squares and burial grounds.
- 1.4.3 Each action plan lists the priority species and habitats relevant to the plan. It then sets out what the key stakeholders can do to achieve the objectives and targets for these species and habitats, and what will be done to raise awareness of biodiversity. The action plans do not include lists of detailed actions that will be undertaken to achieve the objectives and targets. These will be identified throughout the life of the plan and entered and reported on in the online Biodiversity Action Reporting System (BARS)<sup>2</sup>.

## **2 Background**

### **2.1 Relationship to other policies and plans in Tower Hamlets**

A wide range of European, national and regional policy and legislation has a bearing on biodiversity conservation. Full details of these are available on the Tower Habitats website<sup>3</sup> and it is not necessary to detail them here, as this LBAP has no direct bearing on their implementation. The LBAP does, however, directly affect the implementation of Tower Hamlets Council's planning policy and the Tower Hamlets Green Grid.

#### **2.1.1 Planning Policy**

Planning Policy in Tower Hamlets is set out in the Local Plan. The two main Development Plan Documents, the Core Strategy (adopted 2010)<sup>4</sup> and the Managing Development Document (adopted 2013)<sup>5</sup>, both contain policies seeking to protect and enhance biodiversity. Policy SP04, part 3, in the adopted Core Strategy seeks to protect and enhance biodiversity value through the design of open space and buildings and ensuring development protects and enhances areas of biodiversity value in order to achieve a net gain in biodiversity. The more detailed Policy DM11 in the Managing Development Document (see Box 2 overleaf) includes two direct references to the LBAP. Clause 3 provides protection in planning to the priority species identified in the LBAP, and clause 4 indicates that biodiversity enhancements in major developments should contribute to the objectives in the LBAP. To assist developers in this, each action plan sets out details of how developers can contribute to the objectives and targets in this LBAP.

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<sup>2</sup> [Biodiversity Action Reporting System ukbars.defra.gov.uk](http://ukbars.defra.gov.uk)

<sup>3</sup> <http://www.towerhabitats.org/>

<sup>4</sup> [Core Strategy Development Plan Document](#) (LB Tower Hamlets 2010)

<sup>5</sup> [Managing Development Document Development Plan Document](#) (LB Tower Hamlets 2013)

## **Box 2: Policy DM11 Living buildings & biodiversity**

1. Development will be required to provide elements of a 'living building'.
2. Existing elements of biodiversity value should be protected or replaced within the development and additional habitat provision made to increase biodiversity value.
3. Developments which will cause damage to a Site of Importance for Nature Conservation, or significantly harm the population or conservation status of a protected or priority species\*, will not be supported unless the social or economic benefits of the development clearly outweigh the loss of biodiversity.
4. Major development will need to submit an Ecology Assessment demonstrating biodiversity enhancement in accordance with the Council's Local Biodiversity Action Plan.

\*supporting paragraph 11.4 states "priority species are those identified in the UK, London, or Tower Hamlets Biodiversity Action Plans"

### **2.1.2 Tower Hamlets Green Grid**

The Tower Hamlets Green Grid Strategy<sup>6</sup> is the Council's strategy to create an interlinked network of high quality, multifunctional, accessible, green open spaces and waterways in Tower Hamlets, that will encourage active lifestyles and improve quality of life. Improving biodiversity is one of the key principles behind the Green Grid, which is the key delivery mechanism to provide the connectivity of habitats which is an important element of biodiversity conservation. The priorities in this LBAP will guide the biodiversity enhancement to be delivered through Green Grid projects.

## **2.2 Relationship with other biodiversity action plans and strategies**

2.2.1 Action for biodiversity in Tower Hamlets can contribute to Londonwide and national targets for priority species and habitats. These priorities and targets are, therefore, an important factor in setting our local priorities.

### **2.2.2 National**

The UK Biodiversity Action Plan has been replaced by national biodiversity strategies for England, Wales and Scotland. *Biodiversity 2020: a strategy for England's wildlife and ecosystem services* (DEFRA 2011)<sup>7</sup> has moved away from the habitat- and species-based approach and clearly-defined targets of a biodiversity action plan, and concentrates instead on landscape-scale conservation, with an overall target of halting biodiversity loss by 2020. Guidance on national priority habitats and species now comes from the list of Habitats and Species of Principal Importance in England<sup>8</sup>, identified under Section 41 of the Natural Environment & Rural Communities Act 2006<sup>9</sup>.

### **2.2.3 London**

Priority habitats<sup>10</sup> and species<sup>11</sup> in London have been identified by the London Biodiversity Partnership. There are London action plans in place for the habitats and a few of the species. The London Plan<sup>12</sup> sets targets for the areas of priority habitats to be maintained, enhanced and created by 2020.

<sup>6</sup> [Tower Hamlets Green Grid Strategy](#) (LB Tower Hamlets 2010)

<sup>7</sup> [Biodiversity 2020: A strategy for England's wildlife and ecosystem services](#) (DEFRA 2011)

<sup>8</sup> [Habitats and Species of Principal Importance in England](#) (Secretary of State for Environment, Farming & Rural Affairs 2010)

<sup>9</sup> [Natural Environment and Rural Communities Act 2006](#)

<sup>10</sup> [London's BAP priority habitats](#) (London Biodiversity Partnership)

<sup>11</sup> [London's BAP priority species](#) (London Biodiversity Partnership)

<sup>12</sup> [The London Plan – Spatial Development Strategy for London July 2011](#) (Mayor of London)

#### 2.2.4 Other local BAPs

At least two major landowners within the borough have their own biodiversity action plans. The eastern edge of Tower Hamlets lies within the Lee Valley Regional Park, which has published the Lee Valley Biodiversity Action Plan 2000<sup>13</sup>. Canary Wharf Ltd has also published a corporate biodiversity action plan<sup>14</sup> for its estate on the Isle of Dogs.

### 2.3 **Management and monitoring**

2.3.1 Implementation and monitoring of the LBAP is overseen by a Steering Group. This is chaired by the Council's Biodiversity Officer and includes representatives of relevant Council departments (including Parks and Strategic Planning), Tower Hamlets Homes, other social housing providers (currently Poplar Harca and EastendHomes), environmental groups (currently Friends of Tower Hamlets Cemetery Park, Mudchute Association, Thames21 and Trees for Cities) and local residents. The Steering Group will publish an annual report detailing progress on implementation of the LBAP.

2.3.2 The four action plans are co-ordinated by three Working Groups of stakeholders, with a single Working Group covering the Built Environment and Gardens & Grounds Action Plans. The actions for habitats and species developed through this LBAP will be entered onto the Biodiversity Action Reporting System (BARS)<sup>15</sup>.



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<sup>13</sup> [Lee Valley Park Biodiversity Action Plan](#) (LVRPA 2000)

<sup>14</sup> [Canary Wharf Group Biodiversity Action Plan 2008-2013](#) (Canary Wharf Group 2008)

<sup>15</sup> [Biodiversity Action Reporting System ukbars.defra.gov.uk](http://ukbars.defra.gov.uk)



### 3 Priority habitats and species

#### 3.1 Priority habitats

The following habitats have been identified as priorities for conservation action in Tower Hamlets.

<b>Table 1: Priority habitats</b> <b>Habitat</b>	<b>England priority<sup>16</sup></b>	<b>London priority<sup>17</sup></b>
Neutral grassland		
Calcareous grassland	X	X
Open mosaic habitats	X	X
Native broadleaved woodland		X
Orchards	X	
Mixed native hedgerows	X	
Rivers	X	X
Standing water (canals & docks)		canals
Ponds	X	X
Reed beds	X	X

##### 3.1.1 Neutral grassland

Grassland is widespread in Tower Hamlets, especially in parks and around housing estates. Due to the underlying geology, almost all of this is on neutral, rather than acidic or alkaline, soils. Much of it is amenity grassland, which is short-mown and low in plant diversity, but there are also flower-rich meadows which support a wealth of invertebrates. Most of these have been deliberately created comparatively recently, but there are a few small areas which may be relict older grassland. The most extensive areas of meadow are in Mile End Park, Mudchute and Tower Hamlets Cemetery Park.



##### Objectives for neutral grassland

- To ensure existing meadows are protected and managed to retain their value.
- To enhance grassland in parks, housing estates and community gardens by planting bulbs and wildflower plugs and seeds. **[Target: 1 hectare]**
- To increase the area of biodiverse neutral grassland by creating new meadows in parks, housing estates, schools and community gardens. **[Target: 1 hectare]**

##### 3.1.2 Calcareous grassland

There is no natural calcareous (chalk) grassland in Tower Hamlets, but meadows planted on chalk rubble or crushed concrete will support chalk-loving plants. Scrapyard Meadow in Tower Hamlets Cemetery Park is the best example of this in the borough. There were areas of calcareous grassland at Mudchute until recently, but these are now more or less covered in bramble and coarse grasses. Chalk grassland is a priority habitat for



<sup>16</sup> [Habitats and Species of Principal Importance in England](#) (Secretary of State for Environment, Farming & Rural Affairs 2010)

<sup>17</sup> [London's BAP priority habitats](#) (London Biodiversity Partnership)

England and London, though national and London plans are directed at natural chalk grassland.

#### Objectives for calcareous grassland

- To ensure existing calcareous grassland is protected and managed to retain its value.
- To restore former calcareous grassland at Mudchute. **[Target: 0.25 hectare]**
- To increase the area of calcareous grassland by creating new calcareous grassland in parks, housing estates, schools and community gardens. **[No specific target]**

### **3.1.3 Open mosaic habitats**

The sparsely-vegetated but flower-rich habitats typical of wasteland or brownfield land support important communities of rare invertebrates as well as the Black Redstart, a specially-protected bird. Now termed “open mosaic habitats on previously developed land”, this is a priority habitat for England and London. Large areas of this habitat have been lost in recent years as derelict sites are redeveloped, and further losses are inevitable. It is not a habitat which readily lends itself to public amenity spaces as, although it can look beautiful when in flower, it is bare and unappealing in winter.

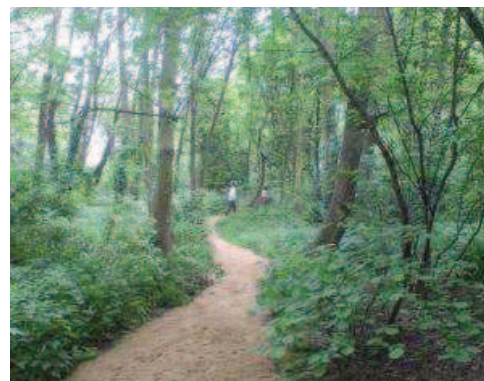


#### Objectives for open mosaic habitats

- To ensure that, where development leads to the loss of open mosaic habitats, at least an equal area of replacement open mosaic habitat is created.
- To increase the area of open mosaic habitats through creating new habitat on green roofs, within landscaping around industrial developments and, where appropriate, in parks. **[Target: 1 hectare]**

### **3.1.4 Native broadleaved woodland**

There is little woodland in Tower Hamlets, and none of it is ancient woodland. The largest area of woodland is in Tower Hamlets Cemetery Park, and there are small areas in Mile End Park, Weavers Fields and Mudchute. Little of the woodland in the borough is exclusively native, with Cemetery Park dominated by Sycamore. Lowland mixed deciduous woodland is priority habitat in England and woodland is a London priority habitat. While not strictly woodland, the numerous trees in the borough’s parks, streets, housing estates and gardens are an important component of the “urban forest”, providing valuable habitat for birds, bats and invertebrates. This is particularly true of native trees and those which are good sources of nectar and/or berries, as well as large trees which provide structural habitat. Managing these trees properly, and planting more in places where they do not harm existing open habitats, will contribute to biodiversity conservation. The Mayor has pledged to plant 2000 trees by 2018.



#### Objectives for woodland

- To protect existing woodland and manage it to retain its biodiversity value.

- To enhance existing woodlands by gradually increasing the proportion of native trees and shrubs, increasing the diversity of ground flora and/or improving woodland structure. **[Target: 5 hectares]**
- To increase the area of native woodland through planting new woods in appropriate places in parks and housing estates. **[Target: 0.2 hectare]**

### 3.1.5 Orchards

Traditional orchards, composed of fruit and nut trees with meadow beneath, are a valuable habitat, supporting a number of specialist invertebrates. A number of small orchards have been planted in Tower Hamlets in the last few years, as part of the increasing trend for local food growing. Traditional orchards are a priority habitat in England.

#### Objectives for orchards

- To manage existing and new orchards to promote their biodiversity value.
- To increase the area of orchards by planting new orchards in parks, housing estates, schools and community gardens. **[Target: 0.5 hectare]**



### 3.1.6 Mixed native hedgerows

Hedgerows, especially those made up of a mixture of native shrubs and trees, provide food and shelter for a wide range of animals, and can act as corridors to help plants and animals disperse through the landscape. There are numerous hedges in Tower Hamlets. Hedgerows are a national priority habitat.

#### Objectives for hedgerows

- To ensure existing hedges are protected and managed to maintain their biodiversity value.
- To increase the length of hedgerows by planting more mixed native hedges in parks, amenity spaces, schools, gardens and streets. **[Target: 500 metres]**



### 3.1.7 Rivers

The Thames and Lea respectively form the southern and eastern boundaries of the borough. Both are tidal and have been highly modified, with vertical walls, and both have issues with water quality and invasive non-native species. Nevertheless, they support a wealth of aquatic birds, fish and invertebrates. Providing vegetation such as reed beds along the river walls can improve water quality and habitats for fish and birds. Sustainable urban drainage systems (SUDS) can also improve water quality through reducing the amount of runoff entering our rivers. Rivers are a priority habitat for England and London.



#### Objectives for rivers

- To enhance rivers by controlling invasive species, providing marginal vegetation on river walls, and encouraging schemes to improve water quality. **[Target: 200 metres enhanced]**

### 3.1.8 Standing open water (canals & docks)

Tower Hamlets contains a network of canals, which support populations of aquatic birds, fish, invertebrates and plants. The tow-paths also provide narrow green corridors. Some sections of canal are almost devoid of marginal vegetation. The docks also support fish and water birds, but are even more lacking in vegetation and places for birds to nest. The provision of marginal vegetation through innovative, low maintenance, robust solutions such as suspended gabion structures and suitably specified floating island technologies can address these issues providing they are agreed in advance with the waterway owner. Canals are a London priority habitat.



#### Objectives for canals and docks

- To maintain the biodiversity value of canals by controlling invasive species.
- To enhance canals by increasing the length of canal with emergent and marginal vegetation. **[Target: 250 metres]**
- To enhance docks by providing vegetation on dock walls and floating islands. **[Target: 5 sites]**

### 3.1.9 Ponds

Ponds are excellent for wildlife, supporting amphibians, dragonflies and many other invertebrates. There are numerous ponds in Tower Hamlets, in parks, community gardens, schools and private gardens. Ponds are a priority habitat for England and London.



#### Objectives for ponds

- To ensure existing ponds are protected and managed to maintain their biodiversity value.
- To increase the number of ponds by creating new ponds in appropriate places in parks, housing estates, schools and gardens. **[Target: 5 ponds]**

### 3.1.10 Reed beds

Reed beds are important for a number of specialist birds and invertebrates. Reed beds in Tower Hamlets are found as intermittent, mostly narrow, fringes along our rivers and canals, with a slightly more extensive area at East India Dock Basin. Some are suffering from invasive non-native species and scrub encroachment. Reed bed is a priority habitat for England and London.



#### Objectives for reed beds

- To ensure existing reed beds are protected and managed to maintain their biodiversity value.
- To enhance reed beds by removing scrub and invasive species. **[Target: 0.1 hectare]**
- To increase the area of reed beds by planting new reed beds along rivers, canals and dock walls and on floating islands in the docks. **[Target: 0.25 hectare]**

### 3.2 Priority species

The conservation of species is generally best delivered through action to protect and enhance their habitats. However, there are a number of species, or groups of species, which can benefit from specific, targeted actions. These have been identified as priority species in Tower Hamlets.

Table 2: priority species Species or group	Scientific name	England priority <sup>18</sup>	London priority <sup>19</sup>
Bats (all species)	Vespertilionidae	some	X
Hedgehog	<i>Erinaceus europaeus</i>	X	X
Otter	<i>Lutra lutra</i>	X	X
Black Redstart	<i>Phoenicurus ochruros</i>		X
Common Tern	<i>Sterna hirundo</i>		
House Martin	<i>Delichon urbica</i>		
House Sparrow	<i>Passer domesticus</i>	X	X
Kingfisher	<i>Alcedo atthis</i>		
Peregrine	<i>Falco peregrinus</i>		X
Sand Martin	<i>Riparia riparia</i>		X
Swift	<i>Apus apus</i>		
Amphibians (all species)	Amphibia	some	some
European Eel	<i>Anguilla anguilla</i>	X	X
Brimstone butterfly	<i>Gonepteryx rhamni</i>		
Common Blue butterfly	<i>Polyommatus icarus</i>		
Bumblebees (all species)	<i>Bombus</i> species		
Brown-banded Carder Bee	<i>Bombus humilis</i>	X	X
Stag Beetle	<i>Lucanus cervus</i>	X	X
Streaked Bombardier Beetle	<i>Brachinus sclopeta</i>	X	X
Black Poplar	<i>Populus nigra</i> ssp <i>betulifolia</i>		X
Jersey Cudweed	<i>Gnaphalium luteoalbum</i>		

#### 3.2.1 Bats

At least three species of bats are regularly recorded in Tower Hamlets. Common Pipistrelle and Soprano Pipistrelle are fairly widespread in the borough, and Daubenton's Bat occurs along waterways in the east. There have been occasional records of several other species, including Noctule and Nathusius' Pipistrelle, in recent years. Bats require safe places to roost, usually in buildings or old trees, and good foraging habitat with plenty of nocturnal insects. The likelihood of bats roosting in a building increases with the age of the building, the presence of features such as lofts and gable ends, and the proximity to good feeding habitat such as woodland, water and large open spaces. General improvements to, and increase in, habitats such as woods, hedgerows and meadows will benefit bats. Specific interventions for bats generally relate to provision of roosting sites, such as bat boxes, in appropriate places, and including night-flowering



<sup>18</sup> [Habitats and Species of Principal Importance in England](#) (Secretary of State for Environment, Farming & Rural Affairs 2010)

<sup>19</sup> [London's BAP priority species](#) (London Biodiversity Partnership)

plants in landscaping in areas where bats are likely to forage. All bats and their roosts are strictly protected under the European Union Habitats Directive<sup>20</sup>. All bats are London priority species, and Soprano Pipistrelle and Noctule are priority species in England.

#### Objectives for bats

- To ensure potential impacts on bats are considered in the assessment of all planning applications.
- To provide roost sites for bats, such as bat boxes or bat bricks, in new developments, housing estates, parks and schools in parts of the borough where bats are likely to use them. **[Target: 20 sites]**
- To encourage nocturnal insects by planting night-scented plants in landscaping schemes in parts of the borough where bats are likely to forage. **[No specific target]**

### 3.2.2 Hedgehog

Hedgehogs have declined alarmingly in Tower Hamlets in recent years, part of a national decline. They still survive in the south of the Isle of Dogs, but there are no confirmed recent records from elsewhere in the borough. As they are nocturnal and tend to occur in private gardens, surveying for Hedgehogs is difficult, and encouraging residents to report hedgehog sightings remains a priority. As much of their habitat is within private gardens, encouraging hedgehog-friendly gardening is likely to be more effective than direct interventions. This include increasing connectivity by ensuring Hedgehogs can pass under garden fences, avoiding use of slug pellets, and checking bonfires before lighting them. Specific interventions generally relate to providing secure places to hibernate. The Hedgehog is a priority species for England and London.



#### Objectives for Hedgehog

- Continue to seek information on the distribution of Hedgehogs in the borough.
- Encourage Hedgehog-friendly gardening in areas where Hedgehogs are still present by providing information to residents on how to help hedgehogs.
- Install Hedgehog homes in appropriate places in parks, housing estates, schools and community gardens in parts of the borough where Hedgehogs still occur. **[No specific target]**

### 3.2.3 Otter

Otters are not currently resident in Tower Hamlets, but they occur further up the River Lea and the population is expanding, so they could easily colonise in future. There has been one recent record in Tower Hamlets. Otter conservation is largely a matter of improving river habitats and water quality. In heavily-modified watercourses such as we have in Tower Hamlets, lack of suitable breeding sites could be a limiting factor for Otters, so the provision of artificial holts in suitable waterside



<sup>20</sup> [Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora](#)

locations could assist colonisation. The Otter is strictly protected under the European Union Habitats Directive<sup>21</sup> and is a priority species for England and London.

#### Objectives for Otter

- To ensure that the possible presence of Otters is considered in the assessment of planning applications adjacent to watercourses.
- To install artificial holts in appropriate waterside locations, including in new developments. **[Target: 2 sites]**

### 3.2.4 Black Redstart

The Black Redstart is a nationally scarce breeding bird, associated with industrial and brownfield sites. A few pairs nest in Tower Hamlets each year, mostly in the south and east of the borough, but numbers and sites vary from year to year. In some years, up to 10% of the UK population might nest in the borough. Conservation of Black Redstarts is linked to the provision of open mosaic habitats, including on green roofs, for which the species is a flagship in London. Specific interventions involve providing nest sites in suitable places. The Black Redstart is strictly protected under Schedule 1 of the Wildlife & Countryside Act 1981<sup>22</sup>, and is a priority species in London.



#### Objectives for Black Redstart

- To ensure that the possible presence of Black Redstarts is considered in the assessment of planning applications.
- To provide suitable nest sites for Black Redstarts in areas where open mosaic habitats are created or retained. **[Target: 5 sites]**

### 3.2.5 Common Tern

A few pairs of Common Terns nest in Tower Hamlets, all on rafts provided for them in the docks. There is plenty of good feeding habitat along rivers, canals, and in the docks, but as a breeding species in the borough, Common Terns are wholly reliant on the provision of artificial floating nest sites, ideally shingle-covered rafts. In 2012 and 2013, nesting took place at East India Dock Basin, Blackwall Basin and Shadwell Basin.



#### Objectives for Common Tern

- To ensure that, where new developments reduce the value of an existing breeding site for Common Terns, this is compensated for by the provision of rafts in suitable places nearby.
- To increase the available nesting habitat for Common Terns through the provision of additional rafts on suitable water bodies. **[Target: 10 additional rafts]**

<sup>21</sup> [Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora](#)

<sup>22</sup> [Wildlife and Countryside Act 1981 \(as amended\)](#)

### 3.2.6 House Martin

The House Martin has declined markedly as a breeding bird in Tower Hamlets in recent years, as it has across London and nationally. The main reason for the decline is probably a decrease in flying insects, perhaps coupled with changes on its migration routes or wintering grounds. This is best addressed through general improvements to wildlife habitats of all types. As it nests on buildings, nest sites are not a limiting factor. However, as a communal breeder, House Martins can be encouraged to nest by leaving old nests or installing artificial House Martin nests on walls.



#### Objectives for House Martin

- To encourage new House Martin colonies by installing artificial nests on suitable buildings. **[Target: 5 sites]**

### 3.2.7 House Sparrow

The House Sparrow, often regarded as a symbol of London (the “cockney sparrer”), has declined hugely across London in the last 20 or so years, disappearing from large areas. Its current distribution in Tower Hamlets is patchy, but it remains common in some parts of the borough. The reasons for the decline remain unknown despite extensive research, but may include habitat loss, pollution, predation and possibly disease. There is some evidence that the decline has halted, and that sparrows are returning to some places where they had disappeared. Because the reasons for the decline are not understood, it is not clear how best to help sparrow conservation. Nevertheless, general habitat improvements in gardens and parks, which increase the availability of seeds and insects for food, and cover for nesting, might help and will certainly help other birds. Specific interventions for House Sparrows involve creating suitable nest sites, either through erecting nest boxes or providing dense climbing plants growing up walls. The House Sparrow is a priority species for England and London.



#### Objectives for House Sparrow

- To increase the availability of nest sites for House Sparrows by installing sparrow terrace nest boxes or growing dense climbers on walls. **[Target: 20 sites]**

### 3.2.8 Kingfisher

The Kingfisher is a winter visitor to Tower Hamlets' waterways and docks, but does not currently breed in the borough. A lack of suitable nest sites is probably the main factor preventing Kingfishers from nesting here. Providing artificial nesting banks for Kingfishers in undisturbed waterside locations, including within new waterside developments, would encourage nesting. The Kingfisher is strictly protected under Schedule 1 of the Wildlife & Countryside Act 1981<sup>23</sup>.



<sup>23</sup> [Wildlife and Countryside Act 1981 \(as amended\)](#)



#### Objectives for Kingfisher

- To increase the availability of nest sites for Kingfishers by providing artificial nesting banks in appropriate waterside locations. **[Target: 3 sites]**

#### **3.2.9 Peregrine**

The Peregrine, the fastest animal in the world, has successfully colonised London over the last 15 years, nesting on tall buildings. Up to three pairs nest in Tower Hamlets, which is probably the maximum number of territories the area will support. Breeding success has not always been good, due to disturbance or poor nest sites. The provision of nest boxes in undisturbed parts of roofs on existing or new tall buildings could significantly increase the success of Peregrines in the borough. The Peregrine is strictly protected under Schedule 1 of the Wildlife & Countryside Act 1981<sup>24</sup> and is a priority species in London.



#### Objectives for Peregrine

- To increase the availability of nest sites for Peregrines by providing nest boxes on tall buildings. **[Target: 5 sites]**

#### **3.2.10 Sand Martin**

A few pairs of Sand Martins nest in drainage holes in the walls of canals and docks across the borough. Sand Martins respond well to the provision of artificial nesting banks in suitable places, especially near water. The provision of artificial banks could significantly increase the population of Sand Martins in the borough. The Sand Martin is a London priority species.



#### Objectives for Sand Martin

- To increase the availability of nest sites for Sand Martins by providing artificial nesting banks in suitable locations. **[Target: 3 sites]**

#### **3.2.11 Swift**

Swifts have declined across Britain in recent years, and one of the reasons is probably a lack of suitable nest sites in modern buildings. Nest boxes for Swifts can easily be installed on buildings, or incorporated into the design of new buildings. Being colonial nesters, Swifts can be encouraged to use nest boxes by playing recordings of their calls from the buildings where the boxes are sited.



#### Objectives for Swift

- To increase the availability of nest sites for Swifts by providing nest boxes on suitable buildings, including in new developments. **[Target: 15 sites]**

<sup>24</sup> [Wildlife and Countryside Act 1981 \(as amended\)](#)

### 3.2.13 Amphibians

Four species of native amphibians occur in Tower Hamlets. The Common Frog and Smooth Newt are fairly common and widespread, the Common Toad occurs in a few places, and there is one population of Great Crested Newts resulting from a deliberate introduction in the Spitalfields area. Amphibians breed in ponds, but spend much of the rest of their lives on land. Conserving our existing ponds and creating new ones will help amphibians, but it is crucial that ponds are surrounded by suitable terrestrial habitat which provides cover and food.



The Great Crested Newt is strictly protected under the European Union Habitats Directive<sup>25</sup> and is a priority species in England and London. The Common Toad is a priority species in England.

#### Objectives for amphibians

- To ensure that existing and new ponds are connected with suitable terrestrial habitat for amphibians. **[No specific target]**

### 3.2.14 European Eel

The Eel has declined hugely in Britain in recent years. It has a complex life history, breeding in the sea and spending most of its life in freshwater. One of the likely reasons for its decline is an increase in structures which block migration along waterways. Actions which enhance habitat and water quality in our rivers and canals will benefit Eels. Specific action is required to maintain and improve the ability of Eels to migrate. Old Ford Lock is the one known barrier in Tower Hamlets which would benefit from an Eel pass. The European Eel is a priority species for England and London.



#### Objectives for Eel

- To ensure Eel migration is considered when assessing any new structures in watercourses.
- To assist Eel migration by installing Eel passes to existing barriers to migration. **[Target: 1 site]**

### 3.2.15 Brimstone butterfly

The Brimstone is a fairly common and widespread butterfly in Tower Hamlets, but its caterpillar food plants, Common Buckthorn and Alder Buckthorn, are quite rare, except in Tower Hamlets Cemetery Park, where both buckthorns have been extensively planted, and where the butterfly consequently has a high population. Common (or Purging) Buckthorn is a sizeable shrub which likes fairly dry conditions, while Alder Buckthorn is a smaller shrub which likes damp soils. As adult Brimstones range over a wide area, they are quick to take advantage of buckthorns wherever



<sup>25</sup> [Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora](#)

they are planted. Purging Buckthorn is a good plant for a mixed hedge. Brimstone early stages are on it between April and July. The shrub can be trimmed at any other time.

#### Objectives for Brimstone

- To increase the resource of food plants for caterpillars of the Brimstone butterfly by planting Common Buckthorn and Alder Buckthorn in suitable places. **[Target: 25 sites]**

#### **3.2.16 Common Blue butterfly**

The Common Blue is found in several places in Tower Hamlets, and is a good indicator of comparatively species-rich grassland. Its distribution is probably limited by the availability of its preferred caterpillar food plant, Birdsfoot Trefoil. Ensuring that Birdsfoot Trefoil is included in new meadows, and planting it into existing grassland where it is absent, will benefit Common Blues.



#### Objectives for Common Blue

- To increase the resource of food plants for caterpillars of the Common Blue butterfly by planting Birdsfoot Trefoil in grasslands and on green roofs. **[Target: 10 sites]**

#### **3.2.17 Bumblebees**

Bumblebees are in serious decline throughout Britain, and indeed all over the world, due largely to habitat loss and pesticides. Bumblebees are vitally important as pollinators of food crops. Bumblebees have been chosen as priority species in Tower Hamlets as a proxy for all pollinating insects, which include other bees, flies, butterflies and beetles. Action for bumblebees will benefit other pollinators, too. Several species of bumblebee are still common and widespread in Tower Hamlets. These generalist species will take nectar from a wide range of flowers wherever they can find it. The best way to help them is to plant more nectar-rich flowers in parks, gardens and the built environment. The Brown-banded Carder Bee is a rare bumblebee associated with brownfield sites, which occurs in a few places in Tower Hamlets. It will benefit from actions to increase open mosaic habitats. The Brown-banded Carder Bee is a priority species for England and London.



#### Objectives for bumblebees

- To increase the food resource for bumblebees and other pollinators by planting nectar-rich flowers in parks, gardens and the built environment, including growing ivy on suitable structures in sunny places. **[Target: 50 sites]**
- To increase nesting sites for bumblebees by installing bee boxes or insect hotels in suitable places. **[Target: 20 sites]**

#### **3.2.18 Stag Beetle**

The Stag Beetle is Britain's largest beetle. It has declined across Europe, and London is now a major stronghold for the species, which relies on dead wood. It is common in south-east London and also in Epping



Forest. It has a long life-cycle, the larvae spending several years inside dead wood before the adults emerge. Surprisingly, there are no recent records from Tower Hamlets, though it may just be under-recorded. Action for Stag Beetles involves increasing the amount of buried or partly-buried dead wood, usually by building loggeries. These will benefit other deadwood invertebrates and fungi, even if no Stag Beetles are present in the area, so the Stag Beetle is to some extent a proxy for deadwood invertebrates in general.

#### Objectives for Stag Beetle

- To increase the available habitat for Stag Beetles and other deadwood invertebrates by creating loggeries in parks, housing estates and community gardens. **[Target: 15 sites]**

### **3.2.19 Streaked Bombardier Beetle**

The Streaked Bombardier Beetle is extremely rare in Britain. It has been found on only four sites in recent years, all of them in East London, and is thought to survive on only one of these. It was found in Mile End Park in 2010, but may have been lost because the site became too overgrown. This site has recently been restored. The beetle is associated with brownfield sites, favouring sparse vegetation with plenty of bare, stony ground. It will benefit from actions which increase open mosaic habitats. Specific targeted actions are to maintain the former site in Mile End Park in a suitable state for the beetle, and to create areas of bare ground with stones and rocks as part of open mosaic habitats.



#### Objectives for Streaked Bombardier Beetle

- To ensure that the redevelopment of sites which contain suitable habitat for the Streaked Bombardier Beetle takes account of the possible presence of this rare species.
- To maintain the former site for the Streaked Bombardier Beetle in Mile End Park to provide suitable habitat for the beetle.

### **3.2.20 Black Poplar**

The Black Poplar is Britain's rarest native timber tree. It has an historical association with Tower Hamlets, as it is the origin of the place name Poplar. There are now very few mature Black Poplars remaining in the borough. For a number of reasons, Black Poplars no longer reproduce naturally in Britain, and the conservation of the species therefore depends on planting. The vast majority of Black Poplars in Britain belong to a fairly small number of genetically identical clones, each clone having originated as cuttings from a single tree. Planting the rarer clones to preserve genetic diversity is particularly important. The Black Poplar is a large tree which is best planted well away from buildings.



#### Objectives for Black Poplar

- To protect and manage our existing Black Poplars to maximise their lifespan.
- To plant Black Poplars, especially those belonging to rare clones, in suitable places in parks and housing amenity land. **[Target: 25 trees]**

### 3.2.21 Jersey Cudweed

Jersey Cudweed is a rare plant in Britain and is protected under Schedule 8 of the Wildlife & Countryside Act 1981<sup>26</sup>. It grows in dry, open places. It has been found in recent years on bare ground and in paving cracks in several places around the docks, including Poplar Dock Marina, Millwall Inner Dock and St Katharine's Dock. Although these populations are highly unlikely to be of native origin, the protection still applies.



#### Objectives for Jersey Cudweed

- To ensure the known populations of Jersey Cudweed in the borough are protected or, where this is not possible, their loss is appropriately mitigated.
- To ensure that development sites in Docklands with suitable habitat are surveyed for Jersey Cudweed so that it can be properly considered in assessing planning applications.

### References

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[Natural Environment and Rural Communities Act 2006](#)

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Tower Habitats website [www.towerhabitats.org](http://www.towerhabitats.org)

[Tower Hamlets Green Grid Strategy](#) (LB Tower Hamlets 2010)

[Wildlife and Countryside Act 1981 \(as amended\)](#)

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<sup>26</sup> [Wildlife and Countryside Act 1981 \(as amended\)](#)

## 4 The action plans

### Built Environment Action Plan

#### Introduction

Tower Hamlets is a densely built-up borough, and over one third of its area is occupied by buildings, streets and car parks. The built environment can be surprisingly rich in wildlife. Buildings provide roosts for bats, and nest sites for birds which more traditionally nest on cliffs. These include the spectacular Peregrine Falcon and the rare Black Redstart. There is also an increasing population of Herring and Lesser Black-backed Gulls, the former a species of conservation concern in England as it is in serious decline in its traditional coastal haunts.

We can enhance the built environment for wildlife in many ways. Green roofs are the easiest place to replace our disappearing brownfield (open mosaic) habitats. Buildings can be enhanced for bats and birds by providing custom-designed nesting and roosting sites, either built into the fabric of new buildings or retrofitted to existing ones. Climbers and other forms of green walls can provide nectar for bees and nesting sites for our declining House Sparrows. And streets can be greened with trees, hedges and planters full of nectar-rich flowers.



Biodiverse green roof on the Soanes Centre, Tower Hamlets Cemetery Park

## **Priority habitats**

Open mosaic habitats

## **Priority species**

Bats

Black Redstart

House Martin

House Sparrow

Peregrine

Swift

Brimstone butterfly

Common Blue butterfly

Bumblebees including Brown-banded Carder Bee

Streaked Bombardier Beetle

Jersey Cudweed

## **How we will achieve the objectives and targets for these habitats and species**

### Tower Hamlets Council will:

Ensure that potential harm to these species and habitats is given due consideration in the assessment of planning applications;

Seek biodiversity enhancements which contribute to these objectives and targets in new developments through the planning process;

Work with Tower Hamlets Homes and social housing providers to identify suitable buildings for retrofitting biodiverse green roofs and identify funding sources to implement these;

Create sustainable urban drainage schemes in streets and include planting which contributes to these targets;

Ensure that Green Grid projects in the built environment contribute to these targets wherever possible.

### Tower Hamlets Homes and other social housing providers can:

Include biodiverse green roofs which meet the definition of open mosaic habitats in all new build and estate regeneration schemes;

Retrofit biodiverse green roofs which meet the definition of open mosaic habitats on existing buildings;

Grow ivy and other nectar-rich climbers up suitable walls;

Install planters with nectar-rich flowers and/or plant nectar-rich flowers in existing neglected planters;

Install bat boxes, bumblebee boxes and nest boxes for Peregrines, Swifts, House Sparrows, House Martins and other birds in appropriate places on buildings;

Avoid removing old House Martin nests from buildings.

### Developers can:

Include biodiverse green roofs which meet the definition of open mosaic habitats on all new development;

Include living walls with nectar-rich climbers in new development;

Provide planters with nectar-rich flowers in new development;

Incorporate roost sites for bats and nest sites for Swifts within the design of new buildings;  
Install nest boxes for Peregrines, House Sparrows, House Martins and Black Redstarts in appropriate places on new buildings.

Residents can:

Grow nectar-rich flowers in window boxes;

Avoid removing old House Martin nests from buildings;

Install bat boxes, bumblebee boxes and nest boxes for House Sparrows and other birds in appropriate places on buildings;

Grow nectar-rich climbers such as ivy, honeysuckle and jasmine up walls.

**How we will raise awareness of biodiversity in the built environment**

Tower Hamlets Council will:

Provide news and information on design for biodiversity on the Tower Habitats website;

Organise at least one visit a year to examples of best practice for planners, developers and other professionals.



## Gardens & Grounds Action Plan

### Introduction

Almost 40% of the area of Tower Hamlets is occupied by gardens and the landscaped areas around housing estates, schools, businesses and other premises. By far the majority of this is housing amenity land. In the last few years, social housing providers and residents in Tower Hamlets have created some excellent wildlife habitats, such as meadows, copses, hedges, orchards and nectar-rich community gardens, around housing estates. The Mayor has pledged to increase the number of planting projects on estates.

Many schools have also created wildlife gardens, which are wonderful educational resources. Private gardens, too, can be havens for wildlife, supporting a wealth of birds and insects, as well as amphibians if there is a pond nearby. Private gardens may also be the last refuge for our disappearing population of Hedgehogs.

Landscaping around industrial premises may not need to look too “tidy” all the time, and often doesn’t have a recreational function. This offers an opportunity to retain or create at ground level the open mosaic habitats which are disappearing as brownfield sites are developed, and are increasingly being restricted to green roofs.



Winterton House Organic Garden has lots of nectar-rich flowers for bees

### **Priority habitats**

Neutral grassland  
Calcareous grassland  
Open mosaic habitats  
Native broadleaved woodland  
Orchards  
Mixed native hedgerows  
Ponds

### **Priority species**

Bats  
Hedgehog  
House Sparrow  
Amphibians  
Brimstone butterfly  
Common Blue butterfly  
Bumblebees including Brown-banded Carder Bee  
Stag Beetle  
Black Poplar

### **How we will achieve the objectives and targets for these habitats and species**

#### Tower Hamlets Council will:

Seek biodiversity enhancements which contribute to these targets in the landscaping of all new developments;

Provide free wildflower seeds to residents, schools and community groups;

Ensure that community gardens created or enhanced through its Community Volunteering scheme include features which contribute to the objectives and targets in the LBAP;

Work with Tower Hamlets Homes and social housing providers to advise on managing their land for biodiversity, identify enhancement projects and help to find funding sources to implement these.

#### Schools can:

Create meadows, orchards, ponds and hedges within their grounds;

Install bat boxes and nest boxes for birds and bumblebees;

Plant buckthorn, Birdsfoot Trefoil and other food plants for butterfly caterpillars;

Plant nectar-rich flowers to provide food for bumblebees and other insects;

Create loggeries and insect hotels.

#### Tower Hamlets Homes will:

Provide grants to schools and community groups for enhancements to school grounds and community gardens which contribute towards objectives and targets in the LBAP.

Tower Hamlets Homes and other social housing providers (and groups of residents managing community gardens) can:

Note: all of these can be included within estate regeneration schemes, but most of them can also be done in existing amenity space and community gardens.

Create wildlife habitats such as meadows, small areas of woodland, orchards, and hedges within the landscaping around estates, and enhance any existing habitats;

Install bat boxes, nest boxes for birds, bumblebee boxes and hedgehog homes in suitable places on estates;

Create loggeries and insect hotels;

Plant buckthorns, Birdsfoot Trefoil and other food plants for butterfly caterpillars;

Plant nectar-rich flowers to provide food for bumblebees and other insects;

Plant Black Poplars in suitable sites away from buildings and paths.

Developers can:

Create wildlife habitats such as meadows, small areas of woodland, orchards and mixed native hedges within the landscaping around developments;

Create open mosaic habitat within the landscaping around industrial developments;

Install bat boxes, nest boxes for birds, bumblebee boxes and hedgehog homes in suitable places within the landscaping around developments;

Ensure that lighting of new development (during construction and operation) does not adversely impact on foraging bats;

Create loggeries and insect hotels within the landscaping around developments;

Plant buckthorn, Birdsfoot Trefoil and other food plants for butterfly caterpillars within the landscaping around developments;

Plant nectar-rich flowers to provide food for bumblebees and other insects, within the landscaping around developments.

Thames21 will:

Create rain gardens in schools through its Fixing Broken Rivers project, including features which contribute to LBAP objectives and targets where possible.

Residents can:

Create wildlife ponds and small meadows in their gardens;

Plant mixed native hedges;

Plant flowering shrubs, annuals and perennials in gardens to provide a year-round nectar source for bees and other insects;

Install bird and bat boxes, hedgehog homes, bumblebee boxes, insect hotels, loggeries and other habitat features in gardens;

Ensure garden fences have gaps or holes which allow hedgehogs to pass between gardens.

## **How we will raise awareness of biodiversity in gardens**

### Tower Hamlets Council will:

Provide news and information on wildlife gardening and landscaping for wildlife on the Tower Habitats website;

Seek to facilitate the creation of training programmes which will provide opportunities for people, including residents, staff of local landlords and others, to better understand how gardens and grounds can be developed and managed to promote biodiversity.

### Tower Hamlets Homes and other social housing providers can:

Encourage residents to get involved in improving their estates for wildlife with events such as community planting days;

Provide information about local wildlife and events in newsletters and on noticeboards.

## Rivers & Standing Water Action Plan

### Introduction

Almost 15% of Tower Hamlets is covered by water, almost certainly the highest proportion of any London borough. This is a result of a very long Thames frontage around the south of the borough, and the large open water spaces of the docks. There is also a section of the tidal Lea, over 8 kilometres of canal and numerous small water bodies. The rivers and canals have rather little marginal vegetation, and suffer at times from poor water quality and invasive non-native species. They nevertheless support fish, aquatic birds and invertebrates, with a few scarce plants in the canals. The docks have limited habitats, but can hold large numbers of waterfowl in hard weather when most fresh waters are frozen. The ponds are important for amphibians, including a small introduced population of the protected Great Crested Newt in Spitalfields.

Water quality can be enhanced through getting rid of sewer misconnections, and through sustainable urban drainage systems (SUDS) reducing surface water runoff into rivers. The priorities for biodiversity action are to diversify the habitats in the waterways and docks, control invasive species, and increase the number of ponds.



East India Dock Basin Nature Reserve is one of the best wetlands in the borough

## **Priority habitats**

Rivers  
Standing open water (Canals & docks)  
Ponds  
Reed beds

## **Priority species**

Bats  
Otter  
Common Tern  
Kingfisher  
Sand Martin  
Amphibians  
European Eel

## **How we will achieve the objectives and targets for these habitats and species**

### Tower Hamlets Council will:

Seek enhancements to canals, rivers and docks which contribute to these targets through new development on adjacent sites;

Work with the Canal & River Trust and other stakeholders to seek funding for enhancements to waterways and docks which contribute to these targets;

Create new ponds in parks where appropriate;

Install a Kingfisher bank in Victoria Park.

### Schools can:

Create wildlife ponds in their school grounds.

### The Environment Agency can:

Co-ordinate efforts to control and eradicate invasive non-native species in the borough's waterways.

### Thames21 will:

Manage existing reed beds in the Lea Navigation to maintain and enhance their biodiversity value;

Seek funding for and create new reed beds in the Lea Navigation.

### The Canal & River Trust will:

Control and seek to eradicate invasive plant species in canals;

Enhance canals and docks by fitting vegetated gabion baskets to walls;

Identify suitable locations in the docks for vegetated gabion baskets, floating vegetated islands and tern rafts, and seek funding to facilitate these.

### Lee Valley Park will:

Seek to enhance habitats at East India Dock Basin, including de-silting of the basin to provide increased open water.

### Developers can:

Create ponds with wildlife value (as opposed to purely ornamental water features) within landscape schemes for housing or commercial developments;

Fit vegetated gabion baskets to walls of rivers, canals or docks within or adjacent to their development sites;

Install vegetated rafts in docks within or adjacent to their development sites;

Install tern rafts in docks within or adjacent to their development sites;

Eradicate invasive plants from water bodies within or adjacent to their development sites.

### **How we will raise awareness of biodiversity in rivers and docks**

#### Tower Hamlets Council will:

Provide news and information on wildlife and events along waterways on the Tower Habitats website.

#### Thames21 will:

Run the Fixing Broken Rivers project with local schools about the urban water cycle, sustainable drainage and threats to water quality in rivers.

#### The Canal & River Trust will:

Seek funding for an educational floating garden on the Lea Navigation near Bow Locks.

## **Parks, Squares & Burial Grounds Action Plan**

### **Introduction**

About 13% of the borough is made up of parks and other public open space. These include sizeable areas of high quality wildlife habitats in Mudchute, Tower Hamlets Cemetery and Mile End Parks, all of which are Sites of Metropolitan Importance for Nature Conservation. Many other parks also contain valuable habitats, but there is plenty of scope for further habitat creation and enhancement.

There are plenty of parks where new meadows and hedges can be created, as well as increasing the amount of nectar-rich flowers. Suitable locations for new woodland, orchards, open mosaic habitats and ponds are more limited, but opportunities may be found to create these habitats. Parks also represent the best opportunity to increase the borough's population of Black Poplars.

The Mayor has pledged to protect Parks and spending on parks.



A guided walk in Mile End Park



### **Priority habitats**

Neutral grassland  
Calcareous grassland  
Open mosaic habitats  
Native broadleaved woodland  
Orchards  
Mixed native hedgerows  
Ponds

### **Priority species**

Bats  
Hedgehog  
House Sparrow  
Amphibians  
Black Poplar  
Brimstone butterfly  
Common Blue butterfly  
Bumblebees including Brown-banded Carder Bee  
Stag Beetle  
Streaked Bombardier Beetle

### **How we will achieve the objectives and targets for these habitats and species**

#### Tower Hamlets Council will:

Manage existing wildlife habitats in parks to maintain and, where appropriate, enhance their biodiversity value;

Identify appropriate locations to create and enhance priority habitats in its parks;

Seek funding from a variety of sources to implement the enhancements identified;

Collaborate on fund-raising with third sector groups managing public open spaces;

Ensure biodiversity is considered in all capital schemes in parks, and biodiversity enhancements which contribute to these targets are included where possible;

Continue to monitor spiders and beetles in Victoria and Mile End Parks to assess the effectiveness of habitat management.

#### The Friends of Tower Hamlets Cemetery Park will:

Manage existing wildlife habitats in Tower Hamlets Cemetery Park to maintain and, where appropriate, enhance their biodiversity value;

Monitor bumblebee populations in Cemetery Park thoroughly from spring 2015 and substantially increase populations of flowers pollinated by bumblebees, in woodland and meadow habitats, from November 2014;

Develop by 2015, a comprehensive, long-term Biodiversity Management and Development Plan for the Local Nature Reserve which will replace the present brief outline plan;

Continue to monitor spiders, beetles and butterflies in Cemetery Park, and extend the monitoring to other groups of plants and animals if capacity allows.

#### The Mudchute Association will:

Manage existing wildlife habitats at Mudchute to maintain and, where appropriate, enhance their biodiversity value;

Seek opportunities to restore flower-rich grassland, including calcareous grassland, at Mudchute where this habitat has been invaded in recent years by coarse vegetation, bramble and scrub.

### **How we will raise awareness of biodiversity in parks**

#### Tower Hamlets Council will:

Run a programme of wildlife-related events in parks;

Provide news and information on wildlife and events in parks on the Tower Habitats website;

Seek to facilitate the creation of training programmes which will enable parks staff, and others, to learn new skills relevant to managing and developing for biodiversity in public open spaces.

#### The Friends of Tower Hamlets Cemetery Park will:

Run a programme of wildlife-related events at Tower Hamlets Cemetery Park;

Take a proactive role in the provision of biodiversity training;

Continue to support the schools environmental education programmes in the Soanes Centre and develop other initiatives such as Forest Schools.

#### The Mudchute Association will:

Run wildlife-related events at Mudchute;

Maintain regular features on Mudchute's wildlife on the website and blog;

Work with schools to provide opportunities for environmental education at Mudchute.

#### Residents can:

Monitor wildlife in their local park and report sightings to the Biodiversity Officer;

Volunteer for conservation work at Tower Hamlets Cemetery Park, Mudchute, Victoria Park or Mile End Park.

# Equality Analysis (EA)

Financial Year  
**2014/15**

## Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose  
*(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)*

### **Tower Hamlets Local Biodiversity Action Plan**

Identifies priorities for biodiversity conservation in the borough for the period 2014-19, setting objectives and targets for important habitats and species. Sets out what different stakeholders, including the Council, social housing providers, developers, community groups, businesses and residents, can do to help achieve the objectives and targets.

See  
**Appendix A**

Current decision  
rating



### **Conclusion - To be completed at the end of the Equality Analysis process**

*(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)*

There is nothing in the Local Biodiversity Action Plan which would adversely impact on any equalities target group. All sections of the community can benefit from enhanced biodiversity and more attractive green spaces, and it encourages community participation and thus helps community cohesion.

**Name:** Abdul J Khan  
(signed off by)

**Date signed off:** 09/09/2014  
(approved)

Service area:  
Strategy, Regeneration & Sustainability

Team name:  
Sustainable Development Team

Service manager:  
Jackie Odunoye

Name and role of the officer completing the EA:  
John Archer, Biodiversity Officer

## Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

Several studies published in the last few years clearly demonstrate that contact with nature and access to natural green spaces is beneficial to people's physical and mental health and wellbeing. Therefore the default position, before any differential impacts on protected groups are considered, is that more attractive, biodiverse open spaces have the potential to benefit all sections of the community.

### **Section 3 – Assessing the Impacts on the 9 Groups**

Please refer to the guidance notes below and evidence how you're proposal impact upon the nine Protected Characteristics in the table on page 3?

**For the nine protected characteristics detailed in the table below please consider:-**

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

List all examples of quantitative and qualitative data available  
*(include information where appropriate from other directorates, Census 2001 etc)*

- *Data trends – how does current practice ensure equality*

- **Equalities profile of staff?**

Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- **Recent consultation exercises carried out?**

Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

**Please Note -**

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	<p>No racial group will suffer adverse impacts from the proposals in the LBAP, and people of all races can potentially enjoy the health benefits of access to nature and more attractive, biodiverse open spaces. There has for many years been a perception that biodiversity conservation is a white, middle-class interest. In Tower Hamlets we have been working hard to dispel this myth and, particularly through working with groups involved in food-growing, have been able to reach a diverse racial audience.</p>
Disability	Positive	<p>Enhancing biodiversity in open spaces has no adverse impact on accessibility, and where possible projects will improve access. Enhancing biodiversity in open spaces can significantly enhance the experience of disabled people visiting these spaces. For example, bee-friendly planting can be in the form of a sensory garden, using plants which are interesting to smell and touch, designed specifically for the enjoyment of blind people. An increase in birdsong may also be particularly enjoyed by people with limited vision.</p> <p>Biodiversity enhancements that involve tree and shrub planting have the potential, if poorly designed or sited, to provide cover where people could hide. This could reduce safety for users of an open space, or at least the perception of safety, which is sufficient to deter people from using an open space. Disabled people may be particularly vulnerable in this respect. The location and design of all projects involving tree and shrub planting will ensure that the safety and security of site users is fully safeguarded. Conversely, the LBAP encourages community participation in creating more attractive open spaces. This will lead to greater legitimate use of the space, which will discourage crime and anti-social behaviour and hence improve perceptions of safety.</p>
Gender	No differential impact	<p>Both men and women enjoy the health benefits of access to nature and more attractive, biodiverse open spaces. There is roughly equal gender representation in participation in biodiversity conservation at all levels, including visiting nature reserves, membership of environmental organisations and working as professional ecologists.</p>

		Biodiversity enhancements that involve tree and shrub planting have the potential, if poorly designed or sited, to provide cover where people could hide. This could reduce safety for users of an open space, or at least the perception of safety, which is sufficient to deter people from using an open space. Women may be particularly vulnerable in this respect. The location and design of all projects involving tree and shrub planting will ensure that the safety and security of site users is fully safeguarded. Conversely, the LBAP encourages community participation in creating more attractive open spaces. This will lead to greater legitimate use of the space, which will discourage crime and anti-social behaviour and hence improve perceptions of safety.
Gender Reassignment	No differential impact	Biodiversity enhancements that involve tree and shrub planting have the potential, if poorly designed or sited, to provide cover where people could hide. This could reduce safety for users of an open space, or at least the perception of safety, which is sufficient to deter people from using an open space. Gender-reassigned people may be particularly vulnerable in this respect. The location and design of all projects involving tree and shrub planting will ensure that the safety and security of site users is fully safeguarded. Conversely, the LBAP encourages community participation in creating more attractive open spaces. This will lead to greater legitimate use of the space, which will discourage crime and anti-social behaviour and hence improve perceptions of safety.
Sexual Orientation	No differential impact	<p>People of all sexual orientations can enjoy the health benefits of access to nature and more attractive, biodiverse open spaces.</p> <p>Biodiversity enhancements that involve tree and shrub planting have the potential, if poorly designed or sited, to provide cover where people could hide. This could reduce safety for users of an open space, or at least the perception of safety, which is sufficient to deter people from using an open space. LGBT people may be particularly vulnerable in this respect. The location and design of all projects involving tree and shrub planting will ensure that the safety and security of site users is fully safeguarded. Conversely, the LBAP encourages community participation in creating more attractive open spaces. This will lead to greater legitimate use of the space, which will discourage crime and anti-social behaviour and hence improve perceptions of safety.</p>
Religion or Belief	Positive	No religion or faith group will suffer adverse impacts from the proposals in the LBAP, and it contains nothing which would be contrary to the teachings of any religion. Most religions include some degree of belief that nature is important and should be looked after.
Age	Positive	People of all ages can enjoy the health benefits of access to nature and more attractive, biodiverse open spaces. Older people may have more limited ability or opportunity than other sections of the community to travel long distances to enjoy nature, and so particularly benefit from having natural spaces close to home.

		Biodiversity enhancements that involve tree and shrub planting have the potential, if poorly designed or sited, to provide cover where people could hide. This could reduce safety for users of an open space, or at least the perception of safety, which is sufficient to deter people from using an open space. Older people and children may be particularly vulnerable in this respect. The location and design of all projects involving tree and shrub planting will ensure that the safety and security of site users is fully safeguarded. Conversely, the LBAP encourages community participation in creating more attractive open spaces. This will lead to greater legitimate use of the space, which will discourage crime and anti-social behaviour and hence improve perceptions of safety.
Marriage and Civil Partnerships.	No differential impact	People can enjoy the health benefits of access to nature and more attractive, biodiverse open spaces regardless of relationship status. There is no reason to think the proposals in the LBAP would have any differential impact in relation to this characteristic.
Pregnancy and Maternity	Positive	<p>Pregnant women and mothers with young children may have more limited ability or opportunity than other sections of the community to travel long distances to enjoy nature, and so particularly benefit from having natural spaces close to home.</p> <p>Biodiversity enhancements that involve tree and shrub planting have the potential, if poorly designed or sited, to provide cover where people could hide. This could reduce safety for users of an open space, or at least the perception of safety, which is sufficient to deter people from using an open space. Pregnant women and mothers with young children may be particularly vulnerable in this respect. The location and design of all projects involving tree and shrub planting will ensure that the safety and security of site users is fully safeguarded. Conversely, the LBAP encourages community participation in creating more attractive open spaces. This will lead to greater legitimate use of the space, which will discourage crime and anti-social behaviour and hence improve perceptions of safety.</p>
Other Socio-economic Carers	Positive	Carers are likely to have more limited ability or opportunity than other sections of the community to travel long distances to enjoy nature, and so particularly benefit from having natural spaces close to home.

## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

Yes?                      No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

*Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.*

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?                       No?

How will the monitoring systems further assess the impact on the equality target groups?

The Biodiversity Officer will ensure that safety is fully considered in all projects involving tree and shrub planting, and that opportunities are taken where possible to improve access for all people where this can be incorporated into a biodiversity project.

The Steering Group will consider equalities issues at least annually to assess whether there is a need for further improvement.

Does the policy/function comply with equalities legislation?  
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes?                       No?

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?



## Section 6 - Action Plan

As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.





Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<b>Example</b>				
1. Better collection of feedback, consultation and data sources	1. Create and use feedback forms. Consult other providers and experts	1. Forms ready for January 2010 Start consultations Jan 2010	1.NR & PB	
2. Non-discriminatory behaviour	2. Regular awareness at staff meetings. Train staff in specialist courses	2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	2. NR	

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Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress

## Appendix A

### (Sample) Equality Assessment Criteria


Decision	Action	Risk
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.	<b>Suspend – Further Work Required</b>	Red 
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this policy.	<b>Further (specialist) advice should be taken</b>	Red Amber 
As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.	<b>Proceed pending agreement of mitigating action</b>	Amber 
As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.	<b>Proceed with implementation</b>	Green: 

**Appendix 3**

**Tower Hamlets Local Biodiversity Action Plan 2014-19 Risk Register**

<b>Risk</b>	<b>Likelihood</b>	<b>Impact</b>	<b>Score</b>	<b>Mitigation strategy</b>
Due to lack of resources and/or buy-in from partners, there is a risk that many or most of the targets are missed, resulting in a failure to protect and enhance biodiversity and consequent reputational damage	<b>1</b>	<b>3</b>	<b>3</b>	The targets have been drawn up with stakeholder engagement. Monitoring infrastructure is in place including a Biodiversity Officer to lead on implementation with a Steering Group and 4 action plan working groups
Due to lack of suitable opportunities occurring, there is a risk that one or two targets may be missed, resulting in a failure to deliver the expected benefits for one or two habitats or species	<b>3</b>	<b>1</b>	<b>3</b>	It is quite likely that a small number of targets will be missed, but others will be significantly exceeded. Any adverse publicity around missed targets can be countered by positive stories around targets achieved and exceeded.

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<p><b>Cabinet</b> 1 October 2014</p>	
<p><b>Report of:</b> Robert McCulloch-Graham - Corporate Director, ESCW</p>	<p><b>Classification:</b> Unrestricted</p>
<p>Tower Hamlets Safeguarding Children Board (LSCB) Annual Report 2013-14 and Business Plan 2014-16</p>	

<b>Lead Member</b>	Cllr Gulam Robbani, Cabinet Member for Education and Children's Services
<b>Wards affected</b>	All Wards
<b>Community Plan Theme</b>	A Health and Supportive Community
<b>Key Decision?</b>	No

## Executive Summary

Tower Hamlets Local Safeguarding Children Board is required to publish an annual report of the work it has carried out to safeguard children in conjunction with its key statutory partners.

## Recommendations:

The Mayor in Cabinet is recommended to:

1. To note the content of the Safeguarding Children Board's Annual Report and the appointment (3-year contract) of an Independent LSCB Chair by the Head of Paid Service.

## 1. REASONS FOR THE DECISIONS

- 1.1 In accordance with DfE Working Together to Safeguard Children 2013, LSCBs are required to publish an annual report on the effectiveness of child safeguarding arrangements and promoting the welfare of children in their localities. Tower Hamlets LSCB seeks to ensure the annual report is available within the professional and public domain

## 2. ALTERNATIVE OPTIONS

- 2.1 No alternative options have been considered as the LSCB Annual Report is presented only for Cabinet's information and oversight.

### **3. DETAILS OF REPORT**

- 3.1 The Safeguarding Children Board publishes an annual report about the work it has undertaken in the preceding year, the learning from serious/case reviews and multi-agency audits; identifies its strengths, areas for improvement and sets out the priorities for the year ahead.
- 3.2 The Annual Report outlines what has been undertaken by the LSCB in order to deliver its statutory functions alongside key statutory partners to improve single and multi-agency safeguarding children arrangements. The report provides information on key achievements, data and learning to highlight local safeguarding children performance.
- 3.3 The Annual Report contains additional information on the revised governance and accountability arrangements for all partners.

### **4. COMMENTS OF THE CHIEF FINANCE OFFICER**

- 4.1. The LSCB operates a pooled budget with member agencies providing both cash and in kind contributions e.g. staff time, training, venue costs etc. The Authority funds the cost of an LSCB Business Manager and training support. The LSCB pooled budget covers the expenses for serious case reviews, independent review authors and the LSCB chair.
- 4.2. This report is not seeking any additional funding.

### **5. LEGAL COMMENTS**

- 5.1. The Council has established the LSCB in accordance with its obligation under section 13 of the Children Act 2004. The LSCB carries out the following functions as prescribed in the Local Safeguarding Children Boards Regulations 2006 –
  - a. developing policies and procedures for safeguarding and promoting the welfare of children in Tower Hamlets;
  - b. communicating to persons and bodies in Tower Hamlets the need to safeguard and promote the welfare of children, raising their awareness of how this can best be done, and encouraging them to do so;
  - c. monitoring and evaluating the effectiveness of what is done by the authority and their Board partners individually and collectively to safeguard and promote the welfare of children, and advising them on ways to improve;
  - d. participating in the planning of services for children in the area of the authority; and
  - e. undertaking reviews of serious cases and advising the authority and their Board partners on lessons to be learned.

- 5.2. The LSCB is required by section 14A of the Children Act 2004 to prepare and publish an annual report about safeguarding and promoting the welfare of children in Tower Hamlets.
- 5.3. The Council's functions in relation to children include an obligation under section 11 of the Children Act 2004 to make arrangements to ensure that its functions are discharged having regard to the need to safeguard and promote the welfare of children. Consideration of the annual report of the LSCB may assist the Council in the discharge of its functions.

## **6. ONE TOWER HAMLETS CONSIDERATIONS**

- 6.1. The Annual Report supports One Tower Hamlets by developing our approach to ensuring all children are appropriately safeguarded at all times.

## **7. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

- 7.1 This is not applicable to this report.

## **8. RISK MANAGEMENT IMPLICATIONS**

- 8.1. The LSCB maintains a Risk and Issues Register, capturing risks as identified by a member agency or the LSCB Independent Chair. The risks, mitigation and remedial actions are monitored by the LSCB Chair and Board Members.
- 8.2. Risks causing concern are escalated by the LSCB Chair to the Chief Executive or senior officer of the relevant agency. The Head of Paid Services is also kept informed of the LSCB risk register through monthly one-to-one meetings with the LSCB independent chair.

## **9. CRIME AND DISORDER REDUCTION IMPLICATIONS**

- 9.1 This is not applicable to this report.

## **10. EFFICIENCY STATEMENT**

- 10.1 This is not applicable to this report

---

### **Linked Reports, Appendices and Background Documents**

#### **Linked Report**

- LSCB Annual Report 2013-14 and Business Plan 2014-16

#### **Appendices**

- None

**Background Documents – Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2012**

None

**Officer contact details for documents:**

N/A



# **Tower Hamlets Safeguarding Children Board**



## **ANNUAL REPORT 2013-2014**

Date published: August 2014

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**Sarah Baker**  
*Independent Chair*  
*Tower Hamlets Safeguarding Children Board*

Welcome to the sixth Annual Report of the London Borough of Tower Hamlets Safeguarding Children Board (LSCB). The Annual Report provides an opportunity for the LSCB partnership to present to the community of this Borough the work it has undertaken to safeguard children and young people.

The Annual Report reflects the changes in Working Together to Safeguard Children 2013 which became statutory guidance in April 2013 and requires all Local Safeguarding Children Boards to:

- Publish an Annual Report which reports on the effectiveness of child safeguarding and promoting the welfare of children in the local area. The report provides a rigorous and transparent assessment of the performance and effectiveness of local services, identifying weaknesses and actions being taken to address them.
- Share learning from Serious Case reviews
- Share the report with the Chief Executive, leader of the Council, the local police and crime commissioner as well as the Chair of the Health and Wellbeing Board

I was appointed to the role of Independent Chair in February 2014 having held the post on an interim basis for the preceding year. I am delighted to be part of a vibrant and committed partnership.

The LSCB partnership is committed to ensuring that services that are commissioned and provided by the partnership and all subcontracted services are done so in a way that ensures all children and young people are safe. For example, when Barts Health Trust alerted the Board of their plans to discontinue the local religious male circumcision clinic and encourage parents to access an existing independent provider, Board members sought assurance about the credibility of the provider and ongoing monitoring of the services clinical standards and practice.

The Annual Report provides an opportunity to evaluate the effectiveness of partnership services in safeguarding children – LSCB partners are fully engaged with the work of the LSCB demonstrated through their attendance at LSCB meetings, learning events including the annual safeguarding conference. As LSCB Chair, to see first-hand how partners are working to safeguard children, I spend time visiting both commissioners and providers to gain a greater understanding about their services and the safeguarding issues they face and how these are being managed. A recent visit to the private, voluntary and independent early years providers' forum highlighted the need for greater clarity around information sharing and child protection duties. The network was sign-posted to the LSCB inter-agency training programme and HM Government's 'seven golden rules to information sharing'.

The LSCB maintains a Risk Register enabling partners to share risks regarding safeguarding which can impact across the partnership. This allows for joint debate, discussion and partnership working to search for joint solutions, challenge the status quo and think outside the box. The Risk Register is incorporated into wider Board discussions.

As LSCB Chair and accountable to the Council's Head of Paid Services, I am held to account through monthly meetings at which we discuss the work of the subgroups, the Risk Register. The Head of Paid Services attends the LSCB which allows for open dialogue with the LSCB partners, to explore how we can impact on improving safeguarding and the requirement to ensuring resources are focused to allow effective functioning of the LSCB within a climate of austerity.

I also meet the Corporate Director of Education, Social Care and Wellbeing monthly to gain a greater understanding of the issues facing Children's Social Care and how partners are working together to enable statutory safeguarding practice to be undertaken. This has facilitated a focus on how we can embed safeguarding as everybody's business across the London Borough of Tower Hamlets.

The business manager and I work closely together supporting the work of the LSCB subgroups and ensuring the business of LSCB drives forward. Examples include meeting subgroup chairs to challenge and support the work of subgroups, as well as ensuring subgroup chairs recognise and maximise opportunities for joint working to safeguard children.

As Chair of the LSCB I am a member of the Children and Families Partnership Board and am able to exercise my right in that role to challenge how services are safeguarding children. Examples include how NHS England and health providers are meeting the requirements in "A Call to Action".

During the summer of 2013 Tower Hamlets Children's Social Care participated in an OFSTED Thematic inspection of child neglect. The findings were published in their report 'In the Child's Time: Professional Responses to Neglect' (March 2014). Board members have since reviewed the steps that had already been implemented addressing the recommendations of the inspection. For example, the revision of the Family Wellbeing Model clarified thresholds and early help, a series of learning events focused on neglect as did the LSCB annual safeguarding conference. There has been an audit of under-fives who are subject to a child protection plan for nine months or longer and social care has revised their recording systems

to improve early identification and recognition of cumulative harm. The LSCB has agreed a local Neglect Strategy and a comprehensive programme to deliver the DfE Neglect Training.

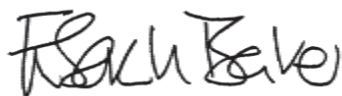
In line with Chapter 4 of Working Together 2013 LSCB published a Serious Case Review (SCR) following the death of a young man in custody. The review was undertaken in partnership with Medway LSCB. Page 41 describes the work of the LSCB and the learning and improvement that is being undertaken in respect of the SCR.

The LSCB has also commissioned a further SCR following the death of an infant. The SCR is due to complete in the autumn of 2014. We have also commissioned a thematic case review into a number of young men who have either been seriously harmed or seriously/fatally harmed others. The young people were known to a range of agencies and the key purpose of the thematic review is to help us understand how we can, as a partnership, reduce the likelihood of older children either coming to serious harm or harming others (see page 42).

The LSCB has reviewed the style of Board meetings to enhance the quality and debate and promote challenge across the partnership. Board meetings are themed to allow for in depth review of performance and risk, the examination of local and national research and evaluation of services provided locally.

I would like to thank all Board members for their commitment and support, especially the contribution made by those who have moved on from their respective posts during this year.

A warm welcome is extended to new members who have joined the Board and I look forward to working with them in the coming year.



**Sarah Baker**  
**Independent LSCB Chair**

## **Foreword from the Lead Member for Education and Children's Services**

As the Cabinet Member for Education and Children's Services, I am fully committed to improving the lives of all our children in Tower Hamlets especially the vulnerable. As a social worker, I have seen how pivotal the role of safeguarding is in ensuring that children can move forward and live happy, stable lives. To continue to make that a reality is my personal ambition in this role.

Tower Hamlets is excellent at supporting children and young people, and we do that despite the multiple challenges that we face as a borough. Despite having one of the highest levels of child poverty in the country, we have some of the best schools in the world.

We have some astonishing individuals within the council who have been nationally recognised for their work in turning around the lives of young people and their families.

However we must not be complacent. In the next year, there will be further hurdles and challenges to overcome. This past four years we have seen cuts to public service funding and provision for children and young people, and we have done well as a council not to cut any of our frontline services, and to reduce the impact of these cuts. But the fight against cuts to local government is not over. With the welfare cap beginning to take its toll, a housing crisis and queues increasing at the local food-banks, our ability to provide a stable life for some of our most disadvantaged children and their families will become ever more challenging. That is why it is more important now than ever for organisations across the spectrum to come together in partnership and to work together to secure the best outcome for all our children and young people.

I am sure the Mayor's manifesto commitments to be delivered across other council departments - to provide better mental health support in schools for our most vulnerable young people; careers service advisors; and increased support around gangs will be essential. There will also be a massive drive within the council as we move towards better integration of social care with the NHS reinforced by the Mayor's key commitment to ensure the creation of better support services through that transition.

I am happy to welcome this report, which outlines ways in which we can work in partnership so that children and their families will receive the right services early on and to ensure the wellbeing of the whole family.

To this end the Mayor and I are fully committed to supporting the work of the Local Children Safeguarding Board.

Thank you.



**Cllr Gulam Robbani**

Cabinet Member for Education and Children's Services

### Living in Tower Hamlets (Local Background Information)

#### Population:

The current official estimate from the Office of National Statistics (ONS) is that Tower Hamlets has a population of 263,000 residents (ONS 2012 estimate). Over the next 10 years the population is expected to increase by an additional 20%, to reach more than 320,000 residents by 2023.

With an area covering just 20 square kilometres, Tower Hamlets is the sixth smallest London borough by physical area and is the second most densely populated borough in London.

More than two thirds of the borough's population belong to minority ethnic groups (i.e. not White British) of which more than half are described to be from Black and Minority Ethnic groups.

The borough's two largest single groups are the Bangladeshi (32 per cent) and White British (31 per cent) population. The Bangladeshi community makes up almost one third of the borough's overall population with the highest proportion of Muslim residents in England. Conversely, the borough has the lowest proportion of Christian residents in England.

Tower Hamlets remains a place of acute contrast. The average annual earnings of those working in the borough is £68,000 yet a third of residents live in poverty. High levels of overcrowding and inadequate housing stock can mean increased stress and risk factors faced by our families.

#### Children and Young People

In 2013, there were an estimated 63,639 children and young people aged 0 to 19 living in Tower Hamlets, representing almost 24% of the total population. The young population in the borough is projected to rise in line with the general population growth.

In spring 2014, the school census records indicated that 89.7% of pupils belonged to an ethnic group other than White British compared to 27% in England. Furthermore, English is recorded as an additional language for 74% of pupils where English and Bengali are the most commonly recorded spoken community languages in the area. The single largest group (56%) of children and young people under 19 years come from a Bangladeshi background.

#### Health

Health inequality remains a key characteristic of the borough, with the average life expectancy below the London average for both men and women, and a high proportion of babies born in the borough have a low birth weight. We also have a higher percentage of mothers who initiate breastfeeding compared to the average across England at 86.8%.

Children in Tower Hamlets have worse than average levels of obesity: 12.8% of children aged 4-5 years and 26.0% of children aged 10-11 years are classified as obese in the borough.

In 2011-12, 45.9% of five year olds had one or more decayed, filled or missing teeth, making our children's dental health worse than the average for England.

However, our immunisation coverage rates for under-fives remain amongst the highest in England and continue to improve since the success of a 'care package' approach to childhood immunisation in 2009-10.

The relationship of the LSCB and health partners, both commissioning and providing, is critical if we are to have an impact on improving the lives of vulnerable children and young people.

## Child Poverty

The latest available child poverty data is from August 2011 and shows that 46 per cent of children and young people in the borough live in poverty. This is the highest child poverty rate in the UK.

The majority (78 per cent) of these children live in families reliant on out-of-work benefits. We know that the risk of child poverty rises with family size: in Tower Hamlets, 57 per cent of children who live in larger families with four or more children are in poverty compared with 37 per cent of those families with just one child.

In Tower Hamlets, just over half (53 per cent) of all children in poverty live in couple families and the remaining 47 per cent live in lone parent households. Tower Hamlets is unusual in this respect as in all other local authority areas more children in poverty live in lone parent than couple families.

## Welfare Reform

Since the Welfare Reform Act received Royal Assent in March 2012, a wide range of reforms have been introduced by the Government in an attempt to deliver a fairer and simpler benefit and tax credit system. Such fundamental changes to the benefits system have had a dramatic impact across the country, and over the last two years a range of Welfare Reform changes have hit residents in Tower Hamlets significantly. A key issue faced by the LSCB partnership is in developing support for our most vulnerable children and young people and ensuring that they have access to safe, appropriate accommodation. It is important that the LSCB reflects on how these changes impact on families when considering safeguarding children:

- **Benefit Cap** – figures from December 2013 indicate 780 families affected in Tower Hamlets of which half are single parent households. We know this includes 2430 children
- **Local Housing Allowance Cap** – there has been a 48% increase in homeless as a result of changes to short-hold tenancies and we have seen a 150% increase in homelessness as a result of evictions from private sector tenancies
- **'Bedroom' Tax** – by the end of December 2013, approximately 2800 households were affected by the 'bedroom tax'.



## **Impact of welfare reforms so far**

Although likely to materialise more slowly, there are significant concerns that the financial and housing stress caused by these national changes will begin to impact on education, health and social welfare. Schools in particular are concerned about families hit by the benefit cap, with potential disruption to family life and schooling. School staff are reporting that they are increasingly referring families to food-banks, struggling to find appropriate courses to refer parents who are under pressure to re-enter the work market, and have concerns about the impact on children's attendance and punctuality when they have been placed in housing outside the borough. The LSCB has been promoting this through our partnership and working closely with housing, children's social care and our benefits team to ensure staff understand the implications and are prepared to support children and families. For example, through our welfare reform champions' programme, frontline services are kept abreast of changes and how they can respond through welfare reform workshops.

## **What does this mean for the LSCB?**

The LSCB has been responding to the impact of these community and demographic factors through a variety of ways. We have developed and published a local Threshold document as part of the LBTH Family Wellbeing Model. The aim is to ensure families are identified and assessed to receive the right services and that these services are proactive and responsive to avoid families requiring the intervention of high tiered services.

The LSCB Board held a development session to ensure there is a consistent and coherent understanding of the issues of neglect in LBTH and from this developed a neglect strategy which facilitates a greater understanding and targeting of the commissioning and provision of services to those vulnerable children and young people. The LSCB is commissioning neglect training across the partnership to support all practitioners in their work to recognise and respond to issues of child neglect.

Through the Children and Families Partnership Board the LSCB has signed up to the Mental Health Strategy for LBTH recognising the significant impact of adult mental health on the lives of children and young people and the pressures children and young people face. There is a requirement for both commissioners and providers to meet these needs. The LSCB is also aware of the needs of Looked after Children placed outside the borough and their mental health needs as demonstrated in the Child F SCR published in August 2013.

## Statutory and Legislative Context

Tower Hamlets Safeguarding Children Board was established in April 2006 in response to statutory requirements under the Children Act 2004.

In its seventh year, the LSCB partnership continues to provide ongoing opportunities to improve local leadership and commitment to drive the safeguarding children agenda, enhance collaborative inter-agency working relationship, increase wider engagement and influence from the professional and local community, develop effective ways in which children are safeguarded for their long-term outcomes and promote the sharing of good practice.

The core objectives of the LSCBs are:

- To co-ordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area of the authority
- To ensure the effectiveness of what is done by each such person or body for that purpose.

The scope of LSCBs includes safeguarding and promoting the welfare of children in three broad areas of activity:

- Activity that affects all children and aims to identify and prevent maltreatment, or impairment of health or development, and ensure children are growing up in circumstances consistent with safe and effective care
- Proactive work that aims to target particular groups
- Responsive work to protect children who are suffering, or are likely to suffer significant harm.

In April 2013, the DfE published the revised Working Together to Safeguard Children (2013) and in anticipation; the LSCB undertook a gap analysis exercise to identify the areas it needed to develop. For example, the reporting line for the LSCB Chair was amended and steps were taken to improve the parity in financial responsibility for the LSCB. We have also developed an outcome based learning and improvement framework, which focuses on three areas of learning: serious case review, audits and multi-agency training.

As a consequence of Working Together 2013, the London Child Protection Procedures were also updated. These have now been published and local agencies are informed about and sign-posted to the new procedures via the LSCB website. The supplementary procedures supporting the London Child Protection Procedures will be available in June 2014.

**Independent LSCB Chair**

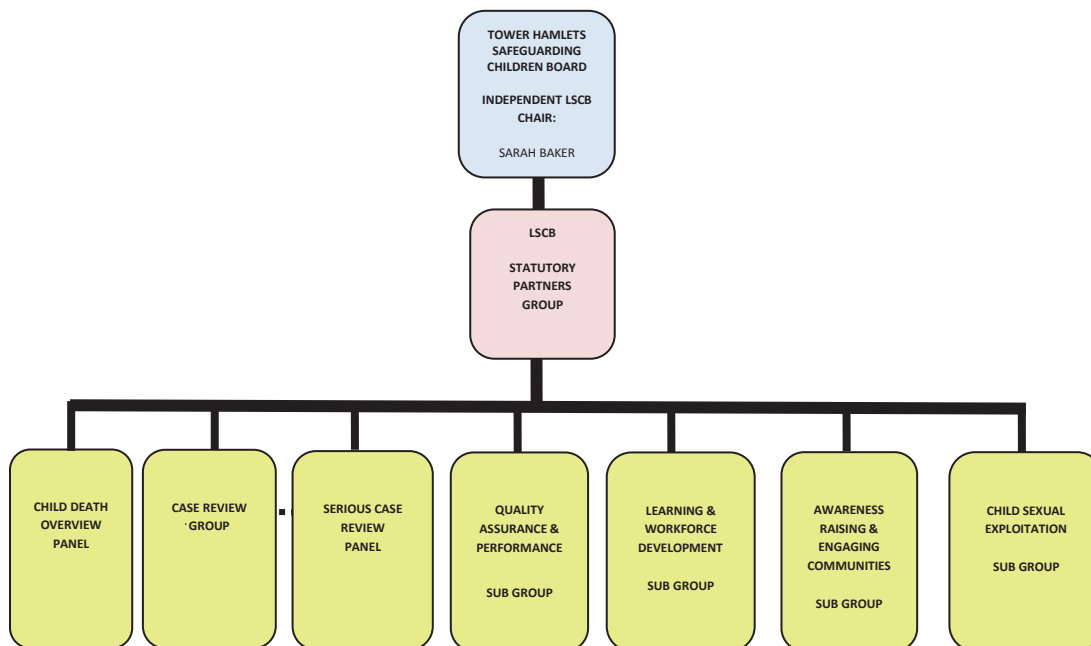
Sarah Baker was appointed the Independent Chair of Tower Hamlets Safeguarding Children Board in February 2014 but had acted in an interim capacity the preceding year.

In line with Working Together 2013, the Chair reports directly to the Head of Paid Service and meets regularly with the Corporate Director of Education, Social Care and Wellbeing and the Interim Service Head for Children’s Social Care, who also acts in the role as the Professional Advisor to the Board.

LSCB is supported by a full-time business manager and the child death single point of contact administrator, the latter is funded by Barts Health NHS Trust. Additional support is also provided by the Council’s wider Education, Social Care and Wellbeing’s Strategy, Policy and Performance function. More so than ever in the past year the Chair has challenged Board and partners to ensure they directly contribute to the Board’s effectiveness. This year has seen greater involvement of individual LSCB members especially when there has been a need to come together for task-specific activities, such as the development of the Neglect Strategy.

Attendance at LSCB Main Board meetings has been, as always, exceptionally good. Previously, it was reported that attendance at subgroups had been intermittent at times, but this is now greatly improved. The LSCB Business Plan and Risk Register are monitored by the Chair and business manager, reporting progress back to Board members. This has resulted in better leadership and cross-over of tasks amongst the groups.

The LSCB has six subgroups and the work of these groups is reflected within this report:



Subgroup chairs have made a concerted effort to ensure the membership of their groups' means they have members who can act as influencers and make decisions. They have identified gaps and taken necessary steps to rectify this with partners. Each subgroup is now well represented by children's social care, acute, mental health and community health services, police, education and the voluntary sector.

The LSCB is keenly aware of the value of an additional independent voice at Board discussions and oversight of safeguarding arrangements. Previously, the LSCB decided to delay the recruitment of lay members, but following the publication of Working Together 2013 which said that all LSCBs should take reasonable steps to appoint two lay members from the local community, we have identified this is as **a priority action area** for us in 2014-15.

### Financial Arrangements

The LSCB budget consists of contributions from a number of key partners and is managed by LBTH. Working Together 2013 placed increased emphasis on no one agency being overly burdened with the cost of running the LSCB and stated that the LSCB budget is a shared responsibility across the partnership.

Following this, an exercise was undertaken to review the actual costs of supporting LSCB work. For example, serious case reviews, learning events, communications and involving young people. As contributions have remained unchanged for several years and there is now a drive for more independent expertise and input, the LSCB Chair has requested an increase in funding from key partners. In the past year, the LSCB has concluded one serious case review and commenced another. The cost for these was substantially over and above the LSCB budget leading to the LBTH agreeing to cover its overspend.

### LSCB Contributions

Agency	Contribution	Fixed
Met Police Service	5,000	Pan-London
London Probation Trust	2,000	Pan-London
East London Foundation NHS Trust	2,500	
CAFCASS	550	Nationally
Tower Hamlets Clinical Commissioning Group	15,000	
Barts Health NHS Trust	3,000	
LBTH Education, Social Care & Wellbeing	15,000	
<b>Total Annual Contribution</b>	<b>43,050</b>	

For a full breakdown of LSCB Income and Expenditure for 2013-14 – see **Appendix 2**

## Relationship with other Strategic Boards

The LSCB has had a close working relationship with the Children and Families Partnership Board (formerly Trust) for some years. However, there has also been work to strengthen the LSCB's links with other existing strategic Boards. There has been dialogue between the LSCB and other Boards to determine the remits and roles and to provide clarity around how they can work together to improve the safeguarding of children, their life-chances and future outcomes.

## Health and Wellbeing Board

Health and Wellbeing Boards (HWBB) were established by the Health and Social Care Act 2012 and functioned in shadow form until this year. HWBBs are intended to be a forum where key leaders from the health and care system work together to improve the health and wellbeing of their local population and reduce health inequalities.

The [Tower Hamlets Health and Wellbeing Strategy](#) is a key commissioning strategy for the delivery of services to children and adults across the borough and so it is critical that, in compiling, delivering and evaluating the strategy, there is effective interchange between the HWBB and both the Adult and Children's Safeguarding Boards. Specifically there needs to be formal interfaces between the Health and Wellbeing Board and the Safeguarding Boards at key points including:

- The needs analyses that drive the formulation of the Health and Wellbeing Strategy
- The Safeguarding Boards' annual business plans. This needs to be reciprocal in nature assuring that Safeguarding Boards' needs analyses are fed into the Joint Strategic Needs Analysis (JSNA) and that the outcomes of the JSNA are fed back into Safeguarding Boards' planning
- Ensuring each Board is regularly updated on progress made in the implementation of the Health and Wellbeing Strategy and the individual Board plans in a context of mutual challenge
- Annually reporting evaluations of performance on plans to provide the opportunity for scrutiny and challenge and to enable Boards to feed any improvement and development needs into the planning process for future years' strategies and plans

Following on from consultation between the Chairs of the HWBB, the LSCB and the Safeguarding Adults Board, a protocol has been agreed which sets out the expectations and interrelationships between health and safeguarding, making explicit the need for Boards to share plans and strategies and offer challenge to each other. The LSCB will therefore take its annual report to the HWBB and ensure that the Chair of the HWBB has sight of its Business Plan on an annual basis. The HWBB will bring its strategy to the LSCB on an annual basis. The Independent LSCB Chair is an identified stakeholder of the HWBB, receiving agendas and newsletters relating to the HWBB, in addition to attending the HWBB to present the annual report, and attending meetings to ensure synergy of work and challenge to the partnership to ensure safeguarding is prioritised.

## **Children and Families Partnership Board**

The Children and Families Partnership Board (CFPB), unlike the LSCB and HWBB, is not statutory. However, in Tower Hamlets it is the recognised forum where multi agency partners convene to further a wider range of outcomes for children, young people and their families. The Independent LSCB Chair is a member of the CFPB, which meets every two months.

The role of the Independent Chair of the LSCB on the CFPB is crucial as it ensures that the policies, strategies and projects discussed at the CFPB can be aligned to safeguarding best practice and outcomes, providing challenge and opportunities for the LSCB and CFPB to work together. For example, the funding allocation for when health visiting transfers to the local authority will not include vacant posts. A recruitment drive for more health visitors is unlikely to meet the local targets. The Chair challenged the CFPB about the potential safeguarding gaps should positions remain unfilled by April 2015. These concerns were also registered with NHS England. As a result, alternative approaches have been implemented to increase health visitors in the borough through an employment-based vocation training programme.

## **Community Safety Partnership**

The Tower Hamlets Community Safety Partnership (CSP) is a multi-agency strategic group set up following the Crime and Disorder Act 1998. The partnership approach is built on the premise that no single agency can deal with, or be responsible for dealing with, complex community safety issues and that these issues can be addressed more effectively and efficiently through working in partnership. The CSP is made up of both Statutory Agencies and Co-operating Bodies within the borough and supported by key local agencies from both the Public and Voluntary Sectors. Registered Social Landlords (RSLs) have a key role to play in addressing crime and disorder in their housing estates. Partners bring different skills and responsibilities to the CSP. Some agencies are responsible for crime prevention while others are responsible for intervention or enforcement. Some have a responsibility to support the victim and others have a responsibility to deal with the perpetrator. Ultimately the CSP has a duty to make Tower Hamlets a safer place for everyone.

The CSP is required by law to conduct and consult on an annual strategic assessment of crime, disorder, anti-social behaviour, substance misuse and re-offending within the borough and the findings are then used to produce the partnership's Community Safety Plan. The LSCB actively contributes to this wide reaching consultation process.

The CSP recognises that it has a responsibility to address all areas of crime, disorder, anti-social behaviour, substance misuse and re-offending as part of its core business. However, it also recognises that there are a few particular areas, which have a greater impact on the people of Tower Hamlets and their quality of life. For this reason, it has agreed that it will place an added focus on these areas and forms the 2013-16 priorities. These are:

- Gangs and Serious Youth Violence
- Anti-Social Behaviour (including Arson)
- Drugs and Alcohol
- Violence (with focus on Domestic Violence)
- Hate Crime and Cohesion
- Killed or Seriously Injured
- Property / Serious Acquisitive Crime
- Public Confidence
- Reducing Re-offending

In the last year, the work of the LSCB Children and Domestic Violence subgroup has been absorbed in to the Domestic Violence Forum (DV Forum) and Violence Against Women and Girls (VAWG) Strategy, both of which provide performance reports directly to the CSP. Arrangements have been made for a standing annual report covering outcomes for children living with domestic violence and safety planning (MARAC). Despite this significant change, the LSCB continues to maintain a link with the Domestic Violence and Hate Crime service area through Board membership and representation.

### **Safeguarding Adults Board**

The Chairs of the Adult Safeguarding Board and LSCB have been meeting to discuss joint agendas and explore how the two Boards can work more collaboratively with a focus on adult mental health, substance misuse, gang and knife crime and domestic abuse and the interface this has with safeguarding children. Both Chairs have worked particularly closely with the HWBB to develop a three-way joint protocol, setting expectations for reporting and planning.

The LSCB recognises there is scope for the children and adults safeguarding Boards to work better in particular to improve service provision from a holistic family perspective.

## **Work of the Tower Hamlets Safeguarding Children Board and Partners**

### **2013-14 Priority Area Progress**

Tower Hamlets Safeguarding Children Board set out six targeted priority areas in its overarching business plan. Whilst we have made good progress in many areas there are some areas where we have made less progress and these will remain a challenge and priority for us in 2014-15. Each of the priority areas and achievements are reviewed below:

#### **PRIORITY 1 – GOVERNANCE AND ACCOUNTABILITY**

#### **LSCB has robust governance and accountability in place and in line with Working Together 2013 in order that its partners are confident and assured in respect of their roles in safeguarding children and families**

An immediate task during 2013-14, was to review our governance strategy following the publication of Working Together 2013, so that specific requirements for the LSCB were reflected in our guidance. Within the year, the Head of Paid Service recruited Sarah Baker as permanent Chair to the LSCB ensuring long-term improvement plans could be implemented. There are regular monthly meetings between the Chair and HoPS who also attends and receives Board papers to maintain oversight of the Board's business.

The LSCB has strived hard to enhance its interface with frontline practitioners and seek assurance from those working directly with children and families. The Chair has undertaken a number of visits to front line services and network groups. This has allowed for a dialogue to take place where the Chair has been able to report back evidence of good practice but also areas of risks. For example, a visit to the local borough police brought to the Chair's

attention the need to improve appropriate adult services available to young people so as to ensure they are not held in a police station for longer than necessary. In turn, children's social care took steps to resolve this issue and young people now receive an appropriate adult within a reasonable timescale.

In addition to improving our communication, we have produced quarterly newsletters to inform front line practitioners and managers about the work of the LSCB, provide an update on current policy and local safeguarding development, spotlighting a partner agency and their role in safeguarding children or national campaigns such as Child Safety Week and alerting the workforce to upcoming learning events and opportunities. A challenge for the LSCB is to ensure our newsletter reaches as many staff members as possible through our Board representatives. Dialogue with practitioners at the LSCB learning events suggests this is not always the case. Consecutive newsletters are also placed on the LSCB website as an alternative access route.

## **PRIORITY 2 – EARLY HELP AND ASSESSMENT**

### **LSCB partners ensure there are effective processes for assessing the need for early help and confident there are a range of services in place to deliver a wide range of early help services to meet identified need**

The LSCB was required to publish a local threshold document (Working Together 2013). This document is contained within the Family Wellbeing Model which has been through an extensive review and consultation process in 2013-14 and took centre stage at the LSCB safeguarding conference where over one hundred practitioners got the opportunity to explore the new areas of information and application to practice with children and families. The document contains information about early help services, the use of 'Signs of Safety' as a practice tool and an additional extended section setting out thresholds for intervention alongside information about the process of referral to and assessment by social care services. In response to the OFSTED Thematic Inspection of the impact of neglect on children under ten, the local authority was recommended to consider how to extend the information available about neglect and younger children within the FWBM. A new section was added to the document which draws attention to the possible range of neglect indicators.

Our threshold guidance will be further reviewed to take account of the single plan for children and young people with additional needs, as required by the Children and Families Act. The challenge for our partnership and **a priority action area** for the LSCB will be to ensure that local thresholds for intervention are widely and consistently understood by professionals so that children, young people and their families are able to access the right services at the right time to ensure a timely response to their needs.

Tower Hamlets was one of the first authorities to introduce a single assessment framework for the recording of social work assessment of children and their families. Following on from that social work staff were trained in the use of 'Signs of Safety' to provide a common practice tool for undertaking social work assessment. 'Signs of Safety' focuses on the



existing strengths of the family, areas of concern and identifies what needs to change in order to address concerns. This year, a project group oversaw the wider implementation of this practice tool to help practitioners identify risks at an early stage by understanding family strengths and concerns. This means children have their needs assessed or protected within an appropriate timescale. We have rolled out the 'Signs of Safety' practice tool to community health practitioners and social care staff in joint training sessions throughout the year.

### **PRIORITY 3 – IMPROVING OUR PROCESSES**

#### **LSCB has an agreed process for reviewing unexpected child death and maximising learning across the partnership**

The LSCB initiated one serious case review before the publication of Working Together 2013 and another after the guidance came into effect. We have used the most recent SCR to develop our own hybrid system approach based on our knowledge of what works well and using our experience of using the Social Care Institute for Excellence (SCIE) methodology.

Some valuable learning has been gained for the LSCB through a greater involvement of practitioners in SCRs and we can clearly see the difference they bring to a critical learning process. However, the LSCB recognises the challenge for all partners in balancing front line service delivery and learning opportunities. This is particularly pertinent when there is more than one process taking place. For example, during a serious case review, a domestic homicide review or health's internal serious incident reviews could be happening in parallel.

Our final approach to undertaking SCRs will be incorporated in to our wide evidence-based learning and improvement framework and this will be produced in 2014-15.

### **PRIORITY 4 – IMPROVING QUALITY ASSURANCE**

#### **LSCBs quality assurance framework improves scrutiny of its partners' safeguarding performance**

The LSCB reduced the number of performance indicators it was reporting, from 52 to 26 clustered indicators in recognition that it was 'data rich but intelligence poor'. The new approach strengthens the intelligence being provided to the Board which therefore increases its understanding of emerging local needs. The revised LSCB performance report consists of core safeguarding information from the key statutory partners to ensure greater scrutiny of practice across the partnership in a meaningful way. For example, the information provided enables exploration of the evidence of early help for risk groups such as missing children or young people who are sexually exploited and the correlation between them.

Following the introduction of the national safeguarding performance framework (SPF), Tower Hamlets Children's Social Care began reporting on a new set of information measures alongside local and former national measures.

We have been working with our partners to determine what is going to be useful information. This is still a continuing and evolving framework that captures the needs of our changing demographic across the borough.

LSCB Board members are required to identify how their participation in Board meetings supports improvement in safeguarding outcomes for children and what actions they take between meetings to implement these.

A **priority action area** for 2014-15 will be finalising the full set of LSCB data, incorporating information and analysis from our partners and reporting our safeguarding performance to Board members on a quarterly basis. This will in turn contribute to informing future LSCB audits and quality assurance activity.

For the full LSCB Performance Dataset – [see Appendix 4](#)

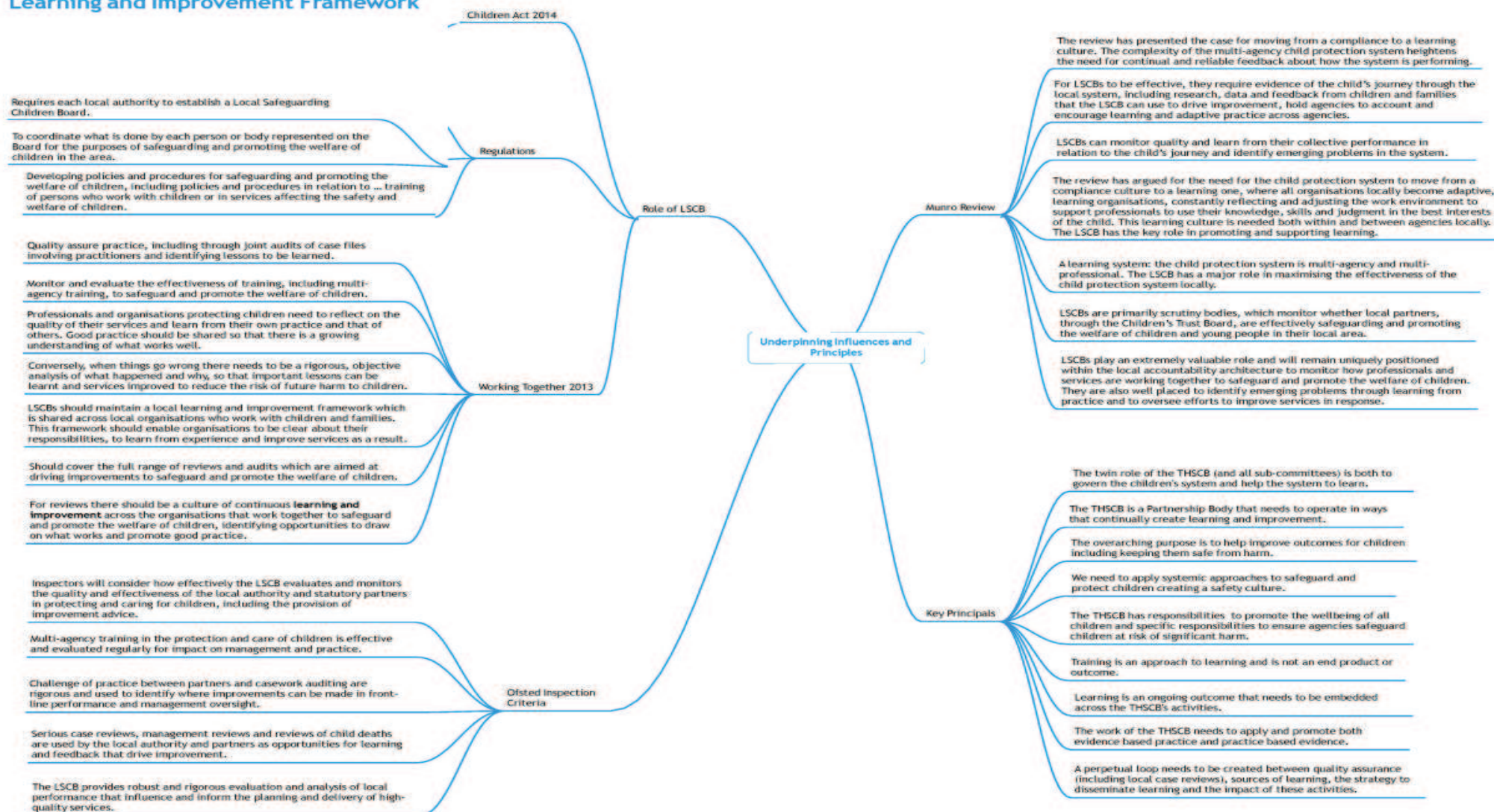
## **PRIORITY 5 – LEARNING AND IMPROVEMENT**

### **LSCB ensures the children and families workforce are confident and competent to undertaken their safeguarding responsibilities**

Working Together 2013 has placed more emphasis on LSCBs' learning and improving practice through audit and reviews. This means there have been more activities relying on independent oversight and this presents a challenge for us and other LSCBs in the context of financial pressures currently faced by all agencies.

# The diagrams below provide an overview of the influences and principles underpinning our Learning and Improvement Framework

## Learning and Improvement Framework



## Learning and Improvement Framework

Our framework combines outcomes from serious case reviews, thematic and deep-dive case audits, performance and trends, evidencing our impact through quality assurance activities and disseminating learning through our training programme. The diagram below demonstrates our approach to continual learning and improvement



The LSCB has undertaken a number of safeguarding learning events across key areas of safeguarding. These include:

- **Multi-Agency Safeguarding Training**

Courses are categorised at different levels depending on who they are intended for, and this will also depend on practitioners' levels of contact with and responsibility for children, young people and families. The groupings distinguish the workforce into three categories which are designed to correspond with the tiers of need set out in the Tower Hamlets Family Wellbeing Model.

- **Category A:** Training for all practitioners who work with children, young people and parents/ carers, delivering universal services. Practitioners in this group will include housing and hospital staff, youth workers, child minders, those working with children in residential and day care settings and those working in sport and leisure settings. Some training at this level is offered through an e-Learning platform and new staff are required to complete the modules as part of their induction or to refresh their knowledge.
- **Category B:** Training for all practitioners who need to address children and families' needs at Tier 2 (targeted) and Tier 3 (specialist) of the Family Wellbeing Model.

**Category C:** Training for all operational and strategic managers who are responsible for services to children, young people and parents/carers operating at Tier 2 (targeted) and Tier 3 (specialist). This category links to single agency specialist training provision only.

A total of 79 out of 89 one and two day training courses covering 25 safeguarding subject areas were delivered in the year. We cancelled 10 training days and these were not rescheduled during this period.

**See Appendix 5** for the full list of multi-agency training provided in 2013-14

It is important to understand factors that might affect the degree to which individuals from particular agencies might attend inter-agency training but the LSCB expects practitioners to attend and benefit from multi-agency training alongside their single agency provisions.

- **Learning Events**

As part of the business objective to close the gap between the LSCB and front line practitioners, Board members along with the Chair have facilitated a series of bi-monthly learning events. The main purpose of these sessions is to disseminate current safeguarding messages, changes in policy and explore and challenge multi-agency practice issues. Some of these events have been held in a debate-style format, for example, one focused on the findings from national serious case reviews where neglect was a feature and this was presented within the context of the LSCB's role. Participants were asked to debate the motion that tragedies such as Daniel Pelka, Hamza Khan or Keanu Williams could or could not happen in Tower Hamlets. This was a particularly popular workshop and a similar approach has been adopted for other events. Other discussions in these learning events have explored information sharing, escalation processes and barriers, as well as sign-posting individuals to further learning to address gaps in their safeguarding knowledge base.

- **Serious Case Review Dissemination Workshops**

The serious case review of a young person who died as a result of self-harm at a youth offending institute was concluded in the reporting year. A series of learning dissemination workshops were held and led by the report author, LSCB Chair and

Service Head for Children's Social Care. Sessions were first held with practitioners concluding with one for managers where issues raised by their staff members were incorporated in to the section dealing with 'taking forward learning'. At each workshop, the agency and LSCB action plans were shared with the audience, noting any impending changes to practice or policy.

- **LSCB Board Development Sessions**

The LSCB has continued with its approach to ensure there is a development opportunity built into each business meeting. In addition, Board members participate in at least one annual development session focusing on reviewing the previous year, measuring our effectiveness and challenges which informs planning and priority setting for the following year. Board members have received intensive learning opportunities on various safeguarding topics such as an overview of working together 2013, undertaking a gap analysis and considering the implications for the LSCB and the OFSTED single agency inspection framework. The most recent development session explored the issue of child neglect in light of demographic changes, the impact of welfare reform and our knowledge gained from a recent OFSTED evaluation of neglect. These discussions led to the development of the multi-agency Neglect Strategy.

- **Multi-agency case audit staff focus groups**

As part of the learning and improvement framework, multi-agency case audits undertaken by the LSCB have increased participation and input from the multi-agency professional network. Staff are now required to complete their agency audit and bring information together to a half-day case discussion when critical learning is explored. These events provide an opportunity to share and challenge agency perspectives on matters such as thresholds, pathways and rationale for decision-making, especially where there is a difference in view. The outcome of the focus groups contributes to the overall audit findings but importantly practitioners are involved in shaping the recommendations and improvement plans. Feedback has highlighted the tangible benefits to individual and wider workforce learning.

## **PRIORITY 6 – WORKING IN PARTNERSHIP**

### **LSCB partners are compliant with Working Together 2013 and that assurance processes are in place to ensure robust safeguarding of children and families**

#### **Children's Social Care**

Children Social Care has provided information regarding its safeguarding activity in a number of reports presented to the full Board. These statutory reports have included those on 'Missing Children' 'Private Fostering', 'Allegations against Adults Working with Children' and Corporate Parenting Report on 'Children Looked After'.

### Child Sexual Exploitation:

Child Sexual Exploitation (CSE) has been a growing safeguarding concern for Tower Hamlets as well as a focus of Government attention. The Child Sexual Exploitation operational/practitioner group chaired by Children's Social Care has provided a strong response to the issue of CSE. This multi-agency forum includes full representation from statutory and voluntary agencies. Over the year the group has provided support to those agencies working with young people subject to/ at risk of sexual exploitation, has identified the profile of both the young people concerned and of the alleged perpetrators, considered safety planning for individual cases, shared intelligence across the agencies to map out the 'hot spots' in Tower Hamlets and utilised all of that information to consider emerging wider safety issues. This group has provided a robust framework for securing the welfare of the young people concerned and has fed into LSCB CSE Steering Group.

The implementation of the LSCB Multi-Agency Sexual Exploitation (MASE) Group in February 2014, in response to the new statutory guidance, will build on the foundations of the operational/practitioners group, formalising that structure and ensuring the right representation from each agency at a more senior level and with clarity around expectations of who is attending and why. The MASE group will continue to coordinate safety plans, monitor the profile of victims and perpetrators and escalate young people in to the child protection process. Additionally it will be taking a more strategic role identifying unmet needs and trends, and areas of training need. There will be a strong reporting link between the MASE group and the LSCB CSE Subgroup.

### Multi Agency Safeguarding Hub

For a number of years, the Integrated Pathways and Support Team (IPST) provided the "front door" into Children's Social Care Services whilst also sign posting children and their families to Early Help Services where appropriate. IPST brought together social work staff (including those with a specialist knowledge of working with children with disabilities), attendance and welfare officers, the youth offending team, health visiting, family support and domestic violence officers to provide a holistic approach to determining how best to support families. The transition to become a multi-agency safeguarding hub (MASH) in the autumn of 2013 marked a further evolution of this service with the co-location of the police public protection desk and regular input from the probation service as well as closer links into the MARAC and MAPPA processes. This development represents a significant step forward in the ability for the service to provide more effective and informed decision making at the first point of contact with a family utilising the information available from a variety of agencies.

MASH has been launched at the same time as a major review of the Tower Hamlets Family Wellbeing Model which sets out the thresholds for intervention across agencies in the borough as well as how to access early help services and the Social Inclusion Panel which considers the needs of children and young people on the threshold of social care intervention.

## Court Work Project

Beginning in early 2013, the Court Work Project has been the local response to the Family Law Reform programme and to the requirements set out in the Children and Families Act for reducing the average length of time for care proceedings. There have been a number of strands to this project – improving social work practice through better planning for care proceedings and report writing; improving the knowledge and skills of social work staff involved in care proceedings; a robust approach to assessments and care planning to ensure that assessments are focussed, timely and proportionate to the circumstances of the child and family; a new approach to the use of Family Group Conferences and to the assessment of potential carers from amongst the extended family and improvements in the arrangements for the preparation of child permanence reports for children requiring a permanent alternative family.

In addition to the strands of the project identified above, the Project Group has worked with CAFCASS and engaged with the courts in order to ensure that there has been a common agenda for ensuring that proceedings are conducted in a timely fashion. The outcome of this project has been a significant reduction in the average length of care proceedings, down to around 30 weeks by early 2014. This means that, for those children where a risk of or actual significant harm has been identified, decisions about providing support to parents, identifying alternative carers from the extended family or decisions to place children permanently with foster carers or adopters have been made in time scales more appropriate to the needs of those children.

## Eva Armsby Family Centre

Eva Armsby Family Centre was commended for its work during the last OFSTED inspection of services for vulnerable children in Tower Hamlets. Staff in the centre have also supported the improvements achieved through the court work project by providing timely, thorough and comprehensive “in house” assessments of parents when children are in care proceedings which have contributed to the reductions in the length of time taken for the completion of proceedings. They have also undertaken community based assessments where previously residential family assessments may have been undertaken – thereby providing a realistic and cost effective assessment of the child and their family.

## Adoption

For those children who will not be able to return to the care of their parents or be looked after by extended family or friends, adoption is often the preferred means of providing a permanent alternative family, especially for younger children. Since the autumn of 2012, the adoption service has been working to increase the pool of adopters recruited locally, especially those from the Bangladeshi community, working with the local adoption consortium to make the best use of the existing pool of adopters and to reduce the time that children spend waiting for a permanent alternative home. In some cases, this has meant that children have been able to move to an adoptive placement at an early age or stage in care proceedings and use is now being made of the ability to use approved adopters as foster carers for children that are likely to be placed for adoption at a later stage. An improving pool of adopters and a focus on planning for the possibility of



permanence at an early stage has meant that more children are being placed more quickly, despite the concurrent increase in the number of special guardianship orders.

### Recording Interventions

Social work staff can spend too much time recording what they have been doing and not enough time working with children and their families. However, recording what has been done and why is both important as a means of judging progress and in providing a record for the child in the future of the work that has been undertaken should it be required. The recording policy has been reviewed and re-issued in order to help social work staff be more focussed in what they record and why, to enable them to spend more time with families and to provide a better account of interventions, both to guide current practice and to assist children who may wish to review their records at a later stage.

### Children's Social Care - Strengthening Quality Assurance Activities:

Children's Social Care has continued to develop its Quality Assurance activities across the service areas. The monthly system of Quality Case File Audits, which managers carry out and the findings of which are reported to CSC Senior Management Team (CSCMT) is now fully embedded with very high ongoing compliance. Added to this there have been a number of independent service level audits conducted this year including an evaluation of outreach services; care pathways and an audit of completed PDRs which have been reported to CSCMT and utilised to inform practice. A study of the use of 'Step Down' commissioned by the LSCB has been completed and the findings will be taken forward by the LSCB Quality Assurance and Performance subgroup. The system of monitoring management oversight has also become well embedded and is evidencing a high level of case management activity. The monthly management information data provided to CSCMT has been reviewed and extended to include for example compliance with statutory visit timescales.

The Independent Reviewing Officers (IROs) Practice Alert system referred to in last year's report is now embedded as part of the IRO QA role and utilised routinely where necessary. The vast majority of practice 'disputes' continue to be resolved informally and do not relate to significant practice issues. A midway care plan review process has been implemented which prioritises cases of babies placed for permanency and placement stability monitoring the timely implementation of care plans. The IRO annual report provides the overview of the work of the IRO service including the outcomes of the Quality Assurance activity. This report is presented to CSCMT.

It has not been possible to embed the Child Protection Conference Alert System in the same way due in part to technical recording system issues (FWI). As with the LAC review process the majority of practice issues are resolved informally both internally and with other agencies. A new quality checklist has however been introduced by the Child Protection Chairs at the point of the scheduling of the initial child protection case conference. The purpose is to identify the preparation required for an effective initial conference including ensuring that the parents and children have the support they need to participate in the conference and receive conference information in a timely way. The compliance and outcome of the checklist will be analysed and reported to CSCMT.

## Safeguarding work with Tower Hamlets Communities

Safeguarding with Tower Hamlets BAME and religious communities is promoted by the work of African Families Service (AFS) and the work with Muslim Families Service (MFS) both based within Children's Social Care. The work of both groups is supported and directed by cross agency steering groups. The AFS represents Tower Hamlets on the government's national working group on child abuse linked to faith or belief systems whilst the MFS represents Tower Hamlets on NSPCC's National Advisory Group on 'Safeguarding Muslim Children' and Metropolitan Police's working group on 'Abuse Linked to Religious Beliefs and Spirit Possession'.

The activities of both these services aim to deliver the National Action Plan to tackle child abuse linked to faith or belief within the context of local need. The activities undertaken in the past year have been:

### Community Partnership Working

#### *Pastors and Community Leaders Forum*

This is a forum held 7 times a year where Pastors and Community leaders come together to be informed about safeguarding issues which impact on the Black African community. The aim is to ensure that the religious and community leaders have an awareness of safeguarding issues and their responsibilities as community leaders, also that they are in a position to inform and support their congregations. These are vibrant meetings where much discussion and debate takes place. Service users especially those who are isolated within their community also attend these meetings. The meetings are held within different churches and external speakers are invited to present. The average attendance for the pastors and community leaders is 40-45, community and service users is 10-12. The service is currently involved with 75 different churches within Tower Hamlets.

Topics covered over the last year have included:

- Safeguarding Children with Disabilities
- Safeguarding - What We Need to Know
- Gangs, Violence and Anti-Social Behaviour
- Immigration Law Update
- Parenting Black African Children in the UK
- HIV and AIDS

#### *Safeguarding workshops in Churches and Non-Government Organisations (NGOs)*

These are delivered 4 times a year at individual churches and organisations to an audience of pastors, their congregations and community leaders and members at a time selected by the community. The areas covered include definition and categories of abuse, child protection legislation and expectations and the role of Children's Social Care. Two of these workshops are delivered in partnership with Somali organisations. As with the above forum the purpose of these workshops is to promote awareness of safeguarding issues and to ensure that parents have information about the legislation and expectations of parenting in the UK. The numbers attending these workshops range from 20 for the NGOs and 100 plus for the sessions in the churches.

## Enhancing professionals knowledge and skills in working with Black African Children and Families

The AFS delivers three, two day sessions of the 'Safeguarding Black African Children and Families' training to professionals per year. Over the last year 60 professionals across the LSCB agencies have received the training, Topics of female genital mutilation, spirituality, spirit possession, private fostering and trafficking are covered. This training is open to other LAs and there are regular external delegates attending from across the country.

### *Reflective Practice Group and Direct Work*

A cross agency group of practitioners who have received specialist training provides a monthly forum for other professionals working with Black African families to discuss cases and receive advice. This is also open to other LAs and as with the 2 day training is used regularly particularly where cases are in the court arena.

The AFS works either alongside other professionals and services (primarily Children's Social Care and Education) bringing their specialist knowledge and skills or in their own right. Over the past year they have worked with 24 cases covering a wide range of issues including spirit possession, FGM, mental health, drug use, DV and drugs.

### *European Links*

The EU is seeking to promote cross European working and learning around harmful practices linked to belief systems and is making money available for project work. The AFS is part of a bid involving a number of European countries. There has already been sharing of learning through visits from Italian and Scandinavian organisations to Tower Hamlets and a reciprocal visit by AFS to Italy.

## Working with Muslim Families Service

### *Continuing the Dialogue Seminars*

These are delivered a minimum of twice a year in partnership with Tower Hamlets' Council of Mosques who are active members of the steering group. These were initially focused on enhancing the awareness of Imams /Islamic teachers of safeguarding issues and on ensuring professionals have the knowledge and skills necessary to work effectively Muslim families. Over the past 2 years however the focus of the seminars has changed to include community groups and families themselves. The audiences now reflect this change of emphasis.

The three seminars delivered over the past year have been focussed on aspects of parenting and the impact of parental behaviour on children's behaviour– 'Children See Children Do' 'Impact of Emotional Abuse and Neglect' and 'What Makes Good Families'. There is always cross agency presentations and an Islamic perspective from locally based Muslim speakers. These seminars were attended by over 150 parents and representatives from community groups.

### *Safeguarding Children Training for Imams and Islamic Teachers*

Safeguarding training sessions are delivered at individual Mosques and Madrassahs and to the Association of Islamic teachers. These individual sessions have become more important with the change in the focus of the seminars. The training covers general safeguarding information and safeguarding expectations of their role as well as key safeguarding messages such as forced marriage, sexual exploitation, private fostering. 12 of these sessions were delivered over the past year with audiences ranging from 15 to 72 in number.

### *Safer Parenting Sessions*

Safer Parenting Sessions are delivered to parents within school settings. As well as covering general safeguarding information that parents need to be aware of, the sessions pick up on issues highlighted by parents themselves and continue the dialogue from the seminars. As with the Imams training the areas such as forced marriage, sexual exploitation and private fostering are covered. 13 of these sessions were delivered over the past year with audiences ranging from 5 to 50 parents.

### *Caring Dads Programme*

The very first Bangladeshi Caring Dads 17-week programme was delivered this year. 10 men completed the programme with positive outcomes. For those whose children were subject to child protection plans, the children were subsequently taken off plan and became either child in need or were closed. A second programme is currently in place.

### *Case Work*

The Muslim Safeguarding Coordinator is a source of expert advice and is often consulted particularly for clarification on cultural and religious perspectives on areas such as spirit possession, forced marriage and domestic abuse.

The coordinator is also involved in cases primarily in relation to allegations of abuse against Arabic teachers based in a Mosque or Madrassah. Follow up work from these cases involves delivering the 'Safeguarding Children' to the Mosque or Madrassah involved in the allegation.

## **Learning and Achievement (Education)**

### Children with serious medical conditions

A new policy has been implemented in respect of the provision of education for children who cannot attend school due to health reasons (including mental health concerns). This ensures that educational outcomes are maximised and children suffering from long term or serious health conditions are not isolated in their homes but are able to attend school whenever possible and retain contact with peers when not.

Referrals for home tuition on medical grounds are monitored and since the policy on the provision of education for children who cannot attend school due to health reasons was implemented these have risen which suggests more pupils are now accessing this support.

## Anti-bullying

The Anti-Bullying Advisor and members of the Behaviour Support Team provide schools with training and support to reduce bullying and undertake case work with families. We have contributed to the design of the local pupil attitude survey which enables pupils to comment on aspects of their lives and schooling anonymously. This includes information on their safety and wellbeing e.g. their experience of bullying and how well they feel their schools manage this issue. This is the first year of the new survey but comparisons with previous surveys suggest that the frequency with which pupils are experiencing bullying has dropped significantly.

## Social Inclusion Panel (SIP)

This multi-agency panel (led within Learning and Achievement) monitors cases at the borderline of Tier 2/3. It reviews the Tier 2 Common Assessment action plans and provides support, advice and additional resources to address multi-agency concerns, to reduce risk and, where possible, prevent escalation to Tier 3. A baseline scoring across the full range of needs in the CAF and then use the scores at CAF review to determine how effective we are at helping families. In the most recent evaluation 60% of cases achieved improved outcomes by the review. During the first 9 months of 2013/14 SIP was able to close a third of cases because they had achieved successful outcomes at Tier 2. The remaining cases are still active or were closed for other reasons (e.g. left the borough).

## Preventing Violent Extremism

The Social Inclusion Panel (SIP) has taken a lead role in overseeing Prevent plans for children at risk of violent extremism (Prevent is a Home Office funded programme targeting those at risk of Violent Extremism). Prevent cases are given Team Around the Child support and are monitored closely by SIP.

## Children and young people with Special Educational Needs (SEN)

The Panels which make decisions for SEN pupils liaise with Children and Adult Social Care colleagues about every case where there seem to be potential Child Protection issues. These panels frequently reject poor quality generic advice and ask agencies to reflect on issues identified through the SEN assessment processes and to provide advice which focuses on the child's needs as identified through their own formal assessments. Caseworkers from all professional groups are expected to demonstrate how they have taken action to not only meet a child or young person's SEN but also to address any potential Child Protection issues identified.

## Educational Psychology Service (EPS) Case Practice

Following the most recent serious case review the EPS held a training session for all its psychologists to consider how they could apply the learning from this review to their practice.

## Governor Services

Newly appointed governors are reserved places on a central induction programme, which covers their statutory responsibilities, including safeguarding and child protection. Information on safeguarding workshops for whole governing bodies and Safer Recruitment training is sent to every governor three times a year. The service contributes to school improvement, the effectiveness of which in this respect is evaluated by LA school reviews and, ultimately, OFSTED inspections.

The clerking service advises governing bodies that they are accountable for ensuring schools have effective policies and procedures that comply with statutory guidance, including for allegations against staff, the designation of a fully trained senior professional at the school and the accurate upkeep of the SCR. Governing bodies are also advised on policy in relation to DBS checks for governors.

## OFSTED Inspection Support

Schools are given advice and guidance in meeting the OFSTED inspection requirements so that effective Child Protection Procedures are explicit; staff are trained in following the procedures, that the single central register and Safer Recruitment Procedures are in place in all schools. OFSTED outcomes are monitored by the Schools Improvement Team and the School Improvement Officers monitor the outcomes of all OFSTED inspections. They also check that schools follow proper procedures for safeguarding practices and staff recruitment during their visits to schools. No school has been criticised for any safeguarding issues, even where they may have been a cause for concern and requires improvement in other aspects of the inspection.

## **Youth Offending Services**

There has been innovative joint work with Troubled Families and the Youth and Connexions service to provide youth outreach advisers to engage gang-involved young people and their peers.

Re-offending rates have fallen, as has the number of first time entrants (FTE) to the youth justice system as we divert more young people away from crime. Both successes have enhanced the welfare of the young offenders but also reduced the victimisation of other children and young people. We have sought external, independent investigation into our work with individuals who have committed grave crimes. The impact of this is aimed at challenging and improving our practice.

Future developments include extending our work with young women at risk from gang and sexual exploitation; work to achieve our government performance targets, reducing re-offending, custody (remands and sentences) and explore how to fund our Early Intervention and Diversion Team as part of the core service.

## Public Health

Public Health carried out a Joint Strategic Needs Assessment (JSNA) analysis of Children with Disabilities which identified gaps in the data and made recommendations on strengthening the commissioning of integrated services, improving arrangements for transition between services, improving identification of cases and post diagnosis support and accommodation issues.

Public Health has challenged itself and others to improve safeguarding arrangements for children through:

- Public Health have secured additional funding for the Family Nurse Partnership (FNP) for two additional nurses previously on short term DH funding, making this evidence-based service available to 20 additional young, vulnerable first time mothers per year. User involvement in the Strategic Advisory Board has also been strengthened and links facilitated with Tower Hamlets Parents and Carers Council.
- Stakeholder consultation carried out as part of 'Healthy Child Review' identified the importance of strengthening 'tier 1' services to support children and young people's emotional health and wellbeing and opportunities for better coordination and data sharing between agencies. This is informing the new service specification that is being drawn up for School Health and will also feed in to the CCG review of child health services to be carried out in early 2014.
- Improving the health needs of remanded young offenders as a LAC through a needs analysis exercise.
- Feedback from public health has strengthened the focus on prevention and early years in the new Mental Health Strategy.
- Funding identified to make Healthy Start vitamins universally available for pregnant women and children up to 4 years to reduce the prevalence of Vitamin D deficiency, which is particularly relevant to our changing demographic groups in Tower Hamlets.

Public Health has identified the following priorities for 2014-15:

- To strengthen services to support maternal and infant mental health – in view of the evidence that the first year of life is a critical period for long term emotional health and wellbeing – carrying out a mapping of current services to identify gaps and opportunities for better join up and will be making the case to use public health grant funding to strengthen services to support maternal and infant mental health.
- To work with the CCG and other local authority commissioners to commission more joined up services for children and young people, drawing on findings from the 'Healthy Child Review' and forthcoming CCG review of children's health services.
- To develop a multi-agency strategy to reduce A&E attendances arising from intentional and unintentional injuries which remain high in Tower Hamlets.
- To follow up on initial analysis of the prevalence of consanguinity in Tower Hamlets and implications for child disability and mortality.

Public Health has led on the implementation of recommendations from Child Death Overview Panel which included:

- Confirmation by CAMHS that policy on follow up of DNAs has been reviewed and strengthened
- School Health service strengthened procedures for identifying children with asthma so that action plan in case of acute attack is in place
- Issue of ensuring compliance with Housing Inspection Policy re: prevention of falls from windows and balconies raised with LBTH Housing
- Maternity service has updated protocols on the management of high risk women and guidelines on transfer to labour ward
- Have followed up with Maternity service to improve recording of consanguinity and ensure genetic counselling offered as appropriate
- Development of new protocol for primary care on follow up of children who DNA appointments for secondary care and CAMHS
- Development of communications plans with Children's Centres, Health Visitors and other frontline staff to raise public awareness of how to identify a child with acute life threatening illness and how to call for an ambulance
- Carried out JSNA analysis of prevalence of consanguinity, using available data from Maternity service and child health. This has identified evidence for higher prevalence of consanguinity in Tower Hamlets and possible association with developmental delay.

### **Tower Hamlets Clinical Commissioning Group (CCG)**

As a commissioning agency the CCG continually reviews the safeguarding arrangements of the providers we commission. Included within this are regular quality reviews linked to a safeguarding quality and performance Dashboard. This Dashboard has been reviewed and currently seeks information of over a hundred metrics. Within the CCG safeguarding is at the heart of the commissioning decisions; the designated professions advise commissioners on safeguarding aspects of the services we commission. The CCG are reviewing children's services specifications ensuring safeguarding children is integral to this review. The CCG's 'Safeguarding and Commissioning Group' have intervened in issues when they have arisen or supported the providers in their response to issues, for instance (i) when an independent practice-site introduced a domestic violence drop in clinic in isolation to existing domestic violence pathways (ii) supporting Barts Health to prevent the Samaritans working from A&E while operating a none-disclosure policy this was raised with NHS England and the LSCB added to the LSCB Risk Register (iii) when a therapy service refused to see vulnerable children following an initial assessment because not specified within the contract.

The CCG considers all current safeguarding issues via its 'Safeguarding and Commissioning Group' which meets monthly and feeds directly to the CCG governing body. Routine items at this meeting include; current risks, provider performance, quality issues, health provision for LAC. In addition the designated professionals are represented at both providers' integrated safeguarding children committees.

The function of the designated professionals being placed within CCGs is to challenge and advise with regard to safeguarding children. The CCG has, and continues to develop a safeguarding children mind-set in all that it does and will question itself, and also question the providers it commissions; for example at 'none obvious' safeguarding quality visits the CCG will consider safeguarding in light of the service area under review e.g. how the low staffing levels could lead to a safeguarding issue.



Tower Hamlets CCG has identified the following priorities for 2014-15:

1. Ensure its commissioning processes are robust enough to ensure future health demands of the increasing number of vulnerable children are met.
2. To secure the long-term expertise of a Designated Nurse for Looked After Children
3. Complete a review of the health provision for LAC

## **Barts Health NHS Trust**

Barts Health has developed and supported a range of innovative practices to safeguard and promote the welfare of children and young people who use their services and to support the provision of early help and intervention.

The Barts Health 'health visiting toolkit' was developed to identify the most important issues facing local families. This process involved consulting a wide stakeholder group, using cycles of ranking and voting to identify and prioritise key issues. The high priority topics selected to be explored by the Toolkit project were:

- Infant stimulation and communications development
- Preventing childhood obesity
- Improving effectiveness of work with stressed and unsupported families

Stakeholders and partner organisations were involved through a steering group, workshops and meetings to discuss locally available support to parents in relation to the three identified issues above and to share ideas for improving services, identify barriers to effective practice and to suggest potential solutions. The project will be used to enhance the effectiveness of health visiting practice by:

- Developing a website to direct parents and staff to high quality, evidence-based resources which give information and ideas about play and communications, healthy eating, and physical activity and support available for families living in stressful situations. This website will showcase the unique contribution made by health visitors in supporting families with children aged 0-5
- Developing a leaflet outlining the health visiting service to parents and carers
- Delivering training in topics around which health visitors highlighted their need for new or updated knowledge and practical skills, including sleep, parent-infant attachment, perinatal mental health, weaning and forced feeding.

The specialist youth workers, employed by Tower Hamlets local authority are working with health staff in the emergency department at the Royal London Hospital with a specific role in an advising young people attending the department of the consequences of being in gangs, becoming involved in crime or taking drugs, and will put young people in touch with youth and sports centres as an alternative.

Barts Health staff have continued to provide representation at the multi-agency child sexual exploitation group to identify and support young people at risk of, or being, sexually exploited in Tower Hamlets.

Following the changes required by the Metropolitan Police in respect of sharing Merlin reports representatives from Barts Health and Tower Hamlets Children's Social Care met and devised a process that will ensure relevant Barts Health staff continue to get notifications of a Merlin being generated directly to the electronic record keeping system without the full detail in the report being shared.

Health staff will use this knowledge, along with what is currently known about the family; to assess what further action will need to be taken to ensure that the relevant support and intervention is offered to children, young people and their families.

Barts Health will prioritise the following safeguarding children activities and processes in 2014/15:

- Following the launch of the Tower Hamlets Multi-agency Safeguarding Hub (MASH) Barts Health will work with Children's Social Care colleagues to develop the role of the MASH health specialist to ensure that the role of health in MASH processes effectively contributes to the protection and safeguarding of those children identified to be most at risk.
- In response to the most recent CQC inspection of Barts Health services, support and care pathways for adolescents will be strengthened across the organisation.
- The Child Protection Information Sharing system (CP-IS) is a Department of Health/NHS England led project developed to enable details of children who are subject to child protection plan, or in care, to be shared by local authorities with health organisations via the NHS spine. Tower Hamlets local authority are an early implementer of this project and the Royal London Hospital, located in Tower Hamlets, will be part of this early work.
- Barts Health, in conjunction with Tower Hamlets local authority Children's Social Care will facilitate the implementation of CP-IS in urgent care settings at the Royal London Hospital. This will enable health professionals to be fully informed about any statutory involvement from children's social care which can inform the decision making process during assessment. Information pertaining to the health setting attendance will be shared with children's social care.

### **East London Foundation NHS Trust**

ELFT safeguarding children practice is based on relevant national, local and professional guidance including *Working Together to Safeguard Children* 2013 and the Royal Colleges Inter-collegiate document (third edition March 2014) entitled *Safeguarding children and young people: roles and competences for health care staff*.

The Trust works across a number of LSCB areas and has continued to treat safeguarding children as a core activity to ensure it is embedded in the Trust's culture and ethos. The Safeguarding Children Team provides support, advice, training and consultation to staff across the organisation and facilitates inter-agency case working. A vacant post was filled this year which strengthened support for safeguarding children arrangements in Tower Hamlets.

We are developing our work around children and young people with caring responsibilities for adult mental health service users to address *CQUIN Goal 7: Improved Carers Assessments & Communication* with the aim of improving support for carers including young carers. Training on young carers has been run by Family Action, a code for identifying young carers was introduced and relationships are being developed with Young Carers Strategy Groups in Tower Hamlets.

We have revised our Training Needs Analysis (TNA) and strategy in the light of the UK Core Skills Training Framework Subject Guide produced by Skills for Health and the proposed

revised inter-collegiate competence document. Certain clinical staff will now be required to attend multi-agency LSCB training for their Level 3 safeguarding refresher which should promote more effective partnership working.

As part of the range of mental health Electronic Patient Records Systems (EPRS) developments taking place we continue to review the most effective way to record information relating to safeguarding children (including use of codes, alerts and forms).

A Tower Hamlets adult mental health nurse has worked with inpatient staff regarding identification of adult patients who have children and has been developing resources and processes for children visiting their parents in hospital.

Adult mental health services have support for themselves and their service users from the CHAMP Team, Kids Time, Family Action Building Bridges Project and Carers Connect.

The ELFT Safeguarding Committee provides scrutiny and challenge regarding safeguarding children arrangements. This includes receiving assurance regarding practice in the form of audits agreed in the annual work plan and progress in implementing recommendations from serious case reviews. Safeguarding children activity is regularly monitored as part of our quality assurance framework and this is reported to the Trust Board in an Annual Report. Findings from case audits and reviews are shared with staff via management, and through training.

The Trust monitors reported incidents involving children and adults who have parenting responsibilities which includes those that become LSCB reviews. There have been no incidents in the Trust of child deaths caused by abuse or neglect involving adult service users since 2007.

Feedback and evaluations from training demonstrate an overall improvement in awareness, knowledge and reflection year on year. Staff are more confident and effective in their roles in identifying and acting on concerns or impact on children, including young carers and children visiting adults who are inpatients in mental health wards.

The clinical directorates monitor safeguarding children issues at management meetings and the Named Professional for Safeguarding Children attends the adult mental health directorate meetings on a quarterly basis.

The Named Professional for Safeguarding Children facilitates regular team learning and reflective sessions in Adult Mental Health and Specialist Addiction Services. The Trust's Supervision Policy includes a requirement for safeguarding children issues to be addressed in supervision.

The Trust is an active member of the LSCB and sub groups which helps it challenge itself and others regarding in-house and multi-agency safeguarding arrangements. At a strategic level the Trust also uses up to date statutory guidance, commissioning requirements and inspections to test out its infrastructure. In terms of individual cases, teams are encouraged and supported to discuss safeguarding children issues regularly and to escalate cases where necessary, for example, staff challenge Children's Social Care regarding decisions and timeliness of feedback.

The Safeguarding Children Team member for Tower Hamlets has a visible presence and effective relationships with managers in Children's Social Care and meets quarterly with CSC IPST/MASH and Hospital Team. Any case concerns from either the Trust or CSC are followed

up to ensure effective child protection, child in need or team around the child processes are in place.

The Trust continues to respond to new initiatives regarding issues such as Child Sexual Exploitation, FGM and Domestic Abuse within the context of capacity.

East London Foundation NHS Trust will continue to priorities our work to:

- Strengthen supervision arrangements regarding safeguarding children
- Strengthen processes for carrying out the high volume of patient record checks that are required for MARAC, Child Protection Conferences, Child Deaths, Serious Case Reviews and other LSCB multi-agency quality assurance activity
- Develop identification of young carers and signposting to services

Additional priorities:

- Develop a combined Trust safeguarding strategy regarding children and adults
- Formalise Trust safeguarding children audit programme
- Consider use of 'Signs of Safety' Toolkit

### **Met Police – Child Abuse Investigation Team (CAIT)**

This year the Child Abuse Investigation Command has undergone a major restructure and has merged with the Sapphire (Rape) Command forming the new Sexual Offences, Exploitation and Child Abuse (SOECA) Command. Although at this stage CAIT retains its current remit, the future working of both Commands is under review. Senior leadership and support functions such as partnership, training, intelligence, quality assurance and pro-activity have been merged to provide a more efficient service to both Child Protection and Sapphire sides of the Command.

Performance and effectiveness is evaluated by the Command as a whole at a bi-monthly Management meeting. This meeting consists of Senior Leadership Team and Detective Inspectors from all CAIT teams representing LAs in the North East London Area.

Up-to-date performance figures are scrutinised and discussed, highlighting areas for improvement and any good practice taking place. Performance has shown that despite an overall increase of 16% for CAIT offences with no increase in staff, the Command has detected 86 more offenders than the same period last year.

Significant progress has been made within the CSE remit. This area of work is now co-ordinated by SOECA to ensure a consistent, effective response to Child Sexual Exploitation. The command has set up a dedicated CSE team, headed by a Detective Superintendent. The team consists of 2 Detective Inspectors with teams consisting of a SPOC for each Borough. These teams are able to liaise with Borough Police and CSC leads to provide a more in depth response, both reactive and proactive.

CAIT has challenged CSC partners across the East London Boroughs, including Tower Hamlets regarding their planning for children taken into Police Protection and their subsequent applications for an Emergency Protection Order (EPO). The risk by not challenging would have left the children with no legal basis to the protection afforded them. The option to return them to the family home, without any form of risk management would have placed the children at significant risk of harm.

This challenge resulted in CSC making successful applications to the court for an EPO; therefore ensuring children remained in a safe environment.

The role and remit of the Child Abuse Investigation Team was spotlighted in the September 2013 issue of the LSCB newsletter.

## **Voluntary Sector**

The Voluntary Sector working with children, young people and their families in Tower Hamlets comprises of hundreds of organisations; 220 of which are members of the Voluntary Sector Children and Youth Forum (VSCYF), a network hosted by Volunteer Centre Tower Hamlets.

The LSCB and VSCYF continued to promote the national Safe Network Standards and the self-assessment audit tool as a useful resource for the voluntary sector. It sets the standards for this sector to operate safely and is Section 11, Children Act compliant. The Voluntary Sector Children and Youth Forum Coordinator supported 16 organisations to complete an audit and has encouraged commissioners to consider making the audits a commissioning requirement.

The voluntary sector organisations that have completed Safe Network audits have reported that they have procedures in place that ensures they can take appropriate actions to keep children and young people safe. They have improved systems and communication and have therefore found that their members of staff and volunteers are much better informed and confident when it comes to safeguarding matters, are more aware in terms of safer recruitment, and vigilant in managing everyday behavioural issues with children and young people.

Two training courses were held for voluntary sector organisations which focused on writing policies and procedures and safeguarding tools. Workshops on e-safety and dealing with allegations were held as part of a rolling programme of themed workshops for the voluntary sector.

Information for parents on protecting their children and on resources for safeguarding deaf and disabled children was disseminated to the voluntary sector through the VSCYF e-bulletin. The VSCYF Coordinator also ensured providers were kept abreast of organisational changes due to developments in the Disclosure and Barring Service and Working Together 2013. Resources available to help children and young people stay safe using the internet were highlighted for Safer Internet Day.

The Voluntary Sector Children and Youth Forum has identified the following priorities for 2014-15:

- Improved messages to children, young people and their families on how to deal with cyber bullying and other e-safety issues
- Support organisations in their understanding of child sexual exploitation and how to respond
- Support organisation to improve identifying early help and increase the use of the Family Wellbeing Model and the Common Assessment Framework.

## Quality and Effectiveness of Safeguarding Arrangements in Tower Hamlets

The group ensured coherence between the various inspection processes, audit findings and serious case reviews by bringing together the findings and recommendations into a single umbrella plan.

The Quality Assurance and Performance subgroup supports the scrutiny function of the LSCB and is responsible for analysing the data and providing narrative for the LSCB Performance Report. It also examines the impact of our safeguarding activities ensuring that the quality of multi-agency safeguarding practice is monitored and evaluated through thematic and deep-dive case audits. The subgroup leads on monitoring all action plans emerging from the various serious/case reviews, inspection processes, audits and has brought a coherence by bringing together the findings and recommendations into a single LSCB umbrella action plan. The purpose of this overarching umbrella action plan is to improve our oversight of progress made and highlight areas for improvement and intervention.

The work of our other subgroups also provides the LSCB with information about the quality and effectiveness of our safeguarding arrangements. This section provides the profile of our vulnerable children and young people groups, and our performance areas to demonstrate what we know and what we have done to improve their outcomes.

### Profiles of Children Looked After, Children in Need and Children Subject to Child Protection Plans at 31 March 2014

	2013-14
Nos of children looked after	328
Nos of children living in private fostering arrangement	42
Nos of children subject to child protection plan	329
Nos of children subject to child protection plan for Sexual Abuse	8
Nos of children subject to child protection plan for Physical Abuse	39
Nos of children subject to child protection plan for Neglect	96
Nos of children subject to child protection plan for Emotional Abuse	180
Nos of children subject to child protection plan for Multiple Abuse	6
Nos of children in need	1398

### Child Death Overview Panel

LSCBs are required to review all deaths of children resident in their area. The overall aim of the review process is to learn lessons in order to reduce the incidence of preventable child deaths in the future.

The Child Death Overview Panel (CDOP) is responsible for undertaking a review of all deaths of children, up to the age of 18 and excluding those babies who are stillborn. The review

process involves collecting and analysing information about each child death to identify any case giving rise to the need for a review, any matters of concern affecting the safety and welfare of children in the area of the authority; and any wider public health or safety concerns arising from a particular death or pattern of deaths in that area.

The responsibility for determining the cause of death rests with the coroner or the doctor who signs the medical certificate and is therefore not the responsibility of the CDOP.

The panel decides which, if any, of the child deaths might have been prevented, and also whether there were any potentially modifiable factors where action might be taken locally, regionally or nationally to help prevent future deaths. By considering all local deaths, as well as looking at each child's individual circumstances, the panel considers any emerging themes and also whether there are changes that need to be made to local services or the environment, for example, road traffic safety. The aim of the CDOP is to reduce child deaths by understanding the reasons why children die.

During 2013-14 there were a total of 46 new child death notifications reported to the CDOP, 16 were children resident in Tower Hamlets and the remaining 30 were children resident in other areas. The reason we receive notification for the latter group is due to the fact that the Royal London Hospital is a major trauma centre where many children and adults are brought to for medical emergencies and treatment.

We have held five Panel meetings over the year to review child deaths and follow up on recommendations. In addition, rapid response meetings were held in response to four unexpected child deaths.

A total of 30 child deaths were reviewed during 2013-14, of which 8 deaths occurred in the reporting year, 14 were deaths that had occurred in 2012/13, 6 from 2011-12, 1 in 2010/11 and 1 in 2009/10.

Of the deaths reviewed only 1 had been subject to a serious case review and 2 were subject to a Serious Incident Review undertaken by Barts Health Trust.

<b>Breakdown by age (30 reviewed cases)</b>	
<1 year (including neonatal deaths)	19
1 < 5 years	2
5 <10 years	0
10 < 15 years	6
15 < 18 years	3

<b>Breakdown by ethnicity (28 of the 30 cases)</b>	
Bangladeshi	11
White British	4
Asian British	3
Asian Other	3
African	2
Mixed White/Other	2
Other	3

<b>Breakdown of the causes of death (30 cases)</b>	
Perinatal/neonatal	6
Acute medical or surgical	3
Chromosomal, genetic and congenital abnormalities	9
Life limiting condition	2
Chronic medical condition	3
Suicide or deliberate self-harm	3
Infection	3
Deliberately inflicted injury, abuse or neglect	1

In terms of the 30 child deaths reviewed, 5 were identified to have modifiable factors that is to say, where action can be taken locally, regionally or nationally to help prevent future deaths.

The CDOP has followed up actions to ensure implementation of recommendations from individual child death cases reviewed:

- Confirmation by CAMHS that policy on follow up of 'did not attend' (DNAs) has been reviewed and strengthened
- School Health Service strengthened procedures for identifying children with asthma so action plans in place in case of an acute attack
- Issue of ensuring compliance with Housing Inspection Policy re: prevention of falls from windows and balconies raised with LBTH Housing
- Maternity service has updated protocols on the management of high risk women and guidelines on transfer to labour ward
- Maternity service improved recording of consanguinity and ensure genetic counselling offered as appropriate
- Development of new protocol for primary care on follow up of children who DNA appointments for secondary care and CAMHS
- Development of communications plans with Children's Centres, Health Visitors and other frontline staff to raise public awareness of how to identify a child with acute life threatening illness (e.g. acute asthma attack) and when to call for an ambulance
- Carried out JSNA analysis of prevalence of consanguinity, using available data from Maternity service and child health. This has identified evidence for higher prevalence of consanguinity in Tower Hamlets and possible association with developmental delay
- A Child Death information pack has been created to be distributed throughout Neonatal unit and Paediatric wards. The Child Death information pack will also be available on the hospital intranet for all staff to access
- Incorporated CDOP information to hospital staff Induction to explain the Child Death process, child death notification and data collection
- From February 2014, the Designated Doctor for Child Deaths, has been working with the CCGs in Tower Hamlets, Newham and Waltham Forest and local palliative care providers to develop a strategy: with the aim of improving the quality, safety and experience of those in the last years of life across our three boroughs - regardless of age, ethnicity, diagnosis or care setting

Some recurrent themes and other impacting issues were identified through the child death reviews, these include:



- High rates of DNA / lack of follow up of DNAs indicating issues of possible neglect
- Increase in the number of infant deaths that requires further analysis
- A need to ensure that services are reminded of reporting procedures to ensure that all child deaths are reported promptly to the Single Point of Contact (SPOC)
- A need to improve engagement and information sharing with the Coroner
- A need to resolve the temporary management of the SPOC as recent changes to the post has presented challenges in making a suitable new appointment. The effective functioning of the CDOP is dependent on having a suitable person in post
- Problems with the child death database makes data analysis slow and cumbersome which in turn makes follow up of recommendations difficult. Public health will be exploring options for improving the technical infrastructure to support the work of the LSCB CDOP

### **Serious Case / Thematic Reviews**

The Case Review Group has ensured the LSCB is meeting statutory requirements in relation to responding to serious incidents, submitting notifications to OFSTED, Department for Education and the newly formed National Serious Case Review Panel. Working Together 2013 provided new guidance around the approach to conducting SCRs and the subgroup considered a range of models before recommending taking a hybrid-systems approach to all new SCRs. This approach also applies to those cases that do not meet the threshold for a SCR where the subgroup believes a case or thematic review would elicit learning.

During 2013-14, the LSCB concluded a serious case review in to the death of [Child F](#) which had commenced the previous year. Child F was a looked after child who had died as a result of self-harm in a young offenders institution. The SCR was independently reviewed and findings have formed the basis of an action plan for Tower Hamlets Children's Social Care, Health Agency and the LSCB. The overview report and action plans were published on the LSCB website in August 2013. A series of learning dissemination workshops were held to inform practitioners and managers of the key messages and explore the implications for practice:

- Impact and legacy of severe abuse in early childhood
- Impact of long-term placement at a distance from the responsible local authority, including meeting needs arising from racial identity
- Difficulties in addressing educational problems
- Social Care practice and record keeping
- Quality assurance function for children looked after (independent reviewing service)
- Support strategies that can help 'difficult' adolescent
- Additional vulnerability of children in custody and secure settings
- Professional disagreement versus constructive challenge

The LSCB has responded to all the recommendations and have made improvements in the following area. This is not an exhaustive list of the recommendations.

- Improvements made to system to ensure that important documents and assessments are prominently marked in electronic social care records and that historical documents are transferred to current electronic files where necessary

- Formal information sharing arrangements between Tower Hamlets Looked After Children Services and the Youth Offending Service irrespective of where the young person is placed (or the offence occurs)
- The current arrangements for quality assurance and audit in the local authority to ensure that all of the areas of potential risk and vulnerability for looked after children are addressed
- Supervision notes and case management decisions relating to looked after children address relevant issues and are clearly documented on the electronic case record of every individual child
- Looked after and children in need services and the youth offending services work together in the most effective way in order to minimise risk to and vulnerability of young people in the youth justice system, including those in custody.
- Reviewed process for finding alternative placements for children to always include a proper assessment of need, vulnerability and risk and that there is proper consultation
- Improved arrangements to monitor the provision of education to looked after children paying particular attention to those attending alternative provisions and ensuring compliance with statutory guidance in relation to the education of looked after children who are in custody

In addition to Child F, another serious case review was initiated in December 2013 following the death of a baby as a result of neglect through maltreatment; this review will be concluded in autumn 2014. The report and findings will be published on the LSCB website and learning disseminated to the wider multi-agency workforce.

Over the past year, the case review group considered a number of cases that were deemed not to meet the threshold for a SCR but due to the serious nature of the incidents involved and the common features of their cases, a decision was taken in January 2014 to commission an independent thematic review on the basis that there would be significant practice/policy learning from a cohort of six young men who have either seriously harmed others or been seriously harmed. Some of the common features relate to early childhood neglect, head trauma, disrupted parental attachment and absent influence from fathers within the home, possible gang association, knife and drug related crimes, entry routes in to the care system and escalation to serious criminal acts. The LSCB has taken the decision to publish the findings of this thematic review as the learning is likely to be of significance to other LSCBs in the UK.

The new serious case review and the thematic review will be the two first reviews to be delivered within our learning and improvement framework.

However, the business of conducting these types of reviews continues to present a challenge for the LSCB and individual partner agency representatives. In order to fulfil the requirements of Working Together 2013, additional meetings were required to meet the demand and make decisions within timescales. This has meant the case review group was unable to cover other planned activities for 2013-14, such as considering learning from other LA's SCR.

## Multi-Agency Thematic Case Audits

The LSCB has a quality assurance framework which includes multi-agency thematic and deep-dive case audits which the Quality Assurance and Performance Subgroup is responsible for delivering. The group has identified a two-year rolling programme of audits informed by case review, performance trends, national safeguarding developments and inspection findings. This year, the subgroup members have completed a thematic audit in to the Step-Down from tier 1 and tier 2 of the Family Wellbeing Model Framework. A further three thematic audits, which involved deep-dives in to casework and partnership working commenced during 2013-14 and the findings were being analysed at the time of writing the LSCB Annual Report. These audits explored child sexual abuse, neglect and child sexual exploitation and the following will be addressed next two years:

- Physical abuse
- Emotional harm
- Child Mental Health
- Substance misuse
- Missing children/runaways
- Children with Disabilities

Learning from last year's thematic audit on threshold to social care and the step-down audit has fed in to the revision of the Family Wellbeing Model.

The rationale for conducting the 'Step Down' audit developed out of concerns raised in the OFSTED Inspection (2012). The borough's inspection report noted that the *"council is aware that there is further work to do to support and develop the consistent use of 'step down' processes to support children, young people and their families as risk is reduced"*. In response, Children's Social Care decided that *'the Family Wellbeing Model steering group would be tasked to establish some principles on 'step down arrangements'*. The LSCB audit was commissioned to evidence how well this had been understood and appropriately used to help children and families in need of non-statutory support. The findings suggest there is some confusion as expectations of social care had evolved in line with the FWBM, leading to a wide diversity of practice around 'Step Down' across the partnership. Whilst it is in within the body of the Family Wellbeing Model, very few practitioners seemed to be aware of a written step-down policy. When further explored, there wide belief that 'step-down' was about closing a case, as opposed to preparing for a continuity of the case when Children's Social Care ceased to be involved.

The audit recommendations to the LSCB include:

- Consideration is given to developing a more formalised system for signing-off cases to ensure appropriate 'step-down' plans are in place without being overly bureaucratic. This includes a step-down checklist incorporated in to CSC's electronic recording system
- Once system is in place, a visible launch of the concept of step-down is delivered to the LSCB partnership

An action plan to implement the recommendations has been developed by the Quality Assurance & Performance Subgroup and CSC senior management team who will lead on this task in collaboration with the FWBM steering group.

## Section 11 Audit

Section 11 is a reference to s.11 of the Children Act 2004, which places a duty on named statutory organisations to be mindful of the need to safeguard and promote the welfare of children. The audit measures the degree to which organisations comply with this duty, against a set of 8 standards covering governance and accountability arrangements, training, safe recruitment processes, effective multi-agency working, information sharing and how organisational development is informed by the views of children and young people.

The LSCB conducted its second bi-annual s.11 audit in Spring 2013 with partners and Tower Hamlets Schools. The exercise did not include the voluntary and community sector as they were encouraged to access the s11 compliant Safe Network self-assessment online tool. A challenge for the LSCB will be to bring commissioned services into the scope of future s.11 audits.

The individual action plans generated by this exercise is being progressed and monitored by the Quality Assurance and Performance subgroup. In order to allow reasonable time for the tasks to be completed and produce results, the subgroup will conduct shorter deep-dive audits on specific s.11 standards which will be determined from intelligence gathered from other processes. For example, an audit sample of agencies safer recruitment processes cross-referenced with the Local Authority Designated Officer's (LADO) allegations against staff report.

## Allegations against Staff

Tower Hamlets has a dedicated LADO who sits within CSC's child protection and reviewing service. The LADO provides an annual report for the academic year, 1<sup>st</sup> September – 31<sup>st</sup> August detailing the circumstances around the allegations against staff received, the follow-up undertaken and outcomes achieved in relation to statutory guidance and requirements.

The last report presented to the LSCB covered information from 2012-13, the year preceding period this annual report. It was noted that there was a significant increase in referrals (30%), of which 70% were completed within timescale below our target of 80%. This was mainly as a result of introducing a new reporting system. There has been an increase in support to the LADO role to monitor and prepare for its statutory reporting to the DfE and the LSCB. The Board noted that correlation between the increase in reporting by parents and of awareness raising activities.

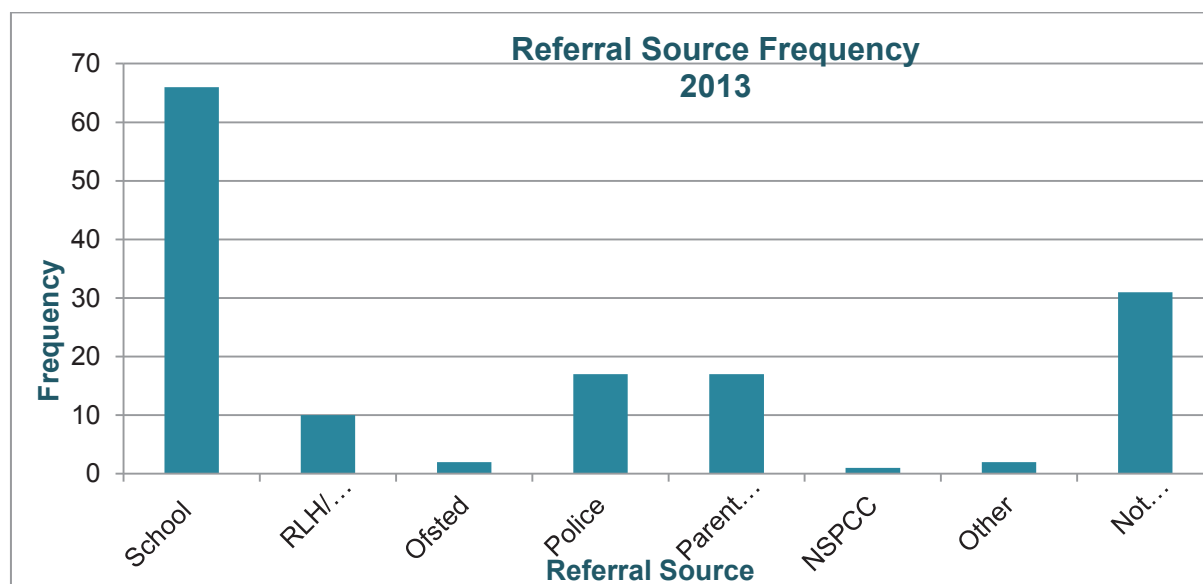
Total number of allegations per year:

Year	2009	2010	2011	2012	2013
Number of Referrals	90	95	85	107	146

### Referral Source for 2013

Schools were the source of 66 of the total number of 146 referrals in 2012-13 representing 45%. They continue to be the source of the highest number of referrals though the percentage of the overall total has decreased from the average of 66% in the previous 4 years. This can be partly explained by more referrals being recorded as originating from parents as opposed to being reported through the school.

The Royal London Hospital/Health Professions were the sources of 10 (7%) of referrals, a development marking the integration and use of the LSCB procedures for reporting Allegations against Adults into their practice.

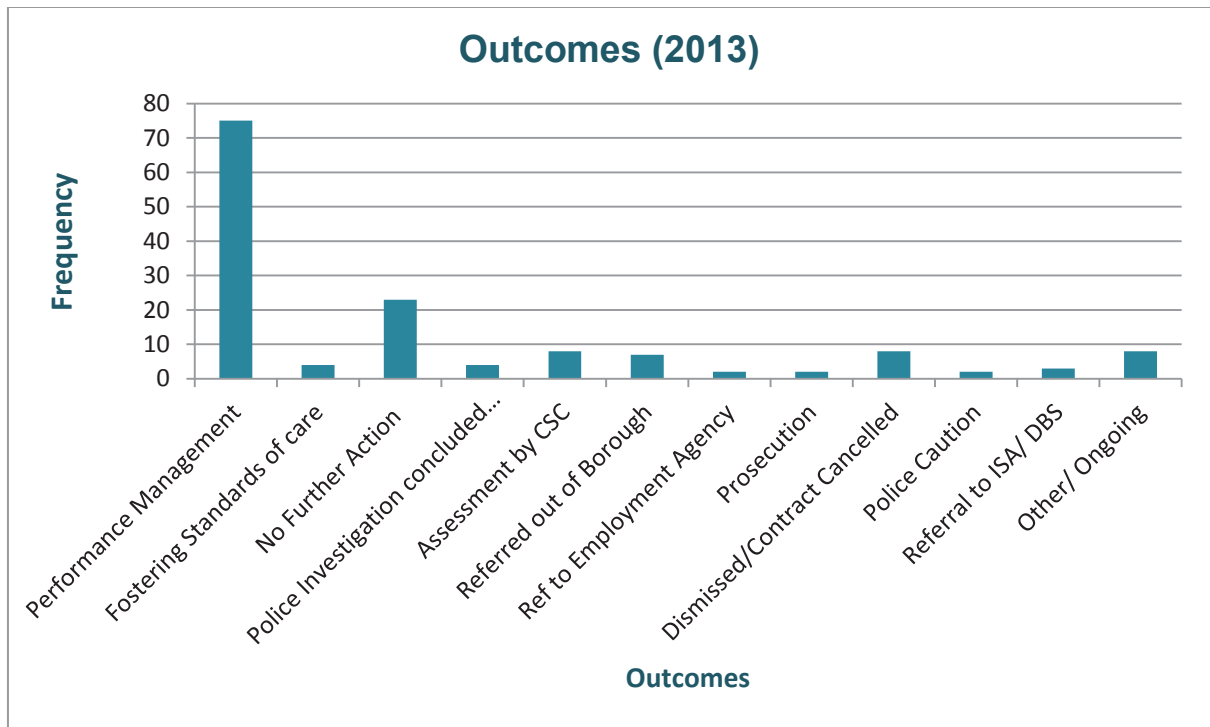


### Outcomes of Investigations:

A total of 75 cases representing 51% of all allegations received ended with some form of Performance Management – an increase in number but a similar proportion when compared to 2011-12. Some 23 cases representing 16% of the total allegations received ended in No Further Action being taken.

In 8 cases (5%) the adult working with children was dismissed or had their contract cancelled.

In 3 cases (2%) the adult was referred to the Disclosure and Barring Service due to concerns about their suitability for employment working with children and vulnerable adults.



The LSCB Allegations against Staff Working with Children Procedures and the arrangements for the LADO role for managing the allegations of abuse against adults fulfilled the requirements of the DfE guidance for the period 2012-13.

## Issues and Challenges

The LSCB has an accountability to safeguarding children and young people across the borough and in order to effectively achieve this an understanding of the safeguarding risks that each agency is managing is crucial to ensure safeguarding measures are being put in place and all available resources are mobilised to minimise the impact of the risks on children and young people.

The LSCB developed a Risk Register an essential part of the local quality assurance framework. The risks are identified by individual agencies and reported through to the Chair via the Safeguarding Risk Alert Form or through the standing agenda item at the Board. Additional risks emerge through discussions at Board meetings, in particular when scrutinising tabled reports. The Chair will capture and summarise new risk areas as a result of partnership debate. Agencies are expected to clarify mitigating actions and escalate when there is a direct need for the Chair's intervention, which in turn formulates the LSCBs remedial action. The LSCB Risk Register is monitored by the LSCB Chair, Business Manager and the LSCB Statutory Partner's Group, which has replaced the Executive Business Group.

During 2013-14, the following risks were identified:

Risk	Impact	Mitigation / Remedial Action
LSCB is becoming more at arm's length from CSC i.e. less social care led	Low	Workshops on Working Together repositioned partnership relationships within context of statutory responsibilities. Accountability of LSCB Chair moved to HoPS but re-instated CSC at agenda and forward planning meetings
CCG lead for safeguarding has one day per week designated to this role	Low	Implications for safeguarding raised at monthly CCG/CSC safeguarding meetings so concerns can be proactively addressed  LSCB Chair held 1:1 meetings with CCG representatives, including named GPs  Designated Nurse provides agency updates at Board meetings providing opportunity of on-going monitoring by the Chair
Staffing Cuts and potential impact on capacity to service delivery	Medium	Partners report on staff vacancies through LSCB performance framework  Children are sign-posted to the appropriate services to ensure undue pressure is not place on any one agency  Implementation of MASH should assist in appropriate sign-posting

Previous OFSTED judgement about LSCB's ambitious plans with low through-put	Medium	<p>Chair introduced a number of measures to ensure focus on completing and reporting on tasks</p> <p>LSCB restructure and membership review to create capacity for LSCB business at subgroup level</p> <p>LSCB Board agenda reconfigured to increase debate time and development session to where the 'thinking' can be done</p>
Changing Personnel – lack of leadership to drive LSCB and its work	Low	<p>LSCB Chair appointed for 3 years</p> <p>Governance Strategy sets out direction of travel</p> <p>Regular meetings set up with subgroup chairs to monitor progress against LSCB business plan and subgroup work plans</p>
LSCB Information & Communication is not robust enough to reach a wide audience	Low	<p>LSCB Website refreshed</p> <p>LSCB Branding – new logo</p> <p>LSCB Quarterly Newsletter</p> <p>Frontline Service Visits by Chair introduced</p> <p>Frontline briefing sessions / learning events</p> <p>Annual Safeguarding Conference</p> <p>Dissemination of information from LSCB annual report to frontline staff and the public</p>
Difficulty in collating data for LSCB performance report	Medium	<p>Data Analysis Officer allocated to develop and collate performance information</p> <p>Subgroup chair will escalate nil returns to LSCB Chair who will write to relevant agencies to formally request the data</p>
Implications of Samaritans Service within RLH due to their non-disclosure policy	Medium	<p>BHT raised concerns with NHS England, whose position is the non-disclosure policy will need to be amended at some point ahead of amendments to Health and Social Care Act</p> <p>LSCB Chair wrote to Samaritan's CEO expressing concern resulting in withdrawal of service from A&amp;E until further notice</p>
Safeguarding Implications for Home Educated Children due to change in legislation removing LA monitoring responsibility	Medium	<p>LSCB receives annual report of children missing from education services, which now includes home educated cohort</p> <p>LSCB ensure where children known to be home educated and families where there are existing or new concerns and refusing contact, these children to be escalated and reviewed by partnership to explore risks</p> <p>Working with schools to ensure they are accurately reporting children missing from education</p>



## Priorities for 2014-16

The LSCB Development Session in January 2014 reflected on the previous year's achievements, outstanding areas of work and undertook horizon scanning to inform the priorities for 2014 – 2016, in line with our 2 year business plan. These are:

**PRIORITY 1 - Child Sexual Exploitation** – continue to embed the local CSE protocol, refining our referral pathway and responding to intelligence emerging from the LSCB MASE group and national developments.

**PRIORITY 2 - Harmful Practices** – Participate in the MOPAC Harmful Practices Taskforce Pilot to raise awareness and address such practices as female genital mutilation, forced marriage, so called witchcraft killings and 'honour' crimes.

**PRIORITY 3 - Children Looked After** – Needs of Children Looked After including those remanded to Youth Offenders Institutions under the Legal Aid, Sentencing and Punishment of Offenders Act (LASPO).

**PRIORITY 4 - Neglect Strategy** – Implement neglect strategy and associated neglect training plan; develop indicators to provide a wider picture of prevalence of neglect.

**PRIORITY 5 - SCR and Thematic Case Review** – Implement learning from Serious Case Review and Thematic Review and ensure this is wide reaching through a number of communication platforms.

**PRIORITY 6 - Safeguarding Children with Disabilities** – Incorporate children with disabilities in all LSCB activities, promote messages from research, local audit and CDOP trends to understand the wider risks and improve safeguarding for this vulnerable cohort.

**PRIORITY 7 – Recruitment of Lay Members** – Involve the voice of the community through lay member representation to enhance the work of the LSCB partnership.

**PRIORITY 8 – Embed Family Wellbeing Model** – Ensure local thresholds for intervention are widely and consistently understood and applied by professionals so that children and families are able to access the right type of services.

**PRIORITY 9 – LSCB Performance Dataset** – Finalise and produce a complete LSCB dataset that includes safeguarding indicators from all key statutory partners.

## Glossary

<b>LSCB</b>	Tower Hamlets Safeguarding Children Board
<b>HWBB</b>	Health and Wellbeing Board
<b>CFPB</b>	Children and Families Partnership Board
<b>CSP</b>	Community Safety Partnership
<b>LBTH</b>	London Borough of Tower Hamlets
<b>DCS</b>	Director of Children's Services
<b>CSC</b>	Children's Social Care
<b>HoPS</b>	Head of Paid Services
<b>SCR</b>	Serious Case Review
<b>LAC</b>	Looked After Children
<b>CiN</b>	Children in Need
<b>CPP</b>	Child Protection Plan
<b>CSE</b>	Child Sexual Exploitation
<b>MASE</b>	Multi-Agency Sexual Exploitation Group (safety planning)
<b>FWBM</b>	Family Wellbeing Model
<b>LHA</b>	Local Housing Allowance
<b>JSNA</b>	Joint Strategic Needs Analysis
<b>AFS</b>	African Families Service
<b>MFS</b>	Muslim Families Service
<b>ELFT</b>	East London Foundation NHS Trust
<b>IPST</b>	Integrated Pathways Support Team
<b>MASH</b>	Multi-Agency Safeguarding Hub

## Appendix 1 – Tower Hamlets LSCB Membership during 2013-14

NAME	JOB TITLE	EMAIL ADDRESS
Abzal Ali	Targeted Support Manager Youth & Community - LBTH	<a href="mailto:Abzali.ali@towerhamlets.gov.uk">Abzali.ali@towerhamlets.gov.uk</a>
Alex Nelson	Voluntary Sector Children & Youth Forum Coordinator	<a href="mailto:alex@vcth.org.uk">alex@vcth.org.uk</a>
Andy Bamber	Service Head - Safer Communities	<a href="mailto:Andy.bamber@towerhamlets.gov.uk">Andy.bamber@towerhamlets.gov.uk</a>
Ann Roach	Service Manager, Child Protection & Reviewing , LBTH	<a href="mailto:Ann.roach@towerhamlets.gov.uk">Ann.roach@towerhamlets.gov.uk</a>
Anne Canning	Service Head, Learning & Achievement, Education, Social Care & Wellbeing, LBTH	<a href="mailto:Anne.canning@towerhamlets.gov.uk">Anne.canning@towerhamlets.gov.uk</a>
Claire Lillis	Secondary School Heads Rep (Ian Mikardo Secondary School)	<a href="mailto:head@ianmikardo.towerhamlets.sch.uk">head@ianmikardo.towerhamlets.sch.uk</a>
Cllr Oliur Rahman	Lead Member for Children's Services	<a href="mailto:Oliur.rahman@towerhamlets.gov.uk">Oliur.rahman@towerhamlets.gov.uk</a>
David Galpin	Legal Services – LBTH	<a href="mailto:David.galpin@towerhamlets.gov.uk">David.galpin@towerhamlets.gov.uk</a>
Emily Fieran-Reed	Service Manager, Domestic Violence & Hate Crime, Community Safety - LBTH	<a href="mailto:Emily.fieran-reed@towerhamlets.gov.uk">Emily.fieran-reed@towerhamlets.gov.uk</a>
Emma Tukmachi (Dr)	GP Representative Tower Hamlets CCG	<a href="mailto:emmatukmachi@nhs.net">emmatukmachi@nhs.net</a>
Esther Trenchard-Mabere	Associate Director of Public Health	<a href="mailto:Esther.trenchard-mabere@towerhamlets.gov.uk">Esther.trenchard-mabere@towerhamlets.gov.uk</a>
Hannah Falvey (Dr)	CCG Representative	<a href="mailto:Hannah.falvey@bartshealth.nhs.uk">Hannah.falvey@bartshealth.nhs.uk</a>
Helal Ahmed	Voluntary Sector Rep Poplar HARCA	<a href="mailto:Helal.ahmed@poplarharca.co.uk">Helal.ahmed@poplarharca.co.uk</a>
Carole Austin (Jessica Juon)	Service Manager for Tower Hamlets, NSPCC	<a href="mailto:jjuan@nspcc.org.uk">jjuan@nspcc.org.uk</a>
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Jackie Odunoye	Service Head, Housing & RSL Rep	<a href="mailto:Jackie.odunoye@towerhamlets.gov.uk">Jackie.odunoye@towerhamlets.gov.uk</a>
Jenny Green	Subgroup Chair – L&D Professional Development Manager – HR & Workforce - LBTH	<a href="mailto:Jenny.a.green@towerhamlets.gov.uk">Jenny.a.green@towerhamlets.gov.uk</a>
Kate Gilbert	Interim Assistant - Chief Probation Officer, Probation Trust	<a href="mailto:kate.gilbert@london.probation.gsi.gov.uk">kate.gilbert@london.probation.gsi.gov.uk</a>
Khalida Khan	Service Manager Children with Disabilities Service, CSC	<a href="mailto:Khalida.khan@towerhamlets.gov.uk">Khalida.khan@towerhamlets.gov.uk</a>
Layla Richards	Service Manager Strategy, Policy & Performance - LBTH	<a href="mailto:layla.richards@towerhamlets.gov.uk">layla.richards@towerhamlets.gov.uk</a>

NAME	JOB TITLE	EMAIL ADDRESS
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Nick Steward	Director of Student Services Tower Hamlets College	<a href="mailto:Nick.steward@tower.ac.uk">Nick.steward@tower.ac.uk</a>
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Robert McCulloch- Graham	Corporate Director, Education, Social Care & Wellbeing – LBTH	<a href="mailto:Robert.mcCulloch-graham@towerhamlets.gov.uk">Robert.mcCulloch-graham@towerhamlets.gov.uk</a>
Robert Mills	Nurse Consultant for Safeguarding Children & Designated Nurse, Tower Hamlets CCG	<a href="mailto:rob.mills@towerhamletsccg.nhs.uk">rob.mills@towerhamletsccg.nhs.uk</a>
Sally Shearer	Director for Nursing/Safeguarding Children, Barts Health NHS Trust	<a href="mailto:sally.shearer@bartshealth.nhs.uk">sally.shearer@bartshealth.nhs.uk</a>
Sam Price (DCI) (Anthea Richards)	Met Police Service – Child Abuse Investigation Team	<a href="mailto:Sam.l.price@met.police.uk">Sam.l.price@met.police.uk</a>
Sara Haynes	Primary School Heads Rep (Arnhem Wharf)	<a href="mailto:head@arnhemwharf.towerhamlets.sc&lt;br/&gt;h.uk">head@arnhemwharf.towerhamlets.sc h.uk</a>
Sarah Baker	Independent LSCB Chair	<a href="mailto:Sarah.baker19@nhs.net">Sarah.baker19@nhs.net</a>
Sarah Wilson	Director of Specialist Services, ELFT	<a href="mailto:sarah.wilson@eastlondon.nhs.uk">sarah.wilson@eastlondon.nhs.uk</a>
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## Appendix 2 – LSCB Financial Statement

### Partner Contributions for 2013-14

Police	5,000	Fixed Pan-London
Probation	2,000	Fixed Pan-London
ELFT	2,500	
CAFCASS	550	Fixed Nationally
CCG	15,000	
BHT	3,000	
Education, Social Care & Wellbeing	175,000	Covered shortfall
Public Health	0	
NHS England ( London)	0	
<b>Total Annual Contribution 2013/14</b>	<b>206,050</b>	

### LSCB – Fixed Annual Costs

	<b>Actual 2013 /2014</b>
LSCB Chair (30 days p/a)	15,000
LSCB Business Management	58,896
LSCB Administrator Support	0
Staffing Costs – QA & Safeguarding Manager	15,000
Staff Costs – Engaging Young People (Youth Service)	10,000
Staffing Costs – LSCB Training Coordinator & Support	35,000
Staffing Costs – CSC contribution to training	15,000
LSCB Training Contribution	7,000
HR & Workforce – Contribution for LSCB Training Programme	25,200
<b>Total</b>	<b>181,096</b>

### LSCB - Recurring Variable Annual Costs

	<b>Recurring Variable</b>
Hospitality	500
Training/Conference (attendance)	1,200
Commensura Surcharges	600
<b>Case Review Group:</b>	
Case Review Group:	
Serious Case Review x 2	50,000
SCR Chair Costs x 2	20,000
Non-SCRs (thematic) x 1	25,000
<b>QA&amp;P Subgroup:</b>	
Audits – staff time	7,000
Safeguarding Conference	6,000
Monthly Learning Events	1,000
Safeguarding Week Events	2,000
Engaging Young People	5,000
Campaigns/Publicity	1,500
Single Point of Contact (BHT cover costs)	34,530
MACE Admin Support	0
Awareness Raising	0
<b>Total Costs</b>	<b>154,330</b>

## Appendix 3 – Tower Hamlets LSCB Overarching Business Plan 2014-16

**Introduction:** The LSCB Work Plan is designed to outline the business of the Safeguarding Children Board over the year and the priorities have been identified to address gaps identified within the revised Working Together to Safeguard Children Guidance published in March 2013. The LSCB is committed to working closely with other themed partnerships to ensure governance and strategic co-ordination of common priorities and effective use of limited partnership resources. The LSCB Work Plan includes activities relating to statutory requirements set out in the Children Act 2004 and LSCB Regulations 2006. The LSCB Subgroups will be responsible for delivering and monitoring some of the activities contained in this document and will further develop detailed action plans to support this.

**Overarching Priorities:** To ensure LSCB is able to deliver its core business in line with Working Together 2013

**Targeted Priorities:** Governance and Accountability, Assessment & Early Help, Partnership Working, Voice of Children & Young People, Learning & Improvement, Workforce Development

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Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
<b>LSCB Governance &amp; Accountability</b>  The LSCB has robust Governance and accountability in place in line with WT 2013 in order that partners are confident and assured in respect of their roles in safeguarding children and families	Review a governance strategy to reflect WT13 <ul style="list-style-type: none"> <li>Recruitment &amp; accountability of LSCB Chair with Chief Executive</li> <li>CEO to receive LSCB papers</li> <li>Review financial contribution across LSCB partnership</li> <li>Agree local MASH information sharing agreement to ensure effective identification, assessment and service provision</li> </ul>	LSCB partners realises their potential to safeguarding all C&YP	LSCB partners sign up to LSCB COMPACT reviewed	LSCB Chair & Business Manager	Jan 14
		Confidence in the effectiveness of the LSCB by lead member for CS, Chief Executive, Partner Agencies	Inspection identifies LSCB compliance with statutory duties		On-going
		Strengthen the assurance and accountability of the LSCB,HWB and CSP	Each Agency to review their financial /in kind contribution to the LSCB		Jan 14
					Feb 14

Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
	<ul style="list-style-type: none"> <li>• Enhance interface between LSCB and frontline service areas to promote partnership work &amp; seek assurance</li> <li>• Statutory partners to report annually on safeguarding performance</li> </ul> <p>Strengthen the accountability structure for the LSCB Chair with HoPS holding Chair to account.</p> <p>Strengthen the political engagement and oversight of the LSCB</p> <p>Strengthen community accountability through appointment of at least two lay members, reflecting both</p>	<p>LSCB partner agencies resource contribution enable the LSCB to fulfil its functions</p> <p>LSCB has increased profile across strategic partners</p> <p>Enhanced understanding of local community issues and community</p>	<p>LSCB Chair visits frontline services across partnership and meets with principle social worker</p> <p>LSCB Chair reports back to LSCB Board on good practice areas and significant SG issues</p> <p>Audit of agency safeguarding annual reports</p> <p>LSCB Chair and HoPS has monthly meetings.</p> <p>HoPS attends LSCB activities</p> <p>LSCB Chair, DCS and HoPS meet quarterly with lead member and elected Mayor</p> <p>Lead Member attends LSCB and associated activities</p> <p>Successful appointment of Lay Members.</p>		<p>Aug 13</p> <p>On-going 4 x per annum</p> <p>On-going</p>

Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
	<p>public and business communities.</p> <p>Strengthen partnership working with strategic Boards</p> <p>LSCB membership to reflect local services and local communities.</p>	<p>engagement</p> <p>LSCB activities is informed by local services and service user needs reflecting community diversity</p>	<p>Protocol agreed between LSCB &amp; HWBB and CSP</p> <p>LSCB Chair member of and attends CFPB</p> <p>Annual review of membership</p>		
<p><b>Early Help</b></p> <p>LSCB partners to ensure there are effective processes for assessing for early help.</p> <p>LSCB partners to be confident there are a range of services in place to deliver a wide range of early help to meet identified need</p>	<p>To ensure Tower Hamlets FWBM/ Threshold document is embedded in front line practice.</p> <p>To review and influence Tower Hamlets commissioning and provision to enhance access to early help</p>	<p>Increase Nos of CAF reviewed and step-down reviews from CSC / YOT</p> <p>Gap analysis and evidence of service change to meet identified need</p>	<p>LSCB ensures the FWBM is available through the LSCB and CFPB websites. Evaluation of FWBM and associated quality assurance activities are undertaken</p> <p>Monthly and Annual CAF data report on nos. of CAF Commissioners report on new and discontinued services</p> <p>Annual audit of quality of scored CAFs and CAF review decisions</p>	<p>Chair of FWBM Steering Group</p> <p>LA Commissioning Team</p> <p>Chair: Quality Assurance &amp; Performance</p>	



Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
		<p>Improve quality of CAFs and reviews</p> <p>Effective CAF action plans are an integral part of early help</p>	<p>Monitored through SIP minutes which records outcomes per child</p>	<p>TIVCF/FWBM SG</p> <p>Targeted Interventions for Vulnerable C&amp;F Group</p> <p>Social Inclusion Panel (SIP)</p>	
<p><b><u>Serious Case Review &amp; learning &amp; improvement</u></b></p> <p>The LSCB has an agreed process for reviewing unexpected child death and seriously injured and maximising learning across the partnership</p>	<p>Review and design local methodology to undertake SCRs</p> <p>Develop and implement evidence based <b>learning &amp; improvement framework</b> to support knowledge transfer and practice improvement, including:</p> <ul style="list-style-type: none"> <li>• Multi-agency learning &amp; development offer</li> <li>• Annual conference</li> <li>• Supervision</li> <li>• National learning from SCRs and thematic reviews (inspection)</li> </ul>	<p>LSCB has a greater understanding of the risk factors which can lead to serious injury and/or child death</p> <p>LSCB influences commissioners and providers to implement evidence based professional and service development.</p>	<p>Development of learning and improvement framework.</p> <p>Learning and development events to disseminate learning.</p> <p>Serious Case Review Action plans are:</p> <ul style="list-style-type: none"> <li>• Published</li> <li>• Completed within timescales.</li> </ul> <p>Audit assures embedding of best practice</p>	<p>Subgroup Chairs</p> <p>Learning &amp; Development (training)</p> <p>Case Review Group</p>	<p>Aug 13</p> <p>Nov 13</p>

Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
	<ul style="list-style-type: none"> <li>• Identification of national and local good practice</li> <li>• Thematic review of Child deaths</li> </ul> <p><b>Develop a notification protocol in line with WT13</b></p>	<p>LSCB Chair, DCS and HoPS informed of child death/incident and potential for SCR</p> <p>Individual staff and agencies are informed early of a potential SCR.</p> <p>National SCR Panel informed in line with DfE guidance</p>	<p>Compliance reporting to LSCB.</p> <p>Timely reporting across LSCB partnership</p>	LSCB Business Manager	
<b>Partnership Working:</b>					
<p>All partner agencies are compliant with WT2013 and that assurance processes are in place to ensure robust safeguarding of children and families</p> <p><i>Health Agencies: NHS England (London) TH CCG</i></p>	<p>Review and develop LA Designated Officer reporting in line with WT2013</p> <p>Develop relationship with NHS England (London) and CCG to ensure effective</p>	<p>Safeguarding needs of C&amp;YP are identified and acted upon across the safeguarding continuum (from universal to acute health provision)</p> <p>Health partners (commissioners &amp; providers) can work</p>	<p>Compliance reporting to LSCB within academic year</p> <p>Annual Safeguarding Report to LSCB</p>	<p>Service Manager – CPRS / LA LADO Officer</p> <p>Designated Professionals (Health)</p>	

Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
<i>BHT ELFT (CAMHS &amp; Adult Mental Health/Specialist Services)</i>	<p>commissioning arrangements are in place to safeguard children through health services.</p> <p>Maintain and further develop joint working between the LSCB and health providers across primary and secondary care through review of health partner membership on LSCB Executive and Board.</p>	<p>together to strengthen safeguarding arrangements</p>			
<i>Children &amp; Young People</i>	<p>Promote the work of the LSCB with children and young people across LBTH through working with:</p> <ul style="list-style-type: none"> <li>• Youth Council</li> <li>• You're Welcome Group</li> <li>• Young Mayor</li> <li>• Children in Care Council</li> <li>• Children with Disabilities</li> <li>• Young Carers</li> <li>• LGBT</li> <li>• Hidden Communities</li> <li>• Children as service users</li> </ul>	<p>C&amp;YP report their voices have been heard by the LSCB</p> <p>C&amp;YP report they are better able to access services to meet their needs and feel safer</p>	<p>Work plan developed by You're Welcome Group</p> <p>LSCB Workshop with focus on voice of C&amp;YP</p> <p>Views of C&amp;YP captured by LSCB partners including Police, Community Safety Partnership, Health, Children Social Care, Youth Service, Voluntary Sector</p>	<p>Head of Youth &amp; Connexion Service / Young Mayor</p>	
<i>Voluntary &amp; Independent Sector Faith &amp; Community Sector</i>	<p>Enhance the relationship between the LSCB and Voluntary &amp; Independent Sector, Faith &amp; Community Sector to promote</p>	<p>LSCB has a deeper understanding of demographic specific safeguarding issues and influence service</p>	<p>Compliance with Safe Network National Standards</p>	<p>Voluntary Sector Lead</p>	

Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
<i>Schools and Academies</i>	<p>safeguarding.</p> <p>LSCB Chair to meet with VCYPF</p> <p>Develop and deliver a programme of public and professional Safeguarding campaigns</p> <p>Promote safeguarding as everybody's business across schools, academies and the College through workshops, learning and development events</p> <p>LSCB Chairs visit to Heads Teachers Forum</p>	<p>commissioning and development</p> <p>All schools have a designated professional who is up to date and confident to lead safeguarding within their establishment</p>	<p>Safeguarding events facilitated by LSCB Chair and Business Manager</p> <p>LSCB Chair communicates with Academies, Free Schools &amp; Independent School</p> <p>Robust S11 self-audit completed (Safer Network)</p> <p>Designated Professionals &amp; Refresher Training evaluated and developed</p> <p>Escalation of safeguarding concerns</p>	<p>Subgroup Chair – Awareness Raising &amp; EC</p> <p>LSCB Chair/ Business Manager</p> <p>Safeguarding Trainer</p>	
<b><u>Quality Assurance</u></b>					
<p>Improve scrutiny of LSCB partners safeguarding performance</p> <p>To review and support services across LBTH</p>	<p>Review, refine and implement s11 audit tool in response to organisation changes across LSCB partners`</p> <p>LSCB Agencies reporting safeguarding risks</p>	<p>S11 compliance is built into commissioning arrangements across the LSCB partnership (with attention to Any Qualified Provider</p>	<p>Agency reporting to LSCB</p> <p>Provider contracts to be reviewed to ensure compliance</p>	<p>Subgroup Chairs</p> <p>Quality Assurance &amp; Performance</p>	

Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
to address the needs of vulnerable groups including:  Neglect/Child Sexual Exploitation /Domestic Abuse/Children Missing/ Children with Disability/ Young Carers	Review, publish & disseminate threshold document  Launch local child sexual exploitation strategy in line with pan-London protocol  Develop a local Neglect Strategy and practitioner toolkit  Implement Quality Assurance Strategy through a programme of themed audits, deep dives and themed learning events to reflect identified Safeguarding issues Implement a partnership performance management framework identifying the effectiveness of early help and safeguarding services	[AQP] within Health)  Practitioners demonstrate increased knowledge and confidence in working with Vulnerable children.  Services are developed to reflect outcomes of audit and reviews.  Children and families report that services are more responsive to meeting their needs	Revised Threshold Guidance published  Child Sexual Exploitation Protocol published  MASE safety planning group set up  LSCB receives reports from quality audit activity with identified learning and development and associated action plans  LSCB Performance Reporting indicators revised	FWBM SG Chair  Child Sexual Exploitation Chair  Quality Assurance & Performance  Quality Assurance & Performance	
<b><u>Learning and Development</u></b>  Ensure Children and Families Workforce are	To review and deliver the LSCB Multi-Agency Training	Workforce report increased confidence	MAT programme incorporates training	Subgroup Chair	March 14

Objective	Action	Outcome:	Evidence of Compliance	Lead	Target
<p>confident and competent to undertake their safeguarding responsibilities</p> <p>To ensure partnership working and information sharing arrangements are effective</p>	<p>(MAT) programme (in line with London Competence Still Matters)</p> <p>Adapt London Councils safeguarding Boards training evaluation framework to develop a robust outcomes focussed model</p> <p>Ensure the LSCB partnership is signed up to and working within the agreed information sharing protocol (MASH)</p> <p>LSCB to capture single agency training data and ensure there are appropriate QA mechanisms in place</p>	<p>in managing Safeguarding risks</p> <p>Evidence of learning and development in impacting on improving safeguarding practice to improve outcomes for CYPF.</p> <p>Staff report of effective information sharing</p>	<p>needs analysis findings</p> <p>LSCB partnership applying the learning and development strategy to everyday practice</p> <p>Reporting to the LSCB provides assurance of partnership engagement in learning and development activities.</p> <p>LSCB learning events feedback forms capture staff confidence in information sharing</p>	<p>Learning &amp; Development</p> <p>L&amp;D sub group</p>	

## Appendix 4 – Tower Hamlets LSCB Performance Dataset

### Children’s Social Care Performance Indicators

<b>Children in Need</b>
Referral rate per 10,000 of the children & young people (C&YP) population
Percentage of referrals that were repeat referrals
Rate of assessments per 10,000 of the C&YP population
Assessments completed within 45 days or less from point of referral
<b>Child Protection</b>
Section 47 (child protection) enquiries rate per 10,000 C&YP population
Initial Child Protection Case Conferences – rate per 10,000 C&YP population
Initial Child Protection Case Conferences convened within 11-15 days from point Child Protection Strategy meeting held
Percentage of Child Protection Plans last two years of more at 31 March and for Child Protection Plans which ended during the year
Percentage of children becoming subject of a Child Protection Plan (CPP) for a second or subsequent time (within 2 years of the previous plans end date)
Percentage of cases where the lead social worker has seen the child in accordance with timescales specified in the CPP - TBC
Percentage of Child Protection Reviews carried out within statutory timescale
Percentage of children with CPP who are not allocated to a social worker
Percentage of LADO cases resolved in 30 days or less
<b>Looked After Children</b>
Percentage of Children Looked After (CLA) with three or more placements
CLA under 16 years who are looked after for 2.5 years or more and in the same placement for 2 years
Percentage of CLA who went missing from care during the years as a percentage of all CLA during the year - TBC
CLA who participated in their review
Percentage of CLA with a named social worker
<b>Looked After Children - Health</b>
Percentage of CLA more than 12 months who had an annual Health and Dental Check
Percentage of CLA more than 12 months whose immunisations were up to date - TBC
<b>Care Proceedings</b>
Number of C&YP (per 10,000) aged 0-17 years who are the subject of an application to court in the past 6-months (including care & supervision orders) - TBC
Average length of care proceedings locally (weeks) - TBC
<b>Leaving Care</b>
Proportion of young people aged 19, 20, 21 who were looked after aged 16 who were not in employment, education or training
Proportion of young people aged 19, 20, 21 who were looked after aged 16 who were in suitable accommodation
<b>Education</b>
Percentage of CLA continuously for 12 months who achieved at least level 4 at Key Stage 2 in both English and Maths
Percentage of CLA who achieved 5 A*-C GCSEs (including English & Maths)

**Met Police Performance Indicators**

Police Protection Orders taken out - Tower Hamlets &amp; across London (MPS average)

Domestic Violence Offences with a Child Victim or Witness – Tower Hamlets &amp; London average

Domestic Violence Detections with Child Victim or Witness – Tower Hamlets &amp; London average

Domestic Violence Detection Rate – Tower Hamlets &amp; London average

**Child & Adolescent Mental Health Service (ELFT CAMHS)**

Number of referrals to CAMHS

Percentage of C&amp;YP seen within target

Number of C&amp;YP seen (caseload)

Percentage of C&amp;YP seen by gender

Percentage of C&amp;YP seen by age group – 0-4, 5-11 and 12-18 years

Percentage of C&amp;YP showing an improvement

**Barts Health NHS Trust**

BHT Community Health Service – data to be finalised in early 2015

BHT Acute Service – data to be finalised in early 2015




## Appendix 5 – Multi-Agency Training Programme 2013-14

<b>Group A - Foundation</b>	<b>Course Detail x frequency per year</b>	<b>Training Lead</b>
Introduction to CAF	e-learning modules	
Information Sharing	e-learning modules	
Integrated Working	e-learning modules	
Safeguarding Children	e-learning modules	
Working with Parent	e-learning modules	
Introduction & Overview of FWBM	e-learning modules	
Child Protection Refresher	1 day x 2 p/y	
Safeguarding Children - Foundation Level	1 day x 10 p/y	External Trainer
Safeguarding Children & Young People from being exploited on the internet	1 day	External Specialist Trainer
Prostitution Awareness (VAWG)	1 day x 2 p/y	LBTH VAWG Trainer
Sexual Violence Awareness	1 day	LBTH VAWG Trainer
Safeguarding in Schools – Basic Awareness	1 day	LBTH Safeguarding Trainer for Education Settings
LSCB Learning Event Workshops	1 day x 10 p/y	LSCB Members

<b>Group B - Intermediate</b>	<b>Course Detail x frequency per year</b>	<b>Training Lead</b>
CAMHS Foundation	5 day	East London Foundation Trust
Children's Rights	1 day	LBTH Children's Social Care
Domestic Abuse - Introduction	1 day x 7 p/y	LSCB Training Pool
Domestic Abuse - Advanced	1 day x 4 p/y	LSCB Training Pool
Impact of parental mental health problems and safeguarding children	1 day x 2 p/y	External Specialist Trainers
Life Story Work – An Integrated Approach	1 day	LBTH Children's Social Care
Managing Risks in Adolescence	1 day	External Specialist Trainers
Overcoming Dangerous Dynamics in Professional Practice	1 day	External Specialist Trainer
Safeguarding African Children & Families	2 day x 3 p/y	LBTH Children's Social Care
Safeguarding Children – Intermediate Level 2	1 day x 4 p/y	External Trainer
Safeguarding Children – Advanced Level 3	1 day	External Trainer
Safeguarding the Disabled Child	1 day	External Trainer
Solution Focused Interviewing – Skills for every day practice	1 day x 2 p/y	External Specialist Trainer
Working with Bangladeshi Children & Families	2 days x 4 p/y	LBTH Children's Social Care Trainers
Working with Resistant/Reluctant Parents & Carers	1 day x 3 p/y	LBTH Early Years' Service
Working with Young People at risk of sexual exploitation	1 day x 3 p/y	LSCB training pool
Working with Perpetrators of Violence	1 day	LBTH Specialist Trainer
Young People and Violence against Women and Girls	1 day x 2 p/y	

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<p><b>Cabinet</b> 1 October 2014</p>	 <b>TOWER HAMLETS</b>
<p><b>Report of:</b> Chris Holme, Corporate Director Resources</p>	<p><b>Classification:</b> Unrestricted</p>
<p><b>Strategic Performance and Corporate Revenue and Capital Outturn Q1 2014/15 (Month 3)</b></p>	

<b>Lead Member</b>	Cabinet Member for Resources. Cllr Alibor Choudhury
<b>Originating Officer(s)</b>	Kevin Miles, Chief Accountant. Louise Russell, Service Head, Corporate Strategy and Equality
<b>Wards affected</b>	All
<b>Community Plan Theme</b>	All
<b>Key Decision?</b>	No

## Executive Summary

This monitoring report details the financial outturn position of the Council at the end of Quarter 1 compared to budget, and service performance against targets. This includes year-end position for the:

- General Fund Revenue and Housing Revenue Account; and
- An overview of quarter 1 performance for all of the reportable strategic measures.

## Recommendations:

The Mayor in Cabinet is recommended to:

- Note the Council's financial performance compared to budget for 2014/15 as detailed in Sections 3 to 7 and Appendices 1-4 of this report.
- Review and note the 2014/15 quarter 1 performance for strategic measures in Appendix 5.

## 1. REASONS FOR THE DECISIONS

- 1.1. Good financial practice requires that regular reports be submitted to Council/Committee setting out the financial position of the Council against budget, and its service performance against targets.
- 1.2. The regular reporting of the Strategic Performance and Corporate Revenue and Capital Budget Monitoring should assist in ensuring that Members are

able to scrutinise officer decisions.

## **2. ALTERNATIVE OPTIONS**

- 2.1. The Council reports its annual outturn position against budget for both revenue and capital net spend. It also reports its strategic performance.
- 2.2. Significant variations, trends and corrective action are reported in the body and appendices of the report. No alternative action is considered necessary beyond that included below and this report is produced to ensure that Members are kept informed about decisions made under the delegated authority.

## **3 DETAILS OF REPORT**

- 3.1 This monitoring report details the financial position of the Council at the end of June 2014 (Month 3) compared to budget. The report includes details of;
  - General Fund Revenue and Housing Revenue Account;
  - Capital Programme;
  - Performance for strategic measures.

### **3.2 General Fund**

As at the end of June 2014, all Directorates are forecasting a breakeven position on an overall net budget of £293.9m, except for Education, Social Care & Welfare who are showing a £2.1m overspend. This will result in a potential Outturn position of £296.0m, (less than 1% of the net budget). ESCW have identified the factors driving the overspend and will keep CMT and Members updated on the latest position and action taken to minimise the impact.

### **3.3 HRA**

The HRA is projecting an underspend position of £0.45m for 2014/15. This is less than 0.5% of the total budgeted income of £90.6m.

### **3.4 Capital Programme**

Directorates have spent 7% of their capital budgets for the year (£15.3m against budgets of £208.7m).

- 3.5 More detailed financial information is contained in the following report appendices:

- Appendix 1 - lists Revenue and Capital budget / target adjustments (including virements).

- Appendix 2 - provides the General Fund budget outturn forecast by Directorate and explanations of any major variances.
- Appendix 3 – provides the budget outturn forecast for the HRA
- Appendix 4 – provides the projected Capital Monitoring outturn position
- Appendix 5 – provides a performance summary of the Strategic Measures

#### 4 **FINANCE OVERVIEW**

4.1 The following table summarises the current expected outturn position for the General Fund.

<b>SUMMARY</b>	<b>Latest Budget £'000</b>	<b>Budget to Date £'000</b>	<b>Actual to Date £'000</b>	<b>Variance to Date £'000</b>	<b>Forecast Outturn £'000</b>	<b>Variance £'000</b>
Law, Probity and Governance	9,472	2,367	-350	-2,717	9,472	0
Communities, Localities and Culture	77,976	19,786	11,454	-8,332	77,976	0
Development and Renewal	15,802	3,889	5,158	1,269	15,802	0
Education, Social Care and Wellbeing	217,865	53,134	41,363	-11,771	219,965	2,100
Resources	7,455	1,866	-6,886	-8,752	7,455	0
Corporate Costs / Capital Financing	-34,637	-8,659	1,023	9,682	-34,637	0
<b>Total</b>	<b>293,933</b>	<b>72,383</b>	<b>51,762</b>	<b>-20,621</b>	<b>296,033</b>	<b>2,100</b>

4.2 Year-to-date variances are explained in the detailed budget analysis in Appendix 2. A summary position for each service directorate is set out below.

#### 4.3 **Law Probity and Governance**

**Nil**

The LP&G directorate (formally Chief Executive's Dept.) is forecasting a nil outturn variance for the financial year.

**4.4 Communities, Localities & Culture Nil**

The monitoring for June 2014 assumes a nil variance for the financial year. This assumes that all growth proposals, indexation requirements and use of earmarked reserves will be added to the CLC base for 2014/15. The achievement of the Depot Consolidation MTFP saving target of £200k will need to be flagged up as a risk to the Council due to the delay in being able to implement the delivery of the saving, which impacts on a number directorates and not just CLC.

**4.5 Development and Renewal NIL**

The D&R directorate is forecasting a nil outturn variance for the financial year.

**4.6 Education, Social Care and Wellbeing £2.1m Overspend**

The extent of the financial pressures being experienced, principally by Adults Social Care packages is such that there is insufficient grants and reserves within the Directorate to cover the whole forecast amount. A forecast overspend of £2.1m is currently included.

A Financial Recovery (officer) Group has been established to work through the policy, process, systems, service and other financial issues associated with stress testing financial assumptions and control for Adults Social Care. The work that this group oversees will be vital to restoring stability and visibility to the financial issues for ASC packages. More detail on the work of this group and the management actions undertaken by the directorate to manage the overspend and risks of a higher overspend will be available in the quarter 2 report.

The Schools Budget is reporting an improved position with forecast unallocated DSG at year-end now looking to be £4.367m.

**4.7 Resources Nil**

The Resources directorate is forecasting a nil outturn for the financial year.

The variance to date is primarily due to the Housing Benefit Subsidy, the first quarter of which has been posted to the account in June (£69m).

#### 4.8 Corporate Costs & Capital Financing

NIL

A breakeven position is forecast for the financial year. Spend to date variance is due to items such as depreciation and minimum revenue provision being processed at year-end.

#### 5. Housing Revenue Account

**£0.45m underspend**

The overall projected HRA underspend is the net result of a number of variances, the main ones being that energy costs are forecast to be lower than budgeted, although this is a volatile budget and costs may increase if there is a period of prolonged cold weather. In addition, the 2014/15 budget included a sum of £1.3m in respect of additional costs due to an increase in employer pension contributions; however, current forecasts indicate that the actual increase in costs will be significantly lower than this. Rental income is currently forecast to be lower than budgeted; this is mainly due to the number of Right to Buy sales that are forecast to take place in 2014/15 – there have been 50 Right to Buy sales in the first quarter of this year.

#### 6. CAPITAL

6.1 The capital budget now totals £208.7m, increased from the £166.9m approved by Cabinet in February 2014. This is mainly due to the inclusion of unspent budgets from 2013/14 carried forward into 2014/15.

6.2 Details of all the changes to the capital budget are set out in Appendix 1.

6.3 Total capital expenditure to the end of Quarter 1 represented 7% of the revised capital programme budget for 2014/15 as follows:

	Annual Budget as at 30-Jun-14	Spent to 30-Jun-14	% Budget Spent
	£m	£m	%
<b>TOTALS BY DIRECTORATE:</b>			
Education, Social Care and Wellbeing	31.379	2.537	8%
Communities, Localities and Culture	13.853	0.602	4%
Development and Renewal	19.159	0.913	5%
Building Schools for the Future (BSF)	6.073	3.937	65%
Housing Revenue Account (HRA)	126.214	7.346	6%
Corporate GF provision for schemes under development	12.000	0.000	0%
<b>GRAND TOTAL</b>	<b>208.678</b>	<b>15.335</b>	<b>7%</b>

This compares with 2.8% at the same stage last year.

6.4 Projected capital expenditure for the year compared to budget is as follows:

	<b>Annual Budget as at 30-Jun-14</b>	<b>Projection 31-Mar-15</b>	<b>Forecast Variance</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>
<b>TOTALS BY DIRECTORATE:</b>			
Education, Social Care and Wellbeing	31.379	22.160	-9.219
Communities, Localities and Culture	13.853	12.237	-1.616
Development and Renewal	19.159	19.107	-0.052
Building Schools for the Future (BSF)	6.073	6.073	0.000
Housing Revenue Account (HRA)	126.214	126.214	0.000
Corporate GF provision for schemes under development	12.000	12.000	0.000
<b>GRAND TOTAL</b>	<b>208.678</b>	<b>197.791</b>	<b>-10.887</b>

Programme slippage of £10.9m is currently being projected. The projection does not reflect an underspend but is due to timing differences between years. Any amount of slippage will be spent in future years. The main reason for the variance is as follows:

- **Basic Need and Condition Improvement (£9.1m)**

The forecast in-year variance is due to schemes yet to be developed. These schemes are unlikely to spend in the current year but will spend all resources in future years. The grant funding for this programme is able to be carried forward to be used in future years and all resources will be fully spent. The budget will be re-profiled from quarter 2.

6.5 The total approved budget, taking into account the whole life of all capital schemes, is currently £984.7m against which spend of £984.7m is forecast to result in a total nil variance.



	All year budget as at 30-Jun-14	Projection (all years)	Variance
	£m	£m	£m
Education, Social Care and Wellbeing	147.979	147.979	0.000
Communities, Localities and Culture	76.609	76.609	0.000
Development and Renewal	38.395	38.395	0.000
Building Schools for the Future (BSF)	325.532	325.532	0.000
Housing Revenue Account (HRA)	364.242	364.242	0.000
Corporate GF provision for schemes under development	32.000	32.000	0.000
<b>GRAND TOTAL</b>	<b>984.757</b>	<b>984.757</b>	<b>0.000</b>

6.6 Capital receipts received in 2014/15 from the sale of Housing and General Fund assets as at 30 June 2014 are as follows:

Capital Receipts		
	£m	£m
<b>Sale of Housing assets</b>		
Receipts from Right to Buy (50 properties)	5.116	
less pooled amount paid to DCLG	-0.394	
		4.722
<b>Sale of General Fund assets</b>		
Overage Payments (Wapping Lane)	0.446	
		0.446
<b>Total</b>		<b>5.168</b>

Retained Right to Buy receipts must be set aside to meet targets on housing provision as set out in regulations governing the pooling of housing capital receipts, so they must be ringfenced for this purpose and are not available for general allocation.

## 7. **STRATEGIC PERFORMANCE MEASURES**

### **2013/14 Final Outturn Reporting Update**

7.1 Since the year end performance reporting was undertaken, final outturns for the following outstanding performance measures are now available and are included in appendix 5.

- ***Number of households who considered themselves homeless who approached the local authority's housing advice service(s), and for whom housing advice casework intervention resolved their situation*** – the final outturn for 2013/14 was 6.59%. The stretch target of 7.9% was missed but the standard target was exceeded

(6.2%), and this performance also represents an improvement on that of the previous year.

- **Percentage of CAF reviews with an improved average score** – the final outturn for 2013/14 was 74.7% against a stretch target of 64%, and the target was therefore exceeded. In addition, the outturn was a significant improvement on the previous year's outturn of 61.6%.
- **Social Care-related quality of life** – the final outturn for 2013/14 financial year is 18.5 (out of a maximum score of 24) for the self-reported experience of social care users. This represents an improvement compared to the previous year.
- **Smoking quitters** – over the course of the last financial year, 1,815 people were helped to quit smoking for a four week period. This measure did not meet the standard target set of 2,686 smoking quitters, and represents deterioration compared to last year when there were 3,260 quits. This was due to taking longer than expected to get community pharmacists onto financial systems and issue them with contracts, following the transition to the council. This issue is now resolved, and relationships have been re-established, which should ensure a return to excellent performance for 14/15.

There remain a small number of measures where 2013/14 year-end outturns are still not available:

- **Annual Resident Survey measures relating to people's perceptions of the Council, community cohesion, and crime and anti-social behaviour** – fieldwork interviews commenced early June, and it is anticipated that outturns will be reported in the Autumn 2014.
- **Percentage of overall council housing stock that is non-decent** – year end data is expected shortly after quality checks have been completed.
- **Rate of violence with injury crimes – DV and non-DV** – due to recent changes within the Metropolitan Police, data relating to violence with injury measures is not currently available.

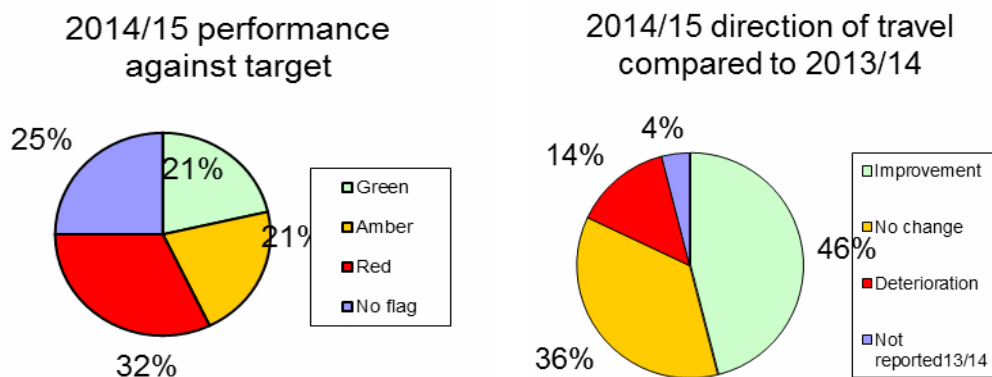
### **Strategic Performance Measures – Quarter 1 (March-June 2014)**

- 7.2 The strategic measures enable the Council to monitor progress against its priorities outlined in the Strategic Plan. The strategic measures reflect the Council's continued commitment to set itself stretching targets. They are reviewed on an annual basis as part of the refresh of the Strategic Plan to ensure that they remain fit for purpose. Where necessary, there will also be in-year reviews of the measures.
- 7.3 Appendix 5 illustrates the latest performance against our strategic measures. Performance against the current stretching target is measured as either 'Red',

'Amber' or 'Green' (RAG). Should performance be worse than the standard target – indicated as the dotted red line, it is marked as 'Red'. Should it be at or better than the standard target, but below the stretched target – indicated as the solid green line, it is 'Amber'. Where performance is at or better than the stretched target, it is 'Green'. Performance is also measured against the equivalent quarter for the previous year, as a 'direction of travel'. Where performance is deteriorating compared to the same time last year, it is indicated as a downward arrow ↓, if there is no change (or less than 5% change, or no statistically significant change for survey measures) it is neutral ↔, and where performance has improved compared to the previous year, it is indicated as an upward arrow ↑.

7.4 The number of strategic measures available for reporting fluctuates between periods due to the different reporting frequencies of the measures. Of the 58 measures in the Strategic Set, including subset of measures, 28 are reportable this quarter, including the four 2013/14 outturns mentioned above, and the provisional figure for KS2 attainment for the year. Of these:

- 6 (21%) are meeting or exceeding their stretched target (Green), with 2 of these an improvement from last year (↑);
- 6 (21%) are better than the standard target but below the stretched target (Amber), with 4 of these improving (↑) and 1 remaining unchanged (↔) compared to last year's performance (the remaining one was not reported at this time last year);
- 9 (32%) are below the standard target (Red), with 2 measures having improved since this time last year, performance remaining unchanged for 4 measures, and 3 deteriorating (↓); and
- The 7 MOPAC measures have yet to have targets agreed by the Community Safety Partnership, and therefore performance against target cannot be reported against these; however, 5 have improved since this time last year, 1 remains unchanged, and 1 has deteriorated.



7.5 There are several strategic performance measures which report on a quarterly basis but Q1 data is currently not available due to a time lag in reporting; these will be available for quarter 2.

- **Percentage of household waste sent for reuse, recycling and composting (NI192)**
- **Improved street and environmental cleanliness (detritus; fly-posting; graffiti; litter)**
- **Labour Market: number of job starts for Tower Hamlets residents**
- **Crime measures: Violence with Injury (Domestic Violence only and excl DV) and CAD calls for ASB**

## 7.6 Performance Summary

The following sections detail our performance under two key headings:

- High performing areas and areas of improvement
- High risk areas

### **High performing areas and areas of improvement**

7.7 The following measures exceeded their stretched target or have improved compared to quarter 1 last year.

- **Percentage of LP07+ staff who are from an ethnic minority**  
Although the stretch target of 30% was not achieved, the Q1 outturn of 24.84 was higher than the standard target set. Compared to this time last year, there has been an improvement in performance of 2.32 percentage points.
- **Number of working days / shifts lost to sickness absence per employee**  
Although May's sickness absence outturn was higher than the standard target of 6.47 days per employee, at 6.77, there has been a minor improvement compared to this time last year (6.79).
- **Percentage of council tax collected**  
Stretched target exceeded.
- **Percentage of non-domestic rates collected**  
Stretched target exceeded.
- **Number of affordable homes delivered (gross)**  
At 193 affordable homes delivered so far this year, the target has been missed. However this is an improvement compared to this time last year. Furthermore, it is forecast that the majority of delivery will take place in Quarter 4, due to schemes funded by the GLA 2011-15 programme seeking

to complete by the end of the financial year. These homes are expected to see the indicator meet its lower bandwidth target.

- ***Number of affordable social rented housing completions for family housing (gross)***

56 affordable social rented housing completions for family housing have been delivered so far this quarter. Whilst this is below the standard target of 66, it is an improvement compared to this time last year.

- ***Key Stage 2 Achievement in reading, writing and Maths***

81% of pupils attained the Level 4 or above standard in their Key Stage 2 assessments in reading, writing and maths. This is currently a provisional result – the stretch target was 79% and so this is a 3 percentage point increase in performance since last year.

- ***Overall employment rate – gap between the Borough and London average (working age)***

The employment rate in Tower Hamlets is 64.6% compared to the London average of 70.5%, with a gap between Tower Hamlets and the London average of 5.9 percentage points. The stretched target of ensuring the gap is less than 6.3 percentage points has been exceeded, and this also represents a considerable improvement from this time last year, when this gap was 7.6 percentage points.

- ***JSA Claimant Rate (gap between the Borough and London average rate (working age)***

The Q1 performance shows a 0.8 percentage point gap between Tower Hamlets and London which was better than the standard target and only 0.2 percentage points away from achieving the stretch target of a 0.6 percentage point gap. The JSA Claimant Rate for Tower Hamlets was 3.4% and the London Average was 2.6%. The trend is positive compared to this time last year when the gap was 1.2 percentage points.

- ***MOPAC 7 crimes: Number of Robbery incidents, number of thefts of a Motor Vehicle incidents, number of thefts from a Motor Vehicle incidents; number of Theft from the Person incidents***

Targets have not yet been set for these measures, however compared to this time last year, there has been a reduction in the number of crimes for these measures as follows:

- Number of Robbery Incidents – 73 fewer
- Number of Theft of a Motor Vehicle incidents – 14 fewer
- Number of Theft from a Motor Vehicle incidents – 148 fewer
- Number of Theft from the Person incidents – 68 fewer

- **Total Notifiable Offences (TNO)**  
Targets have not yet been set for this measure. There were 6,592 TNOs between April-June, compared to 6,970 this time last year – equating to 378 fewer crimes.
- **Proportion of people using social care who receive self-directed support, and those receiving direct payments**  
Although the Q1 stretch target of 70% was not met, at 62.7% the standard target of 61.7% was exceeded. There has been a significant improvement on performance since this time last year when 56.4% was achieved. However, it should be noted that a change in the definition for this measure means it now excludes carers, and this change could be a factor in the improved performance.

### High Risk Areas

7.8 As part of the monitoring of our performance each quarter, analysis is undertaken to identify those measures at risk of not achieving their annual targets. This includes measures that are below their standard target and have deteriorated since the corresponding quarter for the previous year.

- **Percentage of LP07+ LA staff who have a disability**  
This quarter 5.7% of senior staff had a disability, the standard target of 6.34% has been missed and represents a deterioration in performance since this time last year when performance was 6.15%. Workforce to reflect the community activities are underway to ensure that this issue is being addressed. It should be noted that the number of people in this category is relatively small, and so small numbers of people either leaving or joining can have a significant impact on the percentage.
- **Number of lets to overcrowded households**  
This quarter the number of lets to overcrowded households was 171 against a standard target of 205 and a stretch target of 250. In addition, compared to this time last year, there have been 56 fewer lets to overcrowded households (227 in Q1 2013/14). These lets represent 44% of the total number of lets for the quarter.

171 overcrowded households have been rehoused representing 44% of the total number of lets for the quarter. Whilst performance is 25% (56 lets) lower than this time last year, year end performance is expected to exceed the lower bandwidth target. The number of lets to overcrowded households is not something that can be targeted, significantly influenced by a) the number of properties becoming available b) housing priority and entitlement levels of

applicants from other housing bands and c) the 10% target set by the Council for Band 3 applicants (who are adequately housed).

## **8. COMMENTS OF THE CHIEF FINANCIAL OFFICER**

- 8.1 Under Financial Regulations it is the responsibility of senior managers to spend within budgets and, where necessary, management action will need to be taken over the remainder of the financial year to avoid overspend.
- 8.2 Any overspend incurred during 2014/15, will risk the financial position of the Council and would increase the savings targets within the MTFP, with a potential impact on services.
- 8.3 The current forecast overspend in ESCW is being reviewed by the Financial Recovery Group and the overall position will be reported through ongoing monitoring. Further work will be done to validate the extent of the cost pressures, and in the short term, the overspend can be contained with corporate contingencies. Any cost pressures that are replicated in future years will be considered as part of the budget and MTFP process.

## **9. LEGAL COMMENTS**

- 9.1 The report provides performance information, including by reference to key performance indicators and the budget. It is consistent with good administration for the Council to consider monitoring information in relation to plans and budgets that it has adopted.
- 9.2 Section 3 of the Local Government Act 1999 requires the Council as a best value authority to “make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness”. Monitoring of performance information is an important way in which that obligation can be fulfilled.
- 9.3 The Council is required by section 151 of the Local Government Act 1972 to make arrangements for the proper administration of its financial affairs. The Council’s chief finance officer has established financial procedures to ensure the Council’s proper financial administration. These include procedures for budgetary control. It is consistent with these arrangements for Members to receive information about the revenue and capital budgets as set out in the report.
- 9.4 When considering its performance, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who don’t. Relevant information

is set out in section 10 of the report and officers must consider the need for equality analysis when carrying out any action in discharge of the Council's functions.

#### **10. ONE TOWER HAMLETS CONSIDERATIONS**

The Council's Strategic Plan and Strategic Indicators are focused upon meeting the needs of the diverse communities living in Tower Hamlets and supporting delivery of One Tower Hamlets. In particular, strategic priorities include the reduction of inequalities and the fostering of strong community cohesion and are measured by a variety of strategic indicators.

#### **11. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

An element of the monitoring report deals with environmental milestones within the Great Place to Live theme.

#### **12. RISK MANAGEMENT IMPLICATIONS**

In line with the Council's risk management strategy, the information contained within the Strategic Indicator Monitoring will assist the Cabinet, Corporate Directors and relevant service managers in delivering the ambitious targets set out in the Strategic Plan. Regular monitoring reports will enable Members and Corporate Directors to keep progress under regular review.

There is a risk to the integrity of the authority's finances if an imbalance occurs between resources and needs. This is mitigated by regular monitoring and, where appropriate, corrective action. This report provides a corporate overview to supplement more frequent monitoring that takes place at detailed level.

The explanations provided by the Directorates for the budget variances also contain analyses of risk factors.

#### **13. CRIME AND DISORDER REDUCTION IMPLICATIONS**

The strategic measure set contains a number of crime and disorder items under the Safe & Cohesive theme, however there are no specific crime and disorder reduction implications.

#### **14. EFFICIENCY STATEMENT**

Efficiencies for 2014/15 are incorporated within the estimated forecast outturn.



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## **Linked Reports, Appendices and Background Documents**

### **Linked Report**

None

### **Appendices**

- Appendix 1 - lists budget/target adjustments (including virements) for the General Fund and capital budget movements
- Appendix 2 - provides the budget outturn forecast by Directorate and explanations of any major variances.
- Appendix 3 - provides the budget outturn forecast and explanations of major variances for the HRA.
- Appendix 4 – provides details of the capital programme and explanations of any major variances
- Appendix 5 – provides a summary of the Strategic Measures

### **Background Documents – Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2012**

None

### **Originating Officers and Contact Details**

<b>Name</b>	<b>Title</b>	<b>Contact for information</b>
Kevin Miles	Chief Accountant	Brian Snary
Louise Russell	Service Head, Corporate Strategy and Equality	Kevin Kewin

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<b>CONTROL BUDGET 2014/15</b>	<b>Total General Fund</b>	<b>Education, Social Care and Wellbeing</b>	<b>Communities, Localities and Culture</b>	<b>Development and Renewal</b>	<b>Law, Probity and Governance</b>	<b>Resources</b>	<b>Corporate Costs</b>	<b>Central Items</b>
<b>2014/15 Original Budget at Cash Prices</b>	<b>293,933,494</b>	<b>217,604,417</b>	<b>77,869,763</b>	<b>15,781,458</b>	<b>9,471,532</b>	<b>7,455,255</b>	<b>19,755,703</b>	<b>(54,004,634)</b>
14/15 Budget re-alignment to reflect impact of previous Council decision (Nov 2012)	0	260,771	106,524	21,000				(388,295)
	0							
	0							
	0							
	0							
	0							
	0							
	0							
	0							
	0							
	0							
<b>Total Adjustments</b>	<b>0</b>	<b>260,771</b>	<b>106,524</b>	<b>21,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(388,295)</b>
<b>Revised Current Budget 2014/15</b>	<b>293,933,494</b>	<b>217,865,188</b>	<b>77,976,287</b>	<b>15,802,458</b>	<b>9,471,532</b>	<b>7,455,255</b>	<b>19,755,703</b>	<b>(54,392,929)</b>

# Capital Control Budget 2014/15

	Total Capital Budget	Education, Social Care and Wellbeing	Building Schools For the Future	Law, Probity and Governance / Resources	Communities, Localities and Culture	Corporate	Development and Renewal	Housing Revenue Account
<b>2014/15 Original Budget at Second Budget Council</b>	<b>166,912,469</b>	<b>28,610,862</b>	<b>12,790,769</b>	<b>0</b>	<b>10,264,838</b>	<b>12,000,000</b>	<b>1,280,000</b>	<b>101,966,000</b>
<b>Slippage from 2013/14</b>	<b>65,550,347</b>	<b>3,194,976</b>	<b>-6,717,759</b>	<b>0</b>	<b>971,118</b>	<b>0</b>	<b>17,735,727</b>	<b>50,366,285</b>
<b>Cabinet Approvals</b>								
ESCW - Basic Need/Expansions (Cabinet September 2013)	510,000	510,000						
ESCW - Conditions and Improvement(Cabinet September 2013)	21,000	21,000						
ESCW - Primary Capital Programme (Cabinet September 2013)	20,000	20,000						
CLC - Tfl Schemes (Cabinet April 2014)	2,239,000				2,239,000			
CLC - Section 106 Funded Schemes (Cabinet April 2014)	1,403,000				1,403,000			
CLC - John Orwell Sports Centre Astro-turf Development (Cabinet April 2014)	180,000				180,000			
CLC - Mile End Stadium Astro-turf Development (Cabinet April 2014)	127,000				127,000			
CLC - St. John's Gardens Tennis Courts (Cabinet April 2014)	70,000				70,000			
<b>Budgets Re-profiled*</b>								
CLC - Tfl Schemes	(601,420)				(601,420)			
CLC - Section 106-Funded Schemes	1,042,681				1,042,681			
CLC - Poplar Park - Re-profiled from 2013/14	40,000				40,000			
CLC - Victoria Park Sports Hub - Re-profiled from 2013/14	69,865				69,865			
CLC - Trinity Square Gardens - Re-profiled from 2013/14	55,000				55,000			
CLC - Albert Gardens - Re-profiled from 2013/14	25,000				25,000			
CLC - Millwall Park & Langdon Park - Re-profiled from 2013/14	28,000				28,000			
CLC - Whitechapel Ideas Store-Design - Re-profiled from 2013/14	17,000				17,000			
CLC - John Orwell Sports Centre - Re-profiled from 2013/14	115,900				115,900			
CLC - Banglatown Art Trail & Arches - Re-profiled from 2013/14	555,000				555,000			
CLC - Stepney Green Astro Turf - Re-profiled from 2013/14	451,000				451,000			
CLC - Public Arts Projects, Middlesex Street - Re-profiled from 2013/14	239,000				239,000			
CLC - Bancroft Library, Bancroft Library Phase 2b - Re-profiled from 2013/14	145,000				145,000			
CLC - Contaminated Land Survey and Works - Re-profiled to 2015/16	(262,531)				(262,531)			
HRA - Decent Homes Backlog - Re-profiled to 2015/16	(25,611,000)							(25,611,000)
<b>Decisions Delegated to Corporate Directors**</b>								
ESCW - Basic Need/Expansions	470,000	470,000						
CLC - Cemetary Lodge (February 2014)	56,807				56,807			
CLC - OPTEMS	294,330				294,330			
<b>Other Approvals/Adjustments</b>								
ESCW - Calculation error in Appendix 8.3 of Council March 2014 - overstated by £1.6m - Technical Adjustment	(1,600,000)	(1,600,000)						
ESCW - Conditions and Improvement - Finished Schemes	87,950	87,950						
ESCW - Lukin St - Finished Scheme	31,620	31,620						
ESCW - Primary Capital Programme - Technical Adjustments	19,276	19,276						
ESCW - Basic Need/Expansions - Technical Adjustments	12,305	12,305						
CLC - Tfl Schemes - Various Adjustments	(3,346,208)				(3,346,208)			
CLC - Highways Improvement Programme	51,239				51,239			
CLC - Section 106-Funded Schemes - Various Adjustments	(438,045)				(438,045)			
CLC - OPTEMS - Various Adjustments	(84,220)				(84,220)			
CLC - Mile End Stadium Track Resurfacing - Technical adjustment	4,449				4,449			
CLC - Hackney wick & Fish Island Improvements, Streetscene Improvements - Finished Scheme	44,231				44,231			
CLC - Victoria Park - Changing Block Extension & Upgrade - Finished Scheme	42,243				42,243			
CLC - Victoria Park Masterplan - Victoria Park - Phase 3 - Finished Scheme	67,931				67,931			
CLC - Pennyfields Open Space - Finished Scheme	(1,494)				(1,494)			
CLC - Trees Boroughwide - 2013/14 overspend carried forward funded by Section 106 and Grant - Finished Scheme	2,350				2,350			
CLC - CCTV, Boroughwide - Finished Scheme	(13,564)				(13,564)			
D&R - Whitechapel Centre - Finished Scheme	(3,000)						(3,000)	
D&R - S106 Schemes, Mile End Hospital - NHS Sec 106 Funding - Technical Adjustment - Finished Scheme	5,000						5,000	
D&R - Installation of Automatic Energy Meters - Technical Adjustment	3,298						3,298	
D&R - High Street 2012, Bethnal Green Terrace - Technical Adjustment	26,064						26,064	
D&R - Empty Property Initiative (CPO), 805 Commercial Road (CPO) - Technical Adjustment	111,577						111,577	
HRA - Building Britain's Future - Technical Adjustment	(509,131)							(509,131)
HRA - Cottal Street - Technical Adjustment	1,132							1,132
<b>Q1 - Total Adjustments</b>	<b>(23,785,365)</b>	<b>(427,849)</b>	<b>0</b>	<b>0</b>	<b>2,618,545</b>	<b>0</b>	<b>142,938</b>	<b>(26,118,999)</b>
<b>Q1 - Budget</b>	<b>208,677,451</b>	<b>31,377,989</b>	<b>6,073,010</b>	<b>0</b>	<b>13,854,501</b>	<b>12,000,000</b>	<b>19,158,665</b>	<b>126,213,286</b>

\* This involves changes to the timing of spending not the purpose

\*\* For items exceeding £100k and not exceeding £250k, see relevant noting report to cabinet

Corporate Monthly Budget Monitoring	Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>CHE Directorate of Law, Probity and Governance</b>										
<b>GEN General Fund Account</b>										
Expenditure	17,480	17,480	4,370	4,762	392	17,400	-80	-80	-0.46%	
Income	-8,008	-8,008	-2,003	-1,685	318	-7,928	80	80	-1.00%	
<b>Net Expenditure</b>	<b>9,472</b>	<b>9,472</b>	<b>2,367</b>	<b>3,077</b>	<b>710</b>	<b>9,472</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Directorate: CHE</b>	<b>9,472</b>	<b>9,472</b>	<b>2,367</b>	<b>3,077</b>	<b>710</b>	<b>9,472</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>COM Communities &amp; Localities</b>										
<b>GEN General Fund Account</b>										
Expenditure	133,293	133,620	33,171	18,092	-15,079	133,620	210	0	0.00%	
Income	-55,423	-55,644	-13,385	-6,638	6,747	-55,644	-870	0	0.00%	
<b>Net Expenditure</b>	<b>77,870</b>	<b>77,976</b>	<b>19,786</b>	<b>11,454</b>	<b>-8,332</b>	<b>77,976</b>	<b>-660</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Directorate: COM</b>	<b>77,870</b>	<b>77,976</b>	<b>19,786</b>	<b>11,454</b>	<b>-8,332</b>	<b>77,976</b>	<b>-660</b>	<b>0</b>	<b>0.00%</b>	
<b>COP Corporate Cost and Central Items</b>										
<b>GEN General Fund Account</b>										
Balance Sheet	-54,005	-54,393	-13,598	437	14,035	-54,393	-388	0	0.00%	
Capital Expenditure	7,095	7,095	1,774	0	-1,774	7,095	0	0	0.00%	
Expenditure	14,361	14,361	3,590	588	-3,002	14,361	-2	0	0.00%	
Income	-1,700	-1,700	-425	-2	423	-1,700	0	0	0.00%	
<b>Net Expenditure</b>	<b>-34,249</b>	<b>-34,637</b>	<b>-8,659</b>	<b>1,023</b>	<b>9,682</b>	<b>-34,637</b>	<b>-390</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Directorate: COP</b>	<b>-34,249</b>	<b>-34,637</b>	<b>-8,659</b>	<b>1,023</b>	<b>9,682</b>	<b>-34,637</b>	<b>-390</b>	<b>0</b>	<b>0.00%</b>	
<b>DEV Development &amp; Renewal</b>										
<b>GEN General Fund Account</b>										
Expenditure	72,017	72,038	17,947	16,045	-1,902	72,038	-374	0	0.00%	
Income	-56,236	-56,236	-14,058	-10,887	3,171	-56,236	507	0	0.00%	
<b>Net Expenditure</b>	<b>15,781</b>	<b>15,802</b>	<b>3,889</b>	<b>5,158</b>	<b>1,269</b>	<b>15,802</b>	<b>133</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Directorate: DEV</b>	<b>15,781</b>	<b>15,802</b>	<b>3,889</b>	<b>5,158</b>	<b>1,269</b>	<b>15,802</b>	<b>133</b>	<b>0</b>	<b>0.00%</b>	
<b>ESW Education, Social Care &amp; Wellbeing</b>										
<b>GEN General Fund Account</b>										
Expenditure	269,097	269,358	63,655	45,514	-18,141	274,091	950	4,733	1.76%	
Income	-51,493	-51,493	-10,521	-4,151	6,370	-54,126	-689	-2,633	5.11%	
<b>Net Expenditure</b>	<b>217,604</b>	<b>217,865</b>	<b>53,134</b>	<b>41,363</b>	<b>-11,771</b>	<b>219,965</b>	<b>261</b>	<b>2,100</b>	<b>0.96%</b>	
<b>Net Expenditure Directorate: ESW</b>	<b>217,604</b>	<b>217,865</b>	<b>53,134</b>	<b>41,363</b>	<b>-11,771</b>	<b>219,965</b>	<b>261</b>	<b>2,100</b>	<b>0.96%</b>	
<b>RES Resource Services</b>										
<b>GEN General Fund Account</b>										
Capital Expenditure	0	0	0	0	0	0	0	0	0.00%	
Expenditure	329,443	329,443	82,360	70,953	-11,407	330,714	1,182	1,271	0.39%	
Income	-321,988	-321,988	-80,494	-77,839	2,655	-323,259	-972	-1,271	0.39%	
<b>Net Expenditure</b>	<b>7,455</b>	<b>7,455</b>	<b>1,866</b>	<b>-6,886</b>	<b>-8,752</b>	<b>7,455</b>	<b>210</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Directorate: RES</b>	<b>7,455</b>	<b>7,455</b>	<b>1,866</b>	<b>-6,886</b>	<b>-8,752</b>	<b>7,455</b>	<b>210</b>	<b>0</b>	<b>0.00%</b>	
<b>General Fund</b>	<b>293,933</b>	<b>293,933</b>	<b>72,383</b>	<b>55,189</b>	<b>-17,194</b>	<b>296,033</b>	<b>-446</b>	<b>2,100</b>	<b>0.71%</b>	

Corporate Monthly Budget Monitoring

June 2014

Directorate of Law, Probity and Governance

Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	

Fund Type: GEN General Fund Account

Service Area: C11 Corporate Management

Vote: C80 Corporate Management

Expenditure	2,006	2,006	501	561	60	1,920	-86	-86	-4.29%
Income	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>2,006</b>	<b>2,006</b>	<b>501</b>	<b>561</b>	<b>60</b>	<b>1,920</b>	<b>-86</b>	<b>-86</b>	<b>-4.29%</b>

Service Area: C13 Legal Services

Vote: C52 Legal Services

Expenditure	3,790	3,790	948	891	-57	3,790	0	0	0.00%
Income	-3,442	-3,442	-861	-878	-17	-3,442	0	0	0.00%
<b>Net Expenditure</b>	<b>348</b>	<b>348</b>	<b>87</b>	<b>13</b>	<b>-74</b>	<b>348</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: C58 Electoral Registration

Expenditure	771	771	193	174	-19	771	0	0	0.00%
Income	0	0	0	-1	-1	0	0	0	0.00%
<b>Net Expenditure</b>	<b>771</b>	<b>771</b>	<b>193</b>	<b>173</b>	<b>-20</b>	<b>771</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: C60 Borough Elections

Expenditure	29	29	7	499	492	29	0	0	0.00%
Income	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>29</b>	<b>29</b>	<b>7</b>	<b>499</b>	<b>492</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: C84 Information Governance & Complaints

Expenditure	526	526	132	122	-10	526	0	0	0.00%
Income	-522	-522	-130	-92	38	-522	0	0	0.00%
<b>Net Expenditure</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>30</b>	<b>28</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

<b>Net Expenditure</b>	<b>1,152</b>	<b>1,152</b>	<b>289</b>	<b>715</b>	<b>426</b>	<b>1,152</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
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Service Area: C18 Communications

Vote: C14 Communications

Expenditure	2,575	2,575	644	775	131	2,625	50	50	1.94%
Income	-2,499	-2,499	-625	-540	85	-2,419	80	80	-3.20%
<b>Net Expenditure</b>	<b>76</b>	<b>76</b>	<b>19</b>	<b>235</b>	<b>216</b>	<b>206</b>	<b>130</b>	<b>130</b>	<b>171.05%</b>

<b>Net Expenditure</b>	<b>76</b>	<b>76</b>	<b>19</b>	<b>235</b>	<b>216</b>	<b>206</b>	<b>130</b>	<b>130</b>	<b>171.05%</b>
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Service Area: C19 Registrars & Democratic Services

Vote: C56 Registration of Births, Deaths & Marriages

Expenditure	901	901	225	281	56	901	0	0	0.00%
Income	-515	-515	-129	-117	12	-515	0	0	0.00%
<b>Net Expenditure</b>	<b>386</b>	<b>386</b>	<b>96</b>	<b>164</b>	<b>68</b>	<b>386</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: C62 Democratic Services

Expenditure	2,789	2,789	697	654	-43	2,774	-15	-15	-0.54%
Income	-7	-7	-2	2	4	-7	0	0	0.00%
<b>Net Expenditure</b>	<b>2,782</b>	<b>2,782</b>	<b>695</b>	<b>656</b>	<b>-39</b>	<b>2,767</b>	<b>-15</b>	<b>-15</b>	<b>-0.54%</b>

Vote: C78 Democratic Representation

Expenditure	961	961	240	240	0	961	0	0	0.00%
Income	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>961</b>	<b>961</b>	<b>240</b>	<b>240</b>	<b>0</b>	<b>961</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

<b>Net Expenditure</b>	<b>4,129</b>	<b>4,129</b>	<b>1,031</b>	<b>1,060</b>	<b>29</b>	<b>4,114</b>	<b>-15</b>	<b>-15</b>	<b>-0.36%</b>
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Service Area: C20 Business Support

Vote: C82 Business Support Unit

Expenditure	873	873	218	204	-14	873	0	0	0.00%
Income	-866	-866	-217	-217	0	-866	0	0	0.00%
<b>Net Expenditure</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>-13</b>	<b>-14</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

<b>Net Expenditure</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>-13</b>	<b>-14</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
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Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
Directorate of Law, Probity and Governance											
<b>Service Area: C54 Corporate Strategy &amp; Equalities</b>											
<b>Vote: C16 Corporate Strategy and Equalities</b>											
	Expenditure	1,556	1,556	389	343	-46	1,556	0	0	0.00%	
	Income	0	0	0	14	14	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,556</b>	<b>1,556</b>	<b>389</b>	<b>357</b>	<b>-32</b>	<b>1,556</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: C21 Healthy Borough</b>											
	Expenditure	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: C54 One Tower Hamlets</b>											
	Expenditure	703	703	176	18	-158	674	-29	-29	-4.13%	
	Income	-157	-157	-39	144	183	-157	0	0	0.00%	
	<b>Net Expenditure</b>	<b>546</b>	<b>546</b>	<b>137</b>	<b>162</b>	<b>25</b>	<b>517</b>	<b>-29</b>	<b>-29</b>	<b>-5.31%</b>	
	<b>Net Expenditure</b>	<b>2,102</b>	<b>2,102</b>	<b>526</b>	<b>519</b>	<b>-7</b>	<b>2,073</b>	<b>-29</b>	<b>-29</b>	<b>-1.38%</b>	
<b>Service Area: EXC2 Excluded - CHE</b>											
<b>Vote: EXC2 Excluded - CHE</b>											
	Balance Sheet	0	0	0	0	0	0	0	0	0.00%	
	Expenditure	0	0	0	0	0	0	0	0	0.00%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Fund Type: GEN</b>		<b>9,472</b>	<b>9,472</b>	<b>2,367</b>	<b>3,077</b>	<b>710</b>	<b>9,472</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure for Directorate of Law, Probity and Governance</b>		<b>9,472</b>	<b>9,472</b>	<b>2,367</b>	<b>3,077</b>	<b>710</b>	<b>9,472</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast	Comments
June 2014	Communities & Localities	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	

Fund Type: CPK Controlled Parking

Service Area: CPR Public Realm

Vote: E24 Parking Control

Expenditure	7,808	7,808	1,952	1,341	-611	7,808	0	0	0.00%	Variance to date reflects timing issues in processing large value payment and Contact Centre recharge Variance to date due to profile of budget
Income	-7,808	-7,808	-1,952	-3,305	-1,353	-7,808	0	0	0.00%	
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-1,964</b>	<b>-1,964</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-1,964</b>	<b>-1,964</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Net Expenditure Fund Type: CPK

0	0	0	-1,964	-1,964	0	0	0	0.00%
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Fund Type: GEN General Fund Account

Service Area: CAL Cultural Services

Vote: E40 Divisional Management

Expenditure	113	113	28	25	-3	113	0	0	0.00%
Income	-113	-113	-28	0	28	-113	0	0	0.00%
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E41 Idea Stores

Expenditure	8,429	8,429	2,107	1,811	-296	8,429	-241	0	0.00%
Income	-1,330	-1,330	-332	-50	282	-1,330	24	0	0.00%
<b>Net Expenditure</b>	<b>7,099</b>	<b>7,099</b>	<b>1,775</b>	<b>1,761</b>	<b>-14</b>	<b>7,099</b>	<b>-217</b>	<b>0</b>	<b>0.00%</b>

Vote: E42 Sports & Physical Activity

Expenditure	4,414	4,414	1,103	733	-370	4,414	0	0	0.00%
Income	-1,167	-1,167	-292	-7	285	-1,167	0	0	0.00%
<b>Net Expenditure</b>	<b>3,247</b>	<b>3,247</b>	<b>811</b>	<b>726</b>	<b>-85</b>	<b>3,247</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E43 Parks & Open Spaces

Expenditure	2,812	2,812	703	593	-110	2,812	0	0	0.00%
Income	-576	-576	-144	-63	81	-576	0	0	0.00%
<b>Net Expenditure</b>	<b>2,236</b>	<b>2,236</b>	<b>559</b>	<b>530</b>	<b>-29</b>	<b>2,236</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E44 Arts & Events

Expenditure	2,065	2,172	543	381	-162	2,172	-77	0	0.00%
Income	-991	-991	-248	-520	-272	-991	-185	0	0.00%
<b>Net Expenditure</b>	<b>1,074</b>	<b>1,181</b>	<b>295</b>	<b>-138</b>	<b>-433</b>	<b>1,181</b>	<b>-262</b>	<b>0</b>	<b>0.00%</b>

Vote: E45 Mile End Park

Expenditure	703	703	176	157	-19	703	0	0	0.00%
Income	-703	-703	-176	-75	101	-703	0	0	0.00%
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>82</b>	<b>82</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E47 Lifelong Learning

Expenditure	4,550	4,550	1,138	738	-400	4,550	0	0	0.00%	Variance to date due to grant income budget reflecting academic year
Income	-3,335	-3,335	-834	-21	813	-3,335	0	0	0.00%	
<b>Net Expenditure</b>	<b>1,215</b>	<b>1,215</b>	<b>304</b>	<b>718</b>	<b>414</b>	<b>1,215</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Vote: E48 Community Languages Services

Expenditure	1,082	1,082	270	270	-0	1,082	0	0	0.00%
Income	-306	-306	-77	-160	-83	-306	0	0	0.00%
<b>Net Expenditure</b>	<b>776</b>	<b>776</b>	<b>193</b>	<b>110</b>	<b>-83</b>	<b>776</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

<b>Net Expenditure</b>	<b>15,647</b>	<b>15,754</b>	<b>3,937</b>	<b>3,813</b>	<b>-124</b>	<b>15,754</b>	<b>-479</b>	<b>0</b>	<b>0.00%</b>
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Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast	Comments
June 2014	Communities & Localities	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: CMS CLC Management &amp; Support</b>											
<b>Vote: E01 Management &amp; Support</b>											
	Expenditure	3,248	3,248	812	818	6	3,248	-10	0	0.00%	Variances to date due to first quarter recharges still to be processed
	Income	-3,248	-3,248	-812	0	812	-3,248	10	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>818</b>	<b>818</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Service Area: CPR Public Realm</b>											
<b>Vote: E10 Public Realm M &amp; A</b>											
	Expenditure	356	356	89	32	-57	356	0	0	0.00%	
	Income	-356	-356	-81	0	81	-356	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>32</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: E12 Transportation &amp; Highways</b>											
	Expenditure	12,143	12,290	2,999	933	-2,066	12,290	-35	0	0.00%	Variance to date reflects programming of works issues
	Income	-5,547	-5,694	-983	78	1,061	-5,694	-145	0	0.00%	Income held on balance sheet
	<b>Net Expenditure</b>	<b>6,596</b>	<b>6,596</b>	<b>2,016</b>	<b>1,011</b>	<b>-1,005</b>	<b>6,596</b>	<b>-180</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: E15 Clean and Green</b>											
	Expenditure	33,996	33,996	8,499	3,303	-5,196	33,996	500	0	0.00%	Variance to date reflects timing issues in processing large value payments to contractor
	Income	-8,239	-8,239	-2,028	-133	1,895	-8,239	-500	0	0.00%	Variance to date reflects timing issues in raising invoices in line with budget profiles
	<b>Net Expenditure</b>	<b>25,757</b>	<b>25,757</b>	<b>6,471</b>	<b>3,170</b>	<b>-3,301</b>	<b>25,757</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: E16 Waste Strategy, Policy and Procurement</b>											
	Expenditure	154	154	35	37	2	154	0	0	0.00%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>154</b>	<b>154</b>	<b>35</b>	<b>37</b>	<b>2</b>	<b>154</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: E23 Concessionary Fares</b>											
	Expenditure	9,017	9,017	2,254	274	-1,980	9,017	0	0	0.00%	Variance to date reflects timing issues in processing large value payment
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>9,017</b>	<b>9,017</b>	<b>2,254</b>	<b>274</b>	<b>-1,980</b>	<b>9,017</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: E30 Fleet Management</b>											
	Expenditure	1,037	1,037	225	485	260	1,037	0	0	0.00%	Variance to date reflects increase in service demand. Budget to be re-aligned
	Income	-1,037	-1,037	-259	-198	61	-1,037	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>-34</b>	<b>287</b>	<b>321</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: E31 Passenger Transport</b>											
	Expenditure	4,837	4,837	1,209	919	-290	4,837	0	0	0.00%	Variance to date reflects timing lag in processing recharges
	Income	-4,837	-4,837	-1,209	-225	984	-4,837	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>694</b>	<b>694</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: E32 DSO Vehicle Workshop</b>											
	Expenditure	487	487	122	104	-18	487	0	0	0.00%	
	Income	-487	-487	-122	-23	99	-487	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>80</b>	<b>80</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>41,524</b>	<b>41,524</b>	<b>10,750</b>	<b>5,585</b>	<b>-5,165</b>	<b>41,524</b>	<b>-180</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring

June 2014 Communities & Localities

Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast	Comments
£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	

Service Area: CSC Safer Communities

Vote: E21 Trading Standards

Expenditure	0	0	0	0	0	0	0	0	0.00%
Income	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E80 Safer Communities Management

Expenditure	155	155	39	71	32	155	0	0	0.00%
Income	-155	-155	-39	-39	0	-155	0	0	0.00%
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E81 Comm Safety Partnership, DV&HC

Expenditure	2,482	2,388	597	245	-352	2,388	-95	0	0.00%
Income	-248	-154	-38	-34	4	-154	95	0	0.00%
<b>Net Expenditure</b>	<b>2,234</b>	<b>2,234</b>	<b>559</b>	<b>211</b>	<b>-348</b>	<b>2,234</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E83 Enforcement & Intervention

Expenditure	3,141	3,141	785	603	-182	3,141	0	0	0.00%
Income	-196	-196	-43	-178	-135	-196	0	0	0.00%
<b>Net Expenditure</b>	<b>2,945</b>	<b>2,945</b>	<b>742</b>	<b>425</b>	<b>-317</b>	<b>2,945</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E84 Drugs and Alcohol Action Team

Expenditure	10,825	10,927	2,732	571	-2,161	10,927	102	0	0.00%
Income	-9,490	-9,593	-2,398	0	2,398	-9,593	-102	0	0.00%
<b>Net Expenditure</b>	<b>1,335</b>	<b>1,334</b>	<b>334</b>	<b>571</b>	<b>237</b>	<b>1,334</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Variance to date due to fluctuations in payments made to third parties  
Variance to date reflects timing issues in processing recharges and grant claim to MOPAC

Vote: E85 Env Commercial Services

Expenditure	3,659	3,686	921	737	-184	3,686	27	0	0.00%
Income	-1,252	-1,279	-306	-673	-367	-1,279	-27	0	0.00%
<b>Net Expenditure</b>	<b>2,407</b>	<b>2,407</b>	<b>615</b>	<b>65</b>	<b>-550</b>	<b>2,407</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Licensing income to be reprofiled in future periods

Vote: E86 Env Health Protection

Expenditure	4,151	4,151	1,038	764	-274	4,151	0	0	0.00%
Income	-1,142	-1,142	-266	-237	29	-1,142	0	0	0.00%
<b>Net Expenditure</b>	<b>3,009</b>	<b>3,009</b>	<b>772</b>	<b>527</b>	<b>-245</b>	<b>3,009</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E87 Youth & Connexions Service

Expenditure	8,789	8,827	2,099	1,575	-524	8,827	38	0	0.00%
Income	-546	-584	-139	-47	92	-584	-38	0	0.00%
<b>Net Expenditure</b>	<b>8,243</b>	<b>8,243</b>	<b>1,960</b>	<b>1,528</b>	<b>-432</b>	<b>8,243</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Variance to date due to bedding in of restructure

<b>Net Expenditure</b>	<b>20,173</b>	<b>20,172</b>	<b>4,982</b>	<b>3,359</b>	<b>-1,623</b>	<b>20,172</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
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Service Area: CSI Service Integration

Vote: E62 \*\*Working Neighbourhoods Fund

Expenditure	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: E71 Service Integration

Expenditure	526	526	132	34	-98	526	0	0	0.00%
Income	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>526</b>	<b>526</b>	<b>132</b>	<b>34</b>	<b>-98</b>	<b>526</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

<b>Net Expenditure</b>	<b>526</b>	<b>526</b>	<b>132</b>	<b>34</b>	<b>-98</b>	<b>526</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
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Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast	Comments
June 2014	Communities & Localities	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: EXC4 Excluded - COM</b>											
<b>Vote: EXC4 Excluded - COM</b>											
	Expenditure	0	0	0	0	0	0	0	0	0.00%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Fund Type: GEN</b>		<b>77,870</b>	<b>77,976</b>	<b>19,801</b>	<b>13,608</b>	<b>-6,193</b>	<b>77,976</b>	<b>-659</b>	<b>0</b>	<b>0.00%</b>	
<b>Fund Type: STR Street Trading Accounts</b>											
<b>Service Area: CSC Safer Communities</b>											
<b>Vote: E82 Street Trading Account</b>											
	Expenditure	2,314	2,314	564	538	-26	2,314	0	0	0.00%	
	Income	-2,314	-2,314	-579	-729	-150	-2,314	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>-15</b>	<b>-191</b>	<b>-176</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>-15</b>	<b>-191</b>	<b>-176</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Fund Type: STR</b>		<b>0</b>	<b>0</b>	<b>-15</b>	<b>-191</b>	<b>-176</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure for Communities &amp; Localities</b>		<b>77,870</b>	<b>77,977</b>	<b>19,786</b>	<b>11,454</b>	<b>-8,332</b>	<b>77,976</b>	<b>-660</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Corporate Cost and Centra	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
Fund Type: GEN General Fund Account											
Service Area: COR Corporate Costs											
Vote: R88 Financial Strategy Team											
	Balance Sheet	0	0	0	437	437	0	0	0	0.00%	
	Capital Expenditure	7,095	7,095	1,774	0	-1,774	7,095	0	0	0.00%	
	Expenditure	14,361	14,361	3,590	588	-3,002	14,361	0	0	0.00%	
	Income	-1,700	-1,700	-425	-2	423	-1,700	0	0	0.00%	
	<b>Net Expenditure</b>	<b>19,756</b>	<b>19,756</b>	<b>4,939</b>	<b>1,023</b>	<b>-3,916</b>	<b>19,756</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>19,756</b>	<b>19,756</b>	<b>4,939</b>	<b>1,023</b>	<b>-3,916</b>	<b>19,756</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
Service Area: CTR Central Items											
Vote: CEN Central Items											
	Balance Sheet	-54,005	-54,393	-13,598	0	13,598	-54,393	-388	0	0.00%	
	<b>Net Expenditure</b>	<b>-54,005</b>	<b>-54,393</b>	<b>-13,598</b>	<b>0</b>	<b>13,598</b>	<b>-54,393</b>	<b>-388</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>-54,005</b>	<b>-54,393</b>	<b>-13,598</b>	<b>0</b>	<b>13,598</b>	<b>-54,393</b>	<b>-388</b>	<b>0</b>	<b>0.00%</b>	
Net Expenditure Fund Type: GEN		-34,249	-34,637	-8,659	1,023	9,682	-34,637	-388	0	0.00%	
Net Expenditure for Corporate Cost and Central Items		-34,249	-34,637	-8,659	1,023	9,682	-34,637	-388	0	0.00%	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Development & Renewal	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	

Fund Type: GEN General Fund Account

Service Area: JAM Corporate Property & Capital Delivery

Vote: A58 Technical Resources											
Expenditure	713	713	116	95	-21	713	0	0	0.00%		
Income	-47	-47	-12	0	12	-47	0	0	0.00%		
<b>Net Expenditure</b>	<b>666</b>	<b>666</b>	<b>104</b>	<b>95</b>	<b>-9</b>	<b>666</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
Vote: J16 Corporate Property											
Expenditure	1,617	1,617	404	407	3	1,617	0	0	0.00%		
Income	-576	-576	-144	-545	-401	-576	0	0	0.00%		
<b>Net Expenditure</b>	<b>1,041</b>	<b>1,041</b>	<b>260</b>	<b>-138</b>	<b>-398</b>	<b>1,041</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
Vote: J30 Capital Delivery											
Expenditure	986	986	246	164	-82	986	0	0	0.00%		
Income	-898	-898	-225	-626	-401	-898	0	0	0.00%		
<b>Net Expenditure</b>	<b>88</b>	<b>88</b>	<b>21</b>	<b>-462</b>	<b>-483</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
Vote: J32 Administrative Buildings											
Expenditure	12,875	12,875	3,219	2,368	-851	12,875	0	0	0.00%		
Income	-13,798	-13,798	-3,449	-3,110	339	-13,798	0	0	0.00%		
<b>Net Expenditure</b>	<b>-923</b>	<b>-923</b>	<b>-230</b>	<b>-742</b>	<b>-512</b>	<b>-923</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
Vote: J34 Depots											
Expenditure	221	221	55	60	5	221	0	0	0.00%		
Income	-375	-375	-94	-91	3	-375	0	0	0.00%		
<b>Net Expenditure</b>	<b>-154</b>	<b>-154</b>	<b>-39</b>	<b>-31</b>	<b>8</b>	<b>-154</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
Vote: K97											
Expenditure	744	744	186	-1,207	-1,393	744	-190	0	0.00%		
Income	-744	-744	-186	1,634	1,820	-744	386	0	0.00%		
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>427</b>	<b>427</b>	<b>0</b>	<b>196</b>	<b>0</b>	<b>0.00%</b>		
<b>Net Expenditure</b>	<b>718</b>	<b>718</b>	<b>116</b>	<b>-851</b>	<b>-967</b>	<b>718</b>	<b>196</b>	<b>0</b>	<b>0.00%</b>		

Service Area: JEE Economic Development

Vote: J18 Olympic Legacy											
Expenditure	0	0	0	11	11	0	0	0	0.00%		
Income	0	0	0	46	46	0	0	0	0.00%		
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>57</b>	<b>57</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
Vote: J24 Economic Development											
Expenditure	3,236	3,236	809	888	79	3,236	0	0	0.00%		
Income	-1,518	-1,518	-379	-65	314	-1,518	0	0	0.00%		
<b>Net Expenditure</b>	<b>1,718</b>	<b>1,718</b>	<b>430</b>	<b>823</b>	<b>393</b>	<b>1,718</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
<b>Net Expenditure</b>	<b>1,718</b>	<b>1,718</b>	<b>430</b>	<b>880</b>	<b>450</b>	<b>1,718</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		

Service Area: JES Resources

Vote: J08 Programmes & Projects Funding											
Expenditure	105	105	26	824	798	105	0	0	0.00%		
Income	-105	-105	-26	0	26	-105	0	0	0.00%		
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>824</b>	<b>824</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
Vote: J12 Resources											
Expenditure	1,848	1,848	462	467	5	1,848	-186	0	0.00%		
Income	-559	-559	-140	0	140	-559	110	0	0.00%		
<b>Net Expenditure</b>	<b>1,289</b>	<b>1,289</b>	<b>322</b>	<b>467</b>	<b>145</b>	<b>1,289</b>	<b>-76</b>	<b>0</b>	<b>0.00%</b>		
Vote: J14 Management & Support Services											
Expenditure	2,534	2,534	633	1,562	929	2,534	0	0	0.00%		
Income	-45	-45	-11	18	29	-45	0	0	0.00%		
<b>Net Expenditure</b>	<b>2,489</b>	<b>2,489</b>	<b>622</b>	<b>1,580</b>	<b>958</b>	<b>2,489</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>		
Vote: J48 Third Sector Team											
Expenditure	2,451	2,472	618	953	335	2,472	21	0	0.00%		
Income	0	0	0	6	6	0	0	0	0.00%		
<b>Net Expenditure</b>	<b>2,451</b>	<b>2,472</b>	<b>618</b>	<b>959</b>	<b>341</b>	<b>2,472</b>	<b>21</b>	<b>0</b>	<b>0.00%</b>		
<b>Net Expenditure</b>	<b>6,229</b>	<b>6,250</b>	<b>1,562</b>	<b>3,830</b>	<b>2,268</b>	<b>6,250</b>	<b>-55</b>	<b>0</b>	<b>0.00%</b>		

Corporate Monthly Budget Monitoring

	Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Development &amp; Renewal</b>										
<b>Service Area: JHO Housing Options</b>										
<b>Vote: J26 Lettings</b>										
Expenditure	2,482	2,482	621	469	-152	2,482	0	0	0.00%	
Income	-1,380	-1,380	-345	-4	341	-1,380	0	0	0.00%	
<b>Net Expenditure</b>	<b>1,102</b>	<b>1,102</b>	<b>276</b>	<b>465</b>	<b>189</b>	<b>1,102</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: J40 Homelessness</b>										
Expenditure	32,010	32,010	8,002	6,343	-1,659	32,010	0	0	0.00%	
Income	-29,185	-29,185	-7,296	-7,306	-10	-29,185	0	0	0.00%	
<b>Net Expenditure</b>	<b>2,825</b>	<b>2,825</b>	<b>706</b>	<b>-963</b>	<b>-1,669</b>	<b>2,825</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure</b>	<b>3,927</b>	<b>3,927</b>	<b>982</b>	<b>-498</b>	<b>-1,480</b>	<b>3,927</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Service Area: JPB Service Planning &amp; Building Control</b>										
<b>Vote: J04 BC Revenue</b>										
Expenditure	564	564	141	122	-19	564	0	0	0.00%	
Income	-340	-340	-85	-6	79	-340	0	0	0.00%	
<b>Net Expenditure</b>	<b>224</b>	<b>224</b>	<b>56</b>	<b>116</b>	<b>60</b>	<b>224</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: J06 Development Management</b>										
Expenditure	2,348	2,348	587	613	26	2,348	0	0	0.00%	
Income	-2,160	-2,160	-540	-150	390	-2,160	0	0	0.00%	
<b>Net Expenditure</b>	<b>188</b>	<b>188</b>	<b>47</b>	<b>463</b>	<b>416</b>	<b>188</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: J44 Application Support</b>										
Expenditure	660	660	165	139	-26	660	0	0	0.00%	
Income	-817	-817	-204	-175	29	-817	0	0	0.00%	
<b>Net Expenditure</b>	<b>-157</b>	<b>-157</b>	<b>-39</b>	<b>-36</b>	<b>3</b>	<b>-157</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: J45 Planning, Other Projects</b>										
Expenditure	0	0	0	582	582	0	0	0	0.00%	
Income	0	0	0	-278	-278	0	0	0	0.00%	
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>304</b>	<b>304</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: J46 Strategic Planning</b>										
Expenditure	1,250	1,250	313	141	-172	1,250	0	0	0.00%	
Income	-15	-15	-4	0	4	-15	0	0	0.00%	
<b>Net Expenditure</b>	<b>1,235</b>	<b>1,235</b>	<b>309</b>	<b>141</b>	<b>-168</b>	<b>1,235</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: J47 PBC Service Management</b>										
Expenditure	343	343	86	67	-19	343	0	0	0.00%	
Income	-48	-48	-12	0	12	-48	0	0	0.00%	
<b>Net Expenditure</b>	<b>295</b>	<b>295</b>	<b>74</b>	<b>67</b>	<b>-7</b>	<b>295</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: J49 Infrastructure Planning</b>										
Expenditure	389	389	97	77	-20	389	0	0	0.00%	
Income	-366	-366	-92	0	92	-366	0	0	0.00%	
<b>Net Expenditure</b>	<b>23</b>	<b>23</b>	<b>5</b>	<b>77</b>	<b>72</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: K98 Local Land Charges Trading A/c</b>										
Expenditure	0	0	0	1	1	0	0	0	0.00%	
Income	0	0	0	-2	-2	0	0	0	0.00%	
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-1</b>	<b>-1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: K99 Building Control Trading A/c</b>										
Expenditure	982	982	245	116	-129	982	0	0	0.00%	
Income	-982	-982	-245	-187	58	-982	0	0	0.00%	
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-71</b>	<b>-71</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure</b>	<b>1,808</b>	<b>1,808</b>	<b>452</b>	<b>1,060</b>	<b>608</b>	<b>1,808</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Development & Renewal	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: JRS Regen Strategy and Sustainability</b>											
<b>Vote: J20 Strategy Regen Sustainability</b>											
	Expenditure	3,167	3,167	792	579	-213	3,167	-20	0	0.00%	
	Income	-1,734	-1,734	-433	5	438	-1,734	11	0	0.00%	
	<b>Net Expenditure</b>	<b>1,433</b>	<b>1,433</b>	<b>359</b>	<b>584</b>	<b>225</b>	<b>1,433</b>	<b>-9</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: J22 Housing Regeneration</b>											
	Expenditure	492	492	123	204	81	492	0	0	0.00%	
	Income	-544	-544	-136	-51	85	-544	0	0	0.00%	
	<b>Net Expenditure</b>	<b>-52</b>	<b>-52</b>	<b>-13</b>	<b>153</b>	<b>166</b>	<b>-52</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>1,381</b>	<b>1,381</b>	<b>346</b>	<b>737</b>	<b>391</b>	<b>1,381</b>	<b>-9</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Fund Type: GEN</b>		<b>15,781</b>	<b>15,802</b>	<b>3,889</b>	<b>5,158</b>	<b>1,270</b>	<b>15,802</b>	<b>132</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Education, Social Care & Wellbeing	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Fund Type: DSG Dedicated Schools Grant</b>											
<b>Service Area: GLA Learning &amp; Achievement</b>											
<b>Vote: G11 Early Years Service GF</b>											
	Expenditure	2,116	2,116	529	324	-205	2,083	-33	-33	-1.56%	Salary Budget adjustment required to effect H11
	Income	-27	-27	-7	-4	3	-42	-15	-15	55.56%	Extension of Charging policy
	<b>Net Expenditure</b>	<b>2,089</b>	<b>2,089</b>	<b>522</b>	<b>320</b>	<b>-202</b>	<b>2,041</b>	<b>-48</b>	<b>-48</b>	<b>-2.30%</b>	
<b>Vote: G12 Local Authority Day Nurseries</b>											
	Expenditure	2,922	2,922	717	578	-139	2,942	20	20	0.68%	Increase in supplies & services.
	Income	-198	-198	-49	3	52	-208	-10	-10	5.05%	More paying parents is the drive behind this forecast
	<b>Net Expenditure</b>	<b>2,724</b>	<b>2,724</b>	<b>668</b>	<b>581</b>	<b>-87</b>	<b>2,734</b>	<b>10</b>	<b>10</b>	<b>0.37%</b>	
<b>Vote: G17 Support For Learning Serv DSG</b>											
	Expenditure	3,984	3,984	996	878	-118	4,114	184	130	3.26%	Increased costs due to 1% Salary increased from September for Solbury grades.
	Income	-1,142	-1,142	-285	10	295	-1,214	-87	-72	6.30%	Awaiting SLA Charges to be posted, likely increase relates to New Grant 14/15.
	<b>Net Expenditure</b>	<b>2,842</b>	<b>2,842</b>	<b>711</b>	<b>888</b>	<b>177</b>	<b>2,900</b>	<b>97</b>	<b>58</b>	<b>2.04%</b>	
<b>Vote: H10 Learning &amp; Achievm't M &amp; A DSG</b>											
	Expenditure	879	879	220	0	-220	879	0	0	0.00%	DSG Journal not yet actioned or posted into G10
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>879</b>	<b>879</b>	<b>220</b>	<b>0</b>	<b>-220</b>	<b>879</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: H11 Early Years Service DSG</b>											
	Expenditure	27,258	27,258	6,189	1,948	-4,241	25,439	-1,089	-1,818	-6.67%	This variance is to do with two year old Rev. support to capital. It will not be realised in 14/15. Likely to be C/fwd. to 15/16.
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>27,258</b>	<b>27,258</b>	<b>6,189</b>	<b>1,948</b>	<b>-4,241</b>	<b>25,439</b>	<b>-1,089</b>	<b>-1,818</b>	<b>-6.67%</b>	
<b>Vote: H16 Special Educ Needs DSG</b>											
	Expenditure	31,940	31,940	2,474	1,967	-507	31,951	25	11	0.03%	Demand led service based on current data this would be the likely outturn figures.
	Income	0	0	0	448	448	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>31,940</b>	<b>31,940</b>	<b>2,474</b>	<b>2,415</b>	<b>-59</b>	<b>31,951</b>	<b>25</b>	<b>11</b>	<b>0.03%</b>	
<b>Vote: H18 Educ Psychology Serv DSG</b>											
	Expenditure	188	188	47	0	-47	188	0	0	0.00%	DSG Journal not yet actioned or posted into G18
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>188</b>	<b>188</b>	<b>47</b>	<b>0</b>	<b>-47</b>	<b>188</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: H78 Pupil Admissions &amp; Excl DSG</b>											
	Expenditure	4,795	4,795	1,199	242	-957	4,627	183	-168	-3.50%	Demand led service, Increased third party activity.
	Income	-1,129	-1,129	-282	30	312	-1,071	21	58	-5.14%	Based on previous terms data, there is a downturn in SLA charges this could charge with revised figures next term.
	<b>Net Expenditure</b>	<b>3,666</b>	<b>3,666</b>	<b>917</b>	<b>272</b>	<b>-645</b>	<b>3,556</b>	<b>204</b>	<b>-110</b>	<b>-3.00%</b>	
	<b>Net Expenditure</b>	<b>71,586</b>	<b>71,586</b>	<b>11,748</b>	<b>6,424</b>	<b>-5,324</b>	<b>69,688</b>	<b>-801</b>	<b>-1,897</b>	<b>-2.65%</b>	



Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Education, Social Care & Wellbeing	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: GRE ESCW Resources</b>											
<b>Vote: H68 Ext Fund - Dedicated Sch Grant</b>											
	Income	-323,927	-323,927	-955	0	955	-322,109	721	1,818	-0.56%	
	<b>Net Expenditure</b>	<b>-323,927</b>	<b>-323,927</b>	<b>-955</b>	<b>0</b>	<b>955</b>	<b>-322,109</b>	<b>721</b>	<b>1,818</b>	<b>-0.56%</b>	
<b>Vote: H79 ESCW Resources DSG M &amp; A</b>											
	Expenditure	3,568	3,568	892	162	-730	3,568	0	0	0.00%	One off DSG journals to be processed
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>3,568</b>	<b>3,568</b>	<b>892</b>	<b>162</b>	<b>-730</b>	<b>3,568</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: H83 ESCW Human Resources DSG</b>											
	Expenditure	1,392	1,392	348	68	-280	1,392	0	0	0.00%	Quarterly payment of over £200k to be journalled from vote G83
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,392</b>	<b>1,392</b>	<b>348</b>	<b>68</b>	<b>-280</b>	<b>1,392</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>-318,967</b>	<b>-318,967</b>	<b>285</b>	<b>230</b>	<b>-55</b>	<b>-317,149</b>	<b>721</b>	<b>1,818</b>	<b>-0.57%</b>	
<b>Service Area: GSC Childrens Social Care</b>											
<b>Vote: H55 Children Looked After DSG</b>											
	Expenditure	289	289	72	75	3	369	80	80	27.68%	Virement of £80k agreed by Schools Forum to be processed to contain this overspend
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>289</b>	<b>289</b>	<b>72</b>	<b>75</b>	<b>3</b>	<b>369</b>	<b>80</b>	<b>80</b>	<b>27.68%</b>	
<b>Vote: H62 Attendance &amp; Welfare Service</b>											
	Expenditure	55	55	14	0	-14	55	0	0	0.00%	
	<b>Net Expenditure</b>	<b>55</b>	<b>55</b>	<b>14</b>	<b>0</b>	<b>-14</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>344</b>	<b>344</b>	<b>86</b>	<b>75</b>	<b>-11</b>	<b>424</b>	<b>80</b>	<b>80</b>	<b>23.26%</b>	
<b>Service Area: GSH Schools</b>											
<b>Vote: G02 Pre-Primary Schools DSG</b>											
	Expenditure	380	380	95	790	695	380	0	0	0.00%	
	Income	-43	-43	-11	-40	-29	-43	0	0	0.00%	
	<b>Net Expenditure</b>	<b>337</b>	<b>337</b>	<b>84</b>	<b>750</b>	<b>666</b>	<b>337</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G04 Primary Schools DSG</b>											
	Expenditure	144,994	144,994	29,547	12,421	-17,126	144,994	0	0	0.00%	
	Income	-11,411	-11,411	-7	110	117	-11,411	0	0	0.00%	
	<b>Net Expenditure</b>	<b>133,583</b>	<b>133,583</b>	<b>29,540</b>	<b>12,531</b>	<b>-17,009</b>	<b>133,583</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G06 Secondary Schools DSG</b>											
	Expenditure	130,931	130,931	22,085	13,499	-8,586	130,931	0	0	0.00%	
	Income	-25,129	-25,129	0	-2	-2	-25,129	0	0	0.00%	
	<b>Net Expenditure</b>	<b>105,802</b>	<b>105,802</b>	<b>22,085</b>	<b>13,497</b>	<b>-8,588</b>	<b>105,802</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G08 Special Schools DSG</b>											
	Expenditure	5,477	5,477	1,233	1,013	-220	5,477	0	0	0.00%	
	Income	-222	-222	0	117	117	-222	0	0	0.00%	
	<b>Net Expenditure</b>	<b>5,255</b>	<b>5,255</b>	<b>1,233</b>	<b>1,130</b>	<b>-103</b>	<b>5,255</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Education, Social Care & Wellbeing	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Vote: G29 Pupil Referral Unit</b>											
	Expenditure	2,060	2,060	515	675	160	2,060	0	0	0.00%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>2,060</b>	<b>2,060</b>	<b>515</b>	<b>675</b>	<b>160</b>	<b>2,060</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: H04 Primary Academies</b>											
	Expenditure	0	0	0	-290	-290	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-290</b>	<b>-290</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>247,037</b>	<b>247,037</b>	<b>53,457</b>	<b>28,293</b>	<b>-25,164</b>	<b>247,037</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Fund Type: DSG</b>		<b>0</b>	<b>0</b>	<b>65,576</b>	<b>35,022</b>	<b>-30,554</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Fund Type: GEN General Fund Account</b>											
<b>Service Area: ACS Commissioning &amp; Health</b>											
<b>Vote: A05 Carers Grant</b>											
	Expenditure	1,095	1,095	274	191	-83	1,095	-50	0	0.00%	
	Income	0	0	0	0	0	0	50	0	0.00%	
	<b>Net Expenditure</b>	<b>1,095</b>	<b>1,095</b>	<b>274</b>	<b>191</b>	<b>-83</b>	<b>1,095</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: A47 Access to Resources</b>											
	Expenditure	1,286	1,286	321	315	-6	1,509	12	223	17.34%	Pressure due to staffing Pay and on cost. Unfunded staffing expenditure
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,286</b>	<b>1,286</b>	<b>321</b>	<b>315</b>	<b>-6</b>	<b>1,509</b>	<b>12</b>	<b>223</b>	<b>17.34%</b>	
<b>Vote: A48 Strategic Commissioning</b>											
	Expenditure	2,726	2,907	727	273	-454	3,150	-39	243	8.36%	Wrong forecasts on S256 commitments
	Income	-343	-343	-86	0	86	-768	3	-425	123.91%	Wrong forecasts on S256 commitments
	<b>Net Expenditure</b>	<b>2,383</b>	<b>2,564</b>	<b>641</b>	<b>273</b>	<b>-368</b>	<b>2,382</b>	<b>-36</b>	<b>-182</b>	<b>-7.10%</b>	
<b>Vote: A50 Supporting People</b>											
	Expenditure	14,487	14,487	3,622	1,842	-1,780	13,731	-180	-755	-5.21%	Due to underspend on SP Alcohol commitments
	Income	-25	-25	-6	0	6	-85	0	-60	240.00%	Wrong Income forecast
	<b>Net Expenditure</b>	<b>14,462</b>	<b>14,462</b>	<b>3,616</b>	<b>1,842</b>	<b>-1,774</b>	<b>13,646</b>	<b>-180</b>	<b>-815</b>	<b>-5.64%</b>	
<b>Vote: A53 Commiss'g &amp; Strategy Divn M&amp;A</b>											
	Expenditure	311	311	78	69	-9	391	80	80	25.72%	Wrong S256 expenditure forecast
	Income	0	0	0	0	0	-80	-80	-80	0.00%	Wrong S256 expenditure forecast
	<b>Net Expenditure</b>	<b>311</b>	<b>311</b>	<b>78</b>	<b>69</b>	<b>-9</b>	<b>311</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: A59 Corporate Services</b>											
	Expenditure	144	144	36	250	214	144	0	0	0.00%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>144</b>	<b>144</b>	<b>36</b>	<b>250</b>	<b>214</b>	<b>144</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G67 Commissioned Services</b>											
	Expenditure	1,765	1,774	444	281	-163	1,765	0	-10	-0.56%	
	Income	-450	-450	-112	-1	111	-450	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,315</b>	<b>1,324</b>	<b>332</b>	<b>280</b>	<b>-52</b>	<b>1,315</b>	<b>0</b>	<b>-10</b>	<b>-0.76%</b>	
	<b>Net Expenditure</b>	<b>20,996</b>	<b>21,186</b>	<b>5,298</b>	<b>3,220</b>	<b>-2,078</b>	<b>20,402</b>	<b>-204</b>	<b>-784</b>	<b>-3.70%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Education, Social Care & Wellbeing	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: APH Public Health</b>											
<b>Vote: A51 Public Health</b>											
	Expenditure	31,084	31,085	7,770	79	-7,691	32,066	0	981	3.16%	Due to slippage of expenditure commitments from 2013/14 on a number of projects
	Income	0	0	0	73	73	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>31,084</b>	<b>31,085</b>	<b>7,770</b>	<b>152</b>	<b>-7,618</b>	<b>32,066</b>	<b>0</b>	<b>981</b>	<b>3.16%</b>	
	<b>Net Expenditure</b>	<b>31,084</b>	<b>31,085</b>	<b>7,770</b>	<b>152</b>	<b>-7,618</b>	<b>32,066</b>	<b>0</b>	<b>981</b>	<b>3.16%</b>	
<b>Service Area: ASC Adults Social Care</b>											
<b>Vote: A02 Disabilities &amp; Health Divn M&amp;A</b>											
	Expenditure	198	198	49	51	2	329	131	131	66.16%	Due to lower income from S256
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>198</b>	<b>198</b>	<b>49</b>	<b>51</b>	<b>2</b>	<b>329</b>	<b>131</b>	<b>131</b>	<b>66.16%</b>	
<b>Vote: A08 Older People Mental Health</b>											
	Expenditure	411	411	103	113	10	486	75	75	18.25%	Wrong S256 expenditure forecast
	Income	0	0	0	0	0	-75	-75	-75	0.00%	
	<b>Net Expenditure</b>	<b>411</b>	<b>411</b>	<b>103</b>	<b>113</b>	<b>10</b>	<b>411</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: A13 Learning Disabilities Sub Divi</b>											
	Expenditure	92	92	23	0	-23	101	9	9	9.78%	
	Income	-35	-35	-9	0	9	-35	0	0	0.00%	
	<b>Net Expenditure</b>	<b>57</b>	<b>57</b>	<b>14</b>	<b>0</b>	<b>-14</b>	<b>66</b>	<b>9</b>	<b>9</b>	<b>15.79%</b>	
<b>Vote: A14 Learning Disabilities A&amp;C Mgmt</b>											
	Expenditure	817	817	204	1	-203	1,421	48	604	73.93%	Learning and Disability pooled budget expenditure overspend picked up by LBTH
	Income	-79	-79	-20	0	20	-79	290	0	0.00%	
	<b>Net Expenditure</b>	<b>738</b>	<b>738</b>	<b>184</b>	<b>1</b>	<b>-183</b>	<b>1,342</b>	<b>338</b>	<b>604</b>	<b>81.84%</b>	
<b>Vote: A15 Occupational Therapy Pooled</b>											
	Expenditure	442	442	111	-21	-132	442	0	0	0.00%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>442</b>	<b>442</b>	<b>111</b>	<b>-21</b>	<b>-132</b>	<b>442</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: A16 Community Equipment Pooled</b>											
	Expenditure	935	935	234	0	-234	935	0	0	0.00%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>935</b>	<b>935</b>	<b>234</b>	<b>0</b>	<b>-234</b>	<b>935</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: A19 Adult Protection</b>											
	Expenditure	354	354	88	73	-15	354	0	0	0.00%	
	Income	-38	-38	-10	-9	1	-38	0	0	0.00%	
	<b>Net Expenditure</b>	<b>316</b>	<b>316</b>	<b>78</b>	<b>64</b>	<b>-14</b>	<b>316</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: A23 Mental Health Sub Div M&amp;A</b>											
	Expenditure	9	9	2	8	6	100	91	91	1011.11%	Overspend due to staffing costs
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>9</b>	<b>9</b>	<b>2</b>	<b>8</b>	<b>6</b>	<b>100</b>	<b>91</b>	<b>91</b>	<b>1011.11%</b>	
<b>Vote: A24 Area Mental Health Teams</b>											
	Expenditure	2,675	2,675	669	499	-170	2,720	-64	44	1.64%	Due to staffing costs
	Income	-277	-277	-69	-34	35	-292	-50	-16	5.78%	
	<b>Net Expenditure</b>	<b>2,398</b>	<b>2,398</b>	<b>600</b>	<b>465</b>	<b>-135</b>	<b>2,428</b>	<b>-114</b>	<b>28</b>	<b>1.17%</b>	

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	Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Vote: A25 Mental Health Day Centres</b>										
Expenditure	506	506	119	85	-34	511	5	5	0.99%	
Income	-3	-3	-1	0	1	-3	0	0	0.00%	
<b>Net Expenditure</b>	<b>503</b>	<b>503</b>	<b>118</b>	<b>85</b>	<b>-33</b>	<b>508</b>	<b>5</b>	<b>5</b>	<b>0.99%</b>	
<b>Vote: A30 Adults Resources Sub Divn M&amp;A</b>										
Expenditure	111	111	28	23	-5	115	0	3	2.70%	
<b>Net Expenditure</b>	<b>111</b>	<b>111</b>	<b>28</b>	<b>23</b>	<b>-5</b>	<b>115</b>	<b>0</b>	<b>3</b>	<b>2.70%</b>	
<b>Vote: A31 Phys Disabilities Establishm't</b>										
Expenditure	562	562	140	46	-94	528	-16	-33	-5.87%	
Income	-1	-1	0	0	0	-1	0	0	0.00%	
<b>Net Expenditure</b>	<b>561</b>	<b>561</b>	<b>140</b>	<b>46</b>	<b>-94</b>	<b>527</b>	<b>-16</b>	<b>-33</b>	<b>-5.88%</b>	
<b>Vote: A32 Learning Disabilities D/Centre</b>										
Expenditure	401	401	100	0	-100	445	45	45	11.22%	Due to staffing Pay & On cost
Income	-5	-5	-1	0	1	-5	0	0	0.00%	
<b>Net Expenditure</b>	<b>396</b>	<b>396</b>	<b>99</b>	<b>0</b>	<b>-99</b>	<b>440</b>	<b>45</b>	<b>45</b>	<b>11.36%</b>	
<b>Vote: A33 Older People Day Centres</b>										
Expenditure	1,718	1,718	423	232	-191	1,761	-3	43	2.50%	Due to Staffing pay and on cost £20k, the rest on Services an supplies
Income	-37	-37	-9	-5	4	-62	-82	-26	70.27%	
<b>Net Expenditure</b>	<b>1,681</b>	<b>1,681</b>	<b>414</b>	<b>227</b>	<b>-187</b>	<b>1,699</b>	<b>-85</b>	<b>17</b>	<b>1.01%</b>	
<b>Vote: A34 Home Care</b>										
Expenditure	4,551	4,551	1,138	1,394	256	4,614	58	63	1.38%	Due to Fides forecast
Income	0	0	0	-20	-20	0	0	0	0.00%	
<b>Net Expenditure</b>	<b>4,551</b>	<b>4,551</b>	<b>1,138</b>	<b>1,374</b>	<b>236</b>	<b>4,614</b>	<b>58</b>	<b>63</b>	<b>1.38%</b>	
<b>Vote: A37 Emergency Duty Social Work</b>										
Expenditure	395	395	99	117	18	527	-249	132	33.42%	Due to employees costs
Income	-20	-20	-5	0	5	-21	-1	-1	5.00%	
<b>Net Expenditure</b>	<b>375</b>	<b>375</b>	<b>94</b>	<b>117</b>	<b>23</b>	<b>506</b>	<b>-250</b>	<b>131</b>	<b>34.93%</b>	
<b>Vote: A42 Older People Care Packages</b>										
Expenditure	23,278	23,278	5,820	1,291	-4,529	23,278	0	0	0.00%	
Income	-1,869	-1,869	-467	-236	231	-3,169	-531	-1,300	69.56%	£640k nursing care unbudgeted income (same as last year), £530k due to better collection of CHC income cases. The rest on increased income from fees and charges.
<b>Net Expenditure</b>	<b>21,409</b>	<b>21,409</b>	<b>5,353</b>	<b>1,055</b>	<b>-4,298</b>	<b>20,109</b>	<b>-531</b>	<b>-1,300</b>	<b>-6.07%</b>	
<b>Vote: A43 Learning Disab Care Packages</b>										
Expenditure	18,375	18,375	4,594	3,864	-730	24,660	298	6,285	34.20%	Due to overspends on Personal Budgets-Cash £4.7m, Prevention and Support £612k, Direct payments £501k, Client Transport £300k
Income	-150	-150	-38	41	79	-150	0	0	0.00%	
<b>Net Expenditure</b>	<b>18,225</b>	<b>18,225</b>	<b>4,556</b>	<b>3,905</b>	<b>-651</b>	<b>24,510</b>	<b>298</b>	<b>6,285</b>	<b>34.49%</b>	
<b>Vote: A44 Mental Health Care packages</b>										
Expenditure	7,180	7,180	1,795	1,323	-472	7,260	80	80	1.11%	Wrong forecast on S256 expenditure
Income	-1,252	-1,252	-313	-1	312	-1,332	-80	-80	6.39%	Wrong forecast on S256 income
<b>Net Expenditure</b>	<b>5,928</b>	<b>5,928</b>	<b>1,482</b>	<b>1,322</b>	<b>-160</b>	<b>5,928</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Education, Social Care & Wellbeing	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Vote: A45 Physical Disab Care Packages</b>											
	Expenditure	6,369	6,369	1,592	1,911	319	8,427	0	2,058	32.31%	Due to overspends on : Nursing care £606k; Personal Budgets -£1.3m, the rest on Residential Care
	Income	-978	-978	-245	-15	230	-1,020	0	-42	4.29%	Due to better income from CHC £60k, Nursing Care £33k offset by less income on residential £52k
	<b>Net Expenditure</b>	<b>5,391</b>	<b>5,391</b>	<b>1,347</b>	<b>1,896</b>	<b>549</b>	<b>7,407</b>	<b>0</b>	<b>2,016</b>	<b>37.40%</b>	
<b>Vote: A46 HIV Care Packages</b>											
	Expenditure	160	160	40	14	-26	164	0	4	2.50%	
	Income	0	0	0	2	2	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>160</b>	<b>160</b>	<b>40</b>	<b>16</b>	<b>-24</b>	<b>164</b>	<b>0</b>	<b>4</b>	<b>2.50%</b>	
<b>Vote: A71 Finance Services</b>											
	Expenditure	306	306	77	54	-23	312	4	6	1.96%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>306</b>	<b>306</b>	<b>77</b>	<b>54</b>	<b>-23</b>	<b>312</b>	<b>4</b>	<b>6</b>	<b>1.96%</b>	
<b>Vote: A81 First Response</b>											
	Expenditure	3,169	3,169	792	860	68	3,214	-25	45	1.42%	Due to Supplies and services in general £22k, £17k on legal fees expenses
	Income	-142	-142	-35	-52	-17	-217	25	-75	52.82%	Wrong forecast of S256 income
	<b>Net Expenditure</b>	<b>3,027</b>	<b>3,027</b>	<b>757</b>	<b>808</b>	<b>51</b>	<b>2,997</b>	<b>0</b>	<b>-30</b>	<b>-0.99%</b>	
<b>Vote: A82 Reablement</b>											
	Expenditure	2,650	2,650	662	510	-152	2,549	-58	-101	-3.81%	Mostly due to employee costs
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>2,650</b>	<b>2,650</b>	<b>662</b>	<b>510</b>	<b>-152</b>	<b>2,549</b>	<b>-58</b>	<b>-101</b>	<b>-3.81%</b>	
<b>Vote: A83 Long Term Support-Social Care</b>											
	Expenditure	2,725	2,725	681	679	-2	2,983	-96	258	9.47%	Wrong £200k S256 expenditure forecast; £58k on employee costs
	Income	0	0	0	0	0	-200	-200	-200	0.00%	Wrong S256 income forecast
	<b>Net Expenditure</b>	<b>2,725</b>	<b>2,725</b>	<b>681</b>	<b>679</b>	<b>-2</b>	<b>2,783</b>	<b>-296</b>	<b>58</b>	<b>2.13%</b>	
<b>Vote: A84 Long Term Support-OTs</b>											
	Expenditure	1,026	1,026	257	154	-103	1,026	0	-1	-0.10%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,026</b>	<b>1,026</b>	<b>257</b>	<b>154</b>	<b>-103</b>	<b>1,026</b>	<b>0</b>	<b>-1</b>	<b>-0.10%</b>	
	<b>Net Expenditure</b>	<b>74,529</b>	<b>74,529</b>	<b>18,618</b>	<b>12,952</b>	<b>-5,666</b>	<b>82,563</b>	<b>-371</b>	<b>8,031</b>	<b>10.78%</b>	
<b>Service Area: GCH ESCW Capital</b>											
<b>Vote: EXC1 Excluded - ADU</b>											
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

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Budget Original Budget Current Budget To Date Actuals Variance To Date Forecast Current Forecast Movement Variance Forecast v. Budget % Variance Forecast v. Budget Comments

£'000 £'000 £'000 £'000 £'000 £'000 £'000 £'000 £'000 %

Service Area: GDS ESCW Directors Services

Vote: G65 Transformation Project

Expenditure 100 100 25 23 -2 128 0 28 28.00%  
 Net Expenditure 100 100 25 23 -2 128 0 28 28.00%

Vote: G74 Equalities Development

Expenditure 393 393 98 38 -60 393 0 0 0.00%  
 Income 0 0 0 0 0 0 0 0 0.00%  
 Net Expenditure 393 393 98 38 -60 393 0 0 0.00%

Net Expenditure 493 493 123 61 -62 521 0 28 5.68%

Service Area: GLA Learning & Achievement

Vote: G10 Learning & Achievement M & A GF

Expenditure 189 189 47 62 15 189 0 0 0.00%  
 Income -160 -160 -40 0 40 -160 0 0 0.00%  
 Net Expenditure 29 29 7 62 55 29 0 0 0.00%

Expected higher than profile because of Agency and Council costs being posted to M&A. Awaiting details on possible recharge of costs to other budgets.  
 Awaiting DSG posting from H10.

Vote: G13 Childrens Centres

Expenditure 10,736 10,736 2,669 2,006 -663 10,736 0 0 0.00%  
 Income 0 0 0 -29 -29 0 0 0 0.00%  
 Net Expenditure 10,736 10,736 2,669 1,977 -692 10,736 0 0 0.00%

% of central recharges are the profile against budget.  
 Contributions from other services to be added to budget.

Vote: G14 School Improvement Primary

Expenditure 671 671 168 141 -27 671 0 0 0.00%  
 Income -513 -513 -128 -375 -247 -513 0 0 0.00%  
 Net Expenditure 158 158 40 -234 -274 158 0 0 0.00%

% of central recharges are the profile factor against budget  
 Income from RIA is the profile factor against budget.

Vote: G16 Special Educational Needs GF

Expenditure 3,973 3,973 993 579 -414 3,991 -5 18 0.45%  
 Income -116 -116 -29 0 29 -116 0 0 0.00%  
 Net Expenditure 3,857 3,857 964 579 -385 3,875 -5 18 0.47%

Position based on current activity levels with current data

Vote: G17 Support For Learning Serv DSG

Expenditure 0 0 0 0 0 0 0 0 0.00%  
 Net Expenditure 0 0 0 0 0 0 0 0 0.00%

Vote: G18 Educational Psychology Serv GF

Expenditure 2,201 2,201 550 352 -198 2,201 0 0 0.00%  
 Income -1,434 -1,434 -214 0 214 -1,434 0 0 0.00%  
 Net Expenditure 767 767 336 352 16 767 0 0 0.00%

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Education, Social Care & Wellbeing	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Vote: G19 Parental Engagement &amp; Support</b>											
	Expenditure	1,650	1,650	413	326	-87	1,778	110	127	7.70%	The service overspend is due to an unrealistic additional school SLA income target of £205k. This is obscured this year by additional grants which have additional spend programmed.
	Income	-428	-428	-107	-95	12	-447	-124	-19	4.44%	
	<b>Net Expenditure</b>	<b>1,222</b>	<b>1,222</b>	<b>306</b>	<b>231</b>	<b>-75</b>	<b>1,331</b>	<b>-14</b>	<b>108</b>	<b>8.84%</b>	
<b>Vote: G20 School Governance &amp; Informatio</b>											
	Expenditure	663	663	166	142	-24	664	1	1	0.15%	
	Income	-365	-365	-91	5	96	-365	0	0	0.00%	
	<b>Net Expenditure</b>	<b>298</b>	<b>298</b>	<b>75</b>	<b>147</b>	<b>72</b>	<b>299</b>	<b>1</b>	<b>1</b>	<b>0.34%</b>	
<b>Vote: G26 School Improvement Secondary</b>											
	Expenditure	2,231	2,231	523	526	3	2,231	0	0	0.00%	
	Income	-992	-992	-248	135	383	-992	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,239</b>	<b>1,239</b>	<b>275</b>	<b>661</b>	<b>386</b>	<b>1,239</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G30 Arts &amp; Music Service</b>											
	Expenditure	1,280	1,280	320	325	5	1,280	0	0	0.00%	
	Income	-1,280	-1,280	-232	1	233	-1,280	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>326</b>	<b>238</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G41 Healthy Lives</b>											
	Expenditure	563	563	141	97	-44	504	-55	-58	-10.30%	
	Income	-400	-400	-100	0	100	-342	58	58	-14.50%	
	<b>Net Expenditure</b>	<b>163</b>	<b>163</b>	<b>41</b>	<b>97</b>	<b>56</b>	<b>162</b>	<b>3</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G78 Pupil Admissions &amp; Excls GF</b>											
	Expenditure	889	889	222	98	-124	801	0	-88	-9.90%	
	<b>Net Expenditure</b>	<b>889</b>	<b>889</b>	<b>222</b>	<b>98</b>	<b>-124</b>	<b>801</b>	<b>0</b>	<b>-88</b>	<b>-9.90%</b>	
<b>Vote: H40 Careers Service</b>											
	Expenditure	1,215	1,285	321	269	-52	1,340	51	55	4.28%	
	Income	-300	-300	-75	-10	65	-341	0	-41	13.67%	
	<b>Net Expenditure</b>	<b>915</b>	<b>985</b>	<b>246</b>	<b>259</b>	<b>13</b>	<b>999</b>	<b>51</b>	<b>14</b>	<b>1.42%</b>	
<b>Vote: H91 Schools Library Services &amp; HEC</b>											
	Expenditure	742	742	185	152	-33	742	0	0	0.00%	
	Income	-742	-742	-185	28	213	-742	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>180</b>	<b>180</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>20,273</b>	<b>20,343</b>	<b>5,269</b>	<b>4,735</b>	<b>-534</b>	<b>20,396</b>	<b>36</b>	<b>53</b>	<b>0.26%</b>	

Corporate Monthly Budget Monitoring

June 2014 Education, Social Care & Wellbeing

Budget Original Budget Current Budget To Date Actuals Variance To Date Forecast Current Forecast Movement Variance Forecast v. Budget % Variance Forecast v. Budget Comments

£'000 £'000 £'000 £'000 £'000 £'000 £'000 £'000 £'000 %

Service Area: GRE ESCW Resources

Vote: A61 Business Support & Programme Management

Expenditure	10	10	2	59	57	10	0	0	0.00%
Income	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>10</b>	<b>10</b>	<b>2</b>	<b>59</b>	<b>57</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: A66 Learning and Development

Expenditure	600	600	150	50	-100	500	0	-100	-16.67%	New apprentices funded by service budgets rather than from this vote
Income	0	0	0	2	2	0	0	0	0.00%	
<b>Net Expenditure</b>	<b>600</b>	<b>600</b>	<b>150</b>	<b>52</b>	<b>-98</b>	<b>500</b>	<b>0</b>	<b>-100</b>	<b>-16.67%</b>	

Vote: A90 Support Services Holding A/c

Expenditure	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: G70 Childrens Information Systems

Expenditure	708	708	177	197	20	766	58	58	8.19%	
Income	-364	-364	-91	0	91	-402	-38	-38	10.44%	First SLA invoices issued end of July
<b>Net Expenditure</b>	<b>344</b>	<b>344</b>	<b>86</b>	<b>197</b>	<b>111</b>	<b>364</b>	<b>20</b>	<b>20</b>	<b>5.81%</b>	

Vote: G71 Strategy, Policy & Performance

Expenditure	1,565	1,565	391	345	-46	1,565	0	0	0.00%
Income	-13	-13	-3	-47	-44	-13	0	0	0.00%
<b>Net Expenditure</b>	<b>1,552</b>	<b>1,552</b>	<b>388</b>	<b>298</b>	<b>-90</b>	<b>1,552</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: G72 Programme Management

Expenditure	383	383	96	134	38	399	8	15	3.92%
Income	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>383</b>	<b>383</b>	<b>96</b>	<b>134</b>	<b>38</b>	<b>399</b>	<b>8</b>	<b>15</b>	<b>3.92%</b>

Vote: G75 IT Social Care

Expenditure	1,118	1,118	157	119	-38	1,334	-9	216	19.32%	Correction required: variance should be £133k, most of which relates to Child Protection Information System (no budget), not the EHCM. There are two S256 funding streams; the £83k stream wasn't included in the adjustment for CMBM03
Income	0	0	0	-86	-86	-86	153	-86	0.00%	Funding for Child Protection Information system (no budget)
<b>Net Expenditure</b>	<b>1,118</b>	<b>1,118</b>	<b>157</b>	<b>33</b>	<b>-124</b>	<b>1,248</b>	<b>144</b>	<b>130</b>	<b>11.63%</b>	

Vote: G79 ESCW Resources GF M & A

Expenditure	238	238	60	56	-4	245	0	7	2.94%
Income	-47	-47	-12	0	12	-47	0	0	0.00%
<b>Net Expenditure</b>	<b>191</b>	<b>191</b>	<b>48</b>	<b>56</b>	<b>8</b>	<b>198</b>	<b>0</b>	<b>7</b>	<b>3.66%</b>

Vote: G80 Information & Support Services

Expenditure	502	502	126	125	-1	502	0	0	0.00%
Income	0	0	0	0	0	0	0	0	0.00%
<b>Net Expenditure</b>	<b>502</b>	<b>502</b>	<b>126</b>	<b>125</b>	<b>-1</b>	<b>502</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: G81 Building Dev & Tech Service

Expenditure	564	564	135	106	-29	605	52	42	7.45%
Income	-97	-97	-24	2	26	-102	0	-6	6.19%
<b>Net Expenditure</b>	<b>467</b>	<b>467</b>	<b>111</b>	<b>108</b>	<b>-3</b>	<b>503</b>	<b>52</b>	<b>36</b>	<b>7.71%</b>



Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Education, Social Care & Wellbeing	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Vote: G82 ESCW Finance</b>											
	Expenditure	1,073	1,073	268	266	-2	1,159	0	86	8.01%	Actual to date Includes 2013-14 Sundry Debtor accruals totalling £85k
	Income	-280	-280	-70	85	155	-378	0	-98	35.00%	
	<b>Net Expenditure</b>	<b>793</b>	<b>793</b>	<b>198</b>	<b>351</b>	<b>153</b>	<b>781</b>	<b>0</b>	<b>-12</b>	<b>-1.51%</b>	
<b>Vote: G83 ESCW Human Resources GF</b>											
	Expenditure	1,571	1,571	393	299	-94	1,571	0	0	0.00%	Possibility that this vote may underspend if any overspend on H83 is not transferred here (at the end of the year) as in previous years
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,571</b>	<b>1,571</b>	<b>393</b>	<b>299</b>	<b>-94</b>	<b>1,571</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G86 Professional Dev Centre</b>											
	Expenditure	885	885	146	113	-33	956	12	71	8.02%	PDC relocated to Bethnal Green; client base being built; ad hoc booking income double counted in CMBM02
	Income	-591	-591	-148	-169	-21	-435	100	156	-26.40%	
	<b>Net Expenditure</b>	<b>294</b>	<b>294</b>	<b>-2</b>	<b>-56</b>	<b>-54</b>	<b>521</b>	<b>112</b>	<b>227</b>	<b>77.21%</b>	
<b>Vote: G87 Contract Services</b>											
	Expenditure	15,790	15,790	3,948	3,677	-271	15,790	0	0	0.00%	% of central charges not posted.
	Income	-15,790	-15,790	-3,948	-1,028	2,920	-15,790	0	0	0.00%	All service Income not posted for period.
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,649</b>	<b>2,649</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: H82 Holding Account &amp; Support Serv</b>											
	Expenditure	3,485	3,485	871	3,265	2,394	-4,906	883	-8,391	-240.77%	
	Income	0	0	0	-2,000	-2,000	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>3,485</b>	<b>3,485</b>	<b>871</b>	<b>1,265</b>	<b>394</b>	<b>-4,906</b>	<b>883</b>	<b>-8,391</b>	<b>-240.77%</b>	
<b>Vote: H90 PFI</b>											
	Expenditure	16,790	16,790	4,198	3,035	-1,163	16,846	56	56	0.33%	June invoice (approx. 1.2m yet to be posted)
	Income	-16,790	-16,790	-2,152	0	2,152	-16,846	-56	-56	0.33%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>2,046</b>	<b>3,035</b>	<b>989</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure</b>		<b>11,310</b>	<b>11,310</b>	<b>4,670</b>	<b>8,605</b>	<b>3,935</b>	<b>3,243</b>	<b>1,219</b>	<b>-8,068</b>	<b>-71.34%</b>	
<b>Service Area: GSC Childrens Social Care</b>											
<b>Vote: G49 Childrens Social Care M&amp;A</b>											
	Expenditure	153	153	38	27	-11	193	0	40	26.14%	
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>153</b>	<b>153</b>	<b>38</b>	<b>27</b>	<b>-11</b>	<b>193</b>	<b>0</b>	<b>40</b>	<b>26.14%</b>	
<b>Vote: G50 Child Protection &amp; Reviewing</b>											
	Expenditure	2,489	2,489	622	551	-71	2,737	31	248	9.96%	Additional staff over core structure and legislative growth in Family Group conference costs
	Income	0	0	0	-2	-2	-48	18	-48	0.00%	
	<b>Net Expenditure</b>	<b>2,489</b>	<b>2,489</b>	<b>622</b>	<b>549</b>	<b>-73</b>	<b>2,689</b>	<b>49</b>	<b>200</b>	<b>8.04%</b>	
<b>Vote: G51 Childrens Res M&amp;A</b>											
	Expenditure	801	801	200	238	38	966	9	165	20.60%	Grant against spend on Adoption Reform Grant Cost Centres not shown
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>801</b>	<b>801</b>	<b>200</b>	<b>238</b>	<b>38</b>	<b>966</b>	<b>9</b>	<b>165</b>	<b>20.60%</b>	

Corporate Monthly Budget Monitoring

June 2014 Education, Social Care & Wellbeing

	Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Vote: G52 Childrens Res Residential</b>										
Expenditure	1,823	1,823	451	443	-8	1,794	-29	-29	-1.59%	
Income	0	0	0	0	0	0	0	0	0.00%	
<b>Net Expenditure</b>	<b>1,823</b>	<b>1,823</b>	<b>451</b>	<b>443</b>	<b>-8</b>	<b>1,794</b>	<b>-29</b>	<b>-29</b>	<b>-1.59%</b>	
<b>Vote: G53 Childrens Res Family Placement</b>										
Expenditure	2,929	2,929	732	630	-102	3,034	110	105	3.58%	Overspend reflects cost of using agency staff
Income	-160	-160	-40	-24	16	-160	0	0	0.00%	
<b>Net Expenditure</b>	<b>2,769</b>	<b>2,769</b>	<b>692</b>	<b>606</b>	<b>-86</b>	<b>2,874</b>	<b>110</b>	<b>105</b>	<b>3.79%</b>	
<b>Vote: G54 Childrens Res Commissioning</b>										
Expenditure	14,272	14,272	3,568	3,728	160	14,765	-109	493	3.45%	Children Looked After numbers high though they did reduce slightly between May and June
Income	-294	-294	0	0	0	-362	-68	-68	23.13%	
<b>Net Expenditure</b>	<b>13,978</b>	<b>13,978</b>	<b>3,568</b>	<b>3,728</b>	<b>160</b>	<b>14,403</b>	<b>-177</b>	<b>425</b>	<b>3.04%</b>	
<b>Vote: G55 Children Looked After GF</b>										
Expenditure	2,199	2,199	550	515	-35	2,400	-8	201	9.14%	Overspend reflects cost of using agency staff
Income	0	0	0	0	0	0	0	0	0.00%	
<b>Net Expenditure</b>	<b>2,199</b>	<b>2,199</b>	<b>550</b>	<b>515</b>	<b>-35</b>	<b>2,400</b>	<b>-8</b>	<b>201</b>	<b>9.14%</b>	
<b>Vote: G56 Leaving Care</b>										
Expenditure	2,440	2,440	605	559	-46	2,440	-194	0	0.00%	Forecast should be £50,000 higher due to arithmetical error on one of the forecast lines. However, overspend from CMBM2 reducing due to improved monitoring of Housing Benefit claims
Income	-29	-29	-7	0	7	31	60	60	-206.90%	
<b>Net Expenditure</b>	<b>2,411</b>	<b>2,411</b>	<b>598</b>	<b>559</b>	<b>-39</b>	<b>2,471</b>	<b>-134</b>	<b>60</b>	<b>2.49%</b>	
<b>Vote: G57 Fieldwork Advice &amp; Assessment</b>										
Expenditure	5,142	5,142	1,269	1,230	-39	5,488	0	346	6.73%	Overspend attributable to 'No Recourse to Public Funding' Cost Centre and Agency staffing costs.
Income	-187	-187	-47	0	47	-187	0	0	0.00%	
<b>Net Expenditure</b>	<b>4,955</b>	<b>4,955</b>	<b>1,222</b>	<b>1,230</b>	<b>8</b>	<b>5,301</b>	<b>0</b>	<b>346</b>	<b>6.98%</b>	
<b>Vote: G58 Children with Disabilities</b>										
Expenditure	4,666	4,666	1,166	1,127	-39	4,617	-153	-49	-1.05%	Variance to date includes commitment of 283k
Income	0	0	0	-5	-5	-9	0	-9	0.00%	
<b>Net Expenditure</b>	<b>4,666</b>	<b>4,666</b>	<b>1,166</b>	<b>1,122</b>	<b>-44</b>	<b>4,608</b>	<b>-153</b>	<b>-58</b>	<b>-1.24%</b>	
<b>Vote: G59 Emergency Duty Team</b>										
Expenditure	407	407	102	120	18	407	0	0	0.00%	
Income	-22	-22	-5	0	5	-22	0	0	0.00%	
<b>Net Expenditure</b>	<b>385</b>	<b>385</b>	<b>97</b>	<b>120</b>	<b>23</b>	<b>385</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G60 Youth Offending Service</b>										
Expenditure	1,954	1,954	489	396	-93	1,985	-8	31	1.59%	
Income	-787	-787	-197	0	197	-729	8	58	-7.37%	
<b>Net Expenditure</b>	<b>1,167</b>	<b>1,167</b>	<b>292</b>	<b>396</b>	<b>104</b>	<b>1,256</b>	<b>0</b>	<b>89</b>	<b>7.63%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Education, Social Care & Wellbeing	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Vote: G61 Children with Mental Health</b>											
	Expenditure	1,363	1,363	341	256	-85	1,363	0	0	0.00%	
	Income	-34	-34	-8	0	8	-34	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,329</b>	<b>1,329</b>	<b>333</b>	<b>256</b>	<b>-77</b>	<b>1,329</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G62 Attendance &amp; Welfare Serv GF</b>											
	Expenditure	2,222	2,222	555	440	-115	2,235	-1	14	0.63%	Central recharges £324k not posted
	Income	-975	-975	-244	-1	243	-1,027	-85	-52	5.33%	Timing of Schools SLA invoicing
	<b>Net Expenditure</b>	<b>1,247</b>	<b>1,247</b>	<b>311</b>	<b>439</b>	<b>128</b>	<b>1,208</b>	<b>-86</b>	<b>-38</b>	<b>-3.05%</b>	
<b>Vote: H57 Family Support &amp; Protection</b>											
	Expenditure	4,318	4,318	1,080	1,011	-69	4,668	4	350	8.11%	Overspend due to cost of using agency staff
	Income	-8	-8	-2	0	2	-8	0	0	0.00%	
	<b>Net Expenditure</b>	<b>4,310</b>	<b>4,310</b>	<b>1,078</b>	<b>1,011</b>	<b>-67</b>	<b>4,660</b>	<b>4</b>	<b>350</b>	<b>8.12%</b>	
<b>Vote: H63 Family Intervention Service</b>											
	Expenditure	3,062	3,062	766	679	-87	3,129	-22	67	2.19%	
	Income	-2,591	-2,591	-648	-281	367	-2,658	17	-67	2.59%	
	<b>Net Expenditure</b>	<b>471</b>	<b>471</b>	<b>118</b>	<b>398</b>	<b>280</b>	<b>471</b>	<b>-5</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>45,153</b>	<b>45,153</b>	<b>11,336</b>	<b>11,637</b>	<b>301</b>	<b>47,008</b>	<b>-420</b>	<b>1,856</b>	<b>4.11%</b>	
<b>Service Area: GSH Schools</b>											
<b>Vote: G03 Pre-Primary Schs Serv GF</b>											
	Expenditure	217	217	0	0	0	217	0	0	0.00%	
	<b>Net Expenditure</b>	<b>217</b>	<b>217</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>217</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G04 Primary Schools DSG</b>											
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G05 Primary Schools Services GF</b>											
	Expenditure	6,074	6,074	0	0	0	6,074	0	0	0.00%	
	<b>Net Expenditure</b>	<b>6,074</b>	<b>6,074</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6,074</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G07 Secondary Schools Services GF</b>											
	Expenditure	5,894	5,894	50	1	-49	5,894	0	0	0.00%	
	<b>Net Expenditure</b>	<b>5,894</b>	<b>5,894</b>	<b>50</b>	<b>1</b>	<b>-49</b>	<b>5,894</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: G09 Special Schools Services GF</b>											
	Expenditure	1,581	1,581	0	0	0	1,581	0	0	0.00%	
	<b>Net Expenditure</b>	<b>1,581</b>	<b>1,581</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,581</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>13,766</b>	<b>13,766</b>	<b>50</b>	<b>1</b>	<b>-49</b>	<b>13,766</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Net Expenditure Fund Type: GEN</b>		<b>217,604</b>	<b>217,865</b>	<b>53,134</b>	<b>41,363</b>	<b>-11,771</b>	<b>219,965</b>	<b>261</b>	<b>2,100</b>	<b>0.96%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Resource Services	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	

Fund Type: GEN General Fund Account

Service Area: R10 Director of Resources

Vote: R80 Director's Office

Expenditure	660	660	165	203	38	660	0	0	0.00%
Income	-654	-654	-164	-164	0	-654	0	0	0.00%
<b>Net Expenditure</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>39</b>	<b>38</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

<b>Net Expenditure</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>39</b>	<b>38</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
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Service Area: R11 Customer Access

Vote: R50 Customer Access

Expenditure	4,499	4,499	1,125	1,067	-58	4,385	-58	-114	-2.53%
Income	-2,119	-2,119	-530	-10	520	-1,907	362	212	-10.00%
<b>Net Expenditure</b>	<b>2,380</b>	<b>2,380</b>	<b>595</b>	<b>1,057</b>	<b>462</b>	<b>2,478</b>	<b>304</b>	<b>98</b>	<b>4.12%</b>

<b>Net Expenditure</b>	<b>2,380</b>	<b>2,380</b>	<b>595</b>	<b>1,057</b>	<b>462</b>	<b>2,478</b>	<b>304</b>	<b>98</b>	<b>4.12%</b>
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Service Area: R12 Corporate Finance

Vote: R30 Financial Systems and Transactions

Expenditure	1,294	1,294	324	286	-38	1,294	0	0	0.00%
Income	-14	-14	-4	0	4	-14	0	0	0.00%
<b>Net Expenditure</b>	<b>1,280</b>	<b>1,280</b>	<b>320</b>	<b>286</b>	<b>-34</b>	<b>1,280</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

Vote: R32 Corporate Finance

Expenditure	2,766	2,766	691	596	-95	3,525	760	760	27.48%	Variance to date is a timing issue. Underspend in salary cost is matched by increased agency cover
Income	-2,360	-2,360	-590	-1,248	-658	-3,120	-760	-760	32.20%	Variance to date in the level of income reflects additional invest to save funding allocated to fund
<b>Net Expenditure</b>	<b>406</b>	<b>406</b>	<b>101</b>	<b>-652</b>	<b>-753</b>	<b>405</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Vote: R82 Non-distributed costs

Expenditure	-346	-346	-86	-35	51	-423	-77	-77	22.25%
<b>Net Expenditure</b>	<b>-346</b>	<b>-346</b>	<b>-86</b>	<b>-35</b>	<b>51</b>	<b>-423</b>	<b>-77</b>	<b>-77</b>	<b>22.25%</b>

<b>Net Expenditure</b>	<b>1,340</b>	<b>1,340</b>	<b>335</b>	<b>-401</b>	<b>-736</b>	<b>1,262</b>	<b>-77</b>	<b>-77</b>	<b>-5.75%</b>
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Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Resource Services	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: R13 Human Resources</b>											
<b>Vote: R90 HR Strategy</b>											
	Expenditure	921	921	230	219	-11	921	0	0	0.00%	
	Income	-909	-909	-227	-227	0	-909	0	0	0.00%	
	<b>Net Expenditure</b>	<b>12</b>	<b>12</b>	<b>3</b>	<b>-8</b>	<b>-11</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R92 HR Consultancy</b>											
	Expenditure	1,769	1,769	442	411	-31	1,769	0	0	0.00%	
	Income	-1,486	-1,486	-372	-341	31	-1,486	0	0	0.00%	
	<b>Net Expenditure</b>	<b>283</b>	<b>283</b>	<b>70</b>	<b>70</b>	<b>0</b>	<b>283</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R94 HR Operations</b>											
	Expenditure	4,539	4,539	1,135	1,363	228	4,489	-50	-50	-1.10%	Variance to date is due to increase in supplies and services will be met through increased recharges to directorates.
	Income	-4,338	-4,338	-1,084	-1,072	12	-4,338	0	0	0.00%	
	<b>Net Expenditure</b>	<b>201</b>	<b>201</b>	<b>51</b>	<b>291</b>	<b>240</b>	<b>151</b>	<b>-50</b>	<b>-50</b>	<b>-24.88%</b>	
<b>Vote: R96 PAS Scheme</b>											
	Expenditure	1,094	1,094	274	231	-43	1,094	0	0	0.00%	
	Income	-1,057	-1,057	-264	-188	76	-1,057	0	0	0.00%	
	<b>Net Expenditure</b>	<b>37</b>	<b>37</b>	<b>10</b>	<b>43</b>	<b>33</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>533</b>	<b>533</b>	<b>134</b>	<b>396</b>	<b>262</b>	<b>483</b>	<b>-50</b>	<b>-50</b>	<b>-9.38%</b>	
<b>Service Area: R14 ICT</b>											
<b>Vote: R48 Information Services ICT</b>											
	Expenditure	10,914	10,914	2,728	2,164	-564	11,192	175	278	2.55%	Variance to date is due to timing difference in payment of invoices to Agilisys.
	Income	-10,892	-10,892	-2,723	-2,558	165	-11,182	-142	-290	2.66%	Recharges are yet to go through. This will even out at YE
	<b>Net Expenditure</b>	<b>22</b>	<b>22</b>	<b>5</b>	<b>-394</b>	<b>-399</b>	<b>10</b>	<b>33</b>	<b>-12</b>	<b>-54.55%</b>	
<b>Vote: R70 ICT Client Team</b>											
	Expenditure	654	654	164	159	-5	694	0	40	6.12%	
	Income	-649	-649	-162	-162	0	-649	0	0	0.00%	
	<b>Net Expenditure</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>-3</b>	<b>-5</b>	<b>45</b>	<b>0</b>	<b>40</b>	<b>800.00%</b>	
	<b>Net Expenditure</b>	<b>27</b>	<b>27</b>	<b>7</b>	<b>-397</b>	<b>-404</b>	<b>55</b>	<b>33</b>	<b>28</b>	<b>103.70%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Resource Services	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: R15 Revenue Services</b>											
<b>Vote: R36 Council Tax and NNDR</b>											
	Expenditure	38,080	38,080	9,519	870	-8,649	38,080	0	0	0.00%	
	Income	-35,706	-35,706	-8,926	-323	8,603	-35,706	0	0	0.00%	
	<b>Net Expenditure</b>	<b>2,374</b>	<b>2,374</b>	<b>593</b>	<b>547</b>	<b>-46</b>	<b>2,374</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R37 Crisis &amp; Support Fund</b>											
	Expenditure	1,750	1,750	437	236	-201	1,750	0	0	0.00%	
	Income	-1,750	-1,750	-437	0	437	-1,750	0	0	0.00%	Awaiting grant from DWP
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>236</b>	<b>236</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R42 Debtor Income Service</b>											
	Expenditure	844	844	211	152	-59	844	0	0	0.00%	
	Income	-904	-904	-226	-223	3	-904	0	0	0.00%	
	<b>Net Expenditure</b>	<b>-60</b>	<b>-60</b>	<b>-15</b>	<b>-71</b>	<b>-56</b>	<b>-60</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R44 Cashiers</b>											
	Expenditure	292	292	73	131	58	292	0	0	0.00%	
	Income	-290	-290	-72	-56	16	-290	0	0	0.00%	
	<b>Net Expenditure</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>75</b>	<b>74</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>2,316</b>	<b>2,316</b>	<b>579</b>	<b>787</b>	<b>208</b>	<b>2,316</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Service Area: R16 Procurement</b>											
<b>Vote: R38 Procurement</b>											
	Expenditure	772	772	193	212	19	772	0	0	0.00%	
	Income	-961	-961	-240	-253	-13	-961	0	0	0.00%	
	<b>Net Expenditure</b>	<b>-189</b>	<b>-189</b>	<b>-47</b>	<b>-41</b>	<b>6</b>	<b>-189</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R46 Payments</b>											
	Capital Expenditure	0	0	0	0	0	0	0	0	0.00%	
	Expenditure	101	101	25	33	8	101	0	0	0.00%	
	Income	-448	-448	-112	-112	0	-448	0	0	0.00%	
	<b>Net Expenditure</b>	<b>-347</b>	<b>-347</b>	<b>-87</b>	<b>-79</b>	<b>8</b>	<b>-347</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>-536</b>	<b>-536</b>	<b>-134</b>	<b>-120</b>	<b>14</b>	<b>-536</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Resource Services	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: R17 Risk Assessment</b>											
<b>Vote: R34 Internal Audit</b>											
											The variance to date is result of the deferred payment to contractor
											The projected variance at year end is for the tenancy fraud staff
	Expenditure	783	783	196	86	-110	1,074	290	290	37.04%	which will be met by grant income.
	Income	-729	-729	-182	-208	-26	-1,019	-290	-290	39.78%	
	<b>Net Expenditure</b>	<b>54</b>	<b>54</b>	<b>14</b>	<b>-122</b>	<b>-136</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R40 Risk Management</b>											
	Balance Sheet	0	0	0			0	0	0	0.00%	
	Expenditure	484	484	121	3,002	2,881	628	143	143	29.55%	Cost relates to Insurance fund which will be funded from the insurance reserve at year end
	Income	-606	-606	-151	-100	51	-749	-143	-143	23.60%	Awaiting recharged income to Insurance Fund
	<b>Net Expenditure</b>	<b>-122</b>	<b>-122</b>	<b>-30</b>	<b>2,902</b>	<b>2,932</b>	<b>-121</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>-68</b>	<b>-68</b>	<b>-16</b>	<b>2,780</b>	<b>2,796</b>	<b>-66</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Service Area: R19 Benefits</b>											
<b>Vote: R54 Housing Benefit</b>											
	Expenditure	249,924	249,924	62,481	59,593	-2,888	249,924	0	0	0.00%	Current expenditure is in line with activity
	Income	-249,429	-249,429	-62,357	-69,117	-6,760	-249,429	0	0	0.00%	Subsidy does not yet reflect mid year claim
	<b>Net Expenditure</b>	<b>495</b>	<b>495</b>	<b>124</b>	<b>-9,524</b>	<b>-9,648</b>	<b>495</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R58 Housing Benefit Administration</b>											
	Expenditure	6,698	6,698	1,674	1,620	-54	6,698	0	0	0.00%	
	Income	-6,217	-6,217	-1,554	-1,466	88	-6,217	0	0	0.00%	
	<b>Net Expenditure</b>	<b>481</b>	<b>481</b>	<b>120</b>	<b>154</b>	<b>34</b>	<b>481</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>976</b>	<b>976</b>	<b>244</b>	<b>-9,370</b>	<b>-9,614</b>	<b>976</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Service Area: R62 Transformation Projects</b>											
<b>Vote: R62 Business Development</b>											
	Expenditure	479	479	120	245	125	479	0	0	0.00%	Variance to date due to timing difference in payment of invoices
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>479</b>	<b>479</b>	<b>120</b>	<b>245</b>	<b>125</b>	<b>479</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
<b>Vote: R78 Replacement of JDE</b>											
	Expenditure	0	0	0	-2,003	-2,003	0	0	0	0.00%	Variance to date relates to Sundry Creditors to be reversed over next 3 years due to deferred payment to contractor.
	Income	0	0	0	0	0	0	0	0	0.00%	
	<b>Net Expenditure</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-2,003</b>	<b>-2,003</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>479</b>	<b>479</b>	<b>120</b>	<b>-1,758</b>	<b>-1,878</b>	<b>479</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

Corporate Monthly Budget Monitoring		Budget Original	Budget Current	Budget To Date	Actuals	Variance To Date	Forecast Current	Forecast Movement	Variance Forecast v. Budget	% Variance Forecast v. Budget	Comments
June 2014	Resource Services	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
	<b>Service Area: R99 Rechargeable Works</b>										
	<b>Vote: R60 Reprographics</b>										
	Expenditure	472	472	118	112	-6	472	0	0	0.00%	
	Income	-470	-470	-117	-11	106	-470	0	0	0.00%	Variance to date will be recharged. This will have a net nil effect at year end.
	<b>Net Expenditure</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>101</b>	<b>100</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>101</b>	<b>100</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure Fund Type: GEN</b>	<b>7,455</b>	<b>7,455</b>	<b>1,866</b>	<b>-6,886</b>	<b>-8,752</b>	<b>7,455</b>	<b>210</b>	<b>0</b>	<b>0.00%</b>	
	<b>Net Expenditure for Resource Services</b>	<b>7,455</b>	<b>7,455</b>	<b>1,866</b>	<b>-6,886</b>	<b>-8,752</b>	<b>7,455</b>	<b>210</b>	<b>0</b>	<b>0.00%</b>	



Corporate Monthly Budget Monitoring		Original Budget	Current Budget	Budget to Date	Actuals	Variance to Date	Current Forecast	Variance Current Forecast v. Current Budget	% Variance Current Forecast v. Current Budget	Explanation of any variance that is considered to be significant and all variances greater than £100k
June 2014	HRA	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>Service Area: HRA Housing Revenue Account</b>										
<b>INCOME</b>										
<b>DIRECTLY CONTROLLED INCOME BUDGETS</b>										
<b>Dwelling &amp; Non Dwelling Rents</b>										
	Income	-72,438	-72,438	-18,110	-16,885	-1,225	-71,738	700	-0.97%	It is forecast that rental income will be lower than budgeted due to a higher than previously assumed level of Right to Buy sales; when setting this budget it was assumed that 100 Right to Buy sales would take place in 2014/15; as at the end of June 2014, 50 sales had taken place, and the forecast now assumes that there will be 150 sales in 2014/15. <b>RISK:</b> If more than 100 Right to Buy sales take place in 2014/15 then rental income could be lower than budgeted.
	<b>Net Expenditure</b>	<b>-72,438</b>	<b>-72,438</b>	<b>-18,110</b>	<b>-16,885</b>	<b>-1,225</b>	<b>-71,738</b>	<b>700</b>	<b>-1.0%</b>	
<b>Tenant &amp; Leaseholder Service Charges</b>										
	Income	-17,901	-17,901	-12,958	-13,118	160	-17,985	-84	0.47%	
	<b>Net Expenditure</b>	<b>-17,901</b>	<b>-17,901</b>	<b>-12,958</b>	<b>-13,118</b>	<b>160</b>	<b>-17,985</b>	<b>-84</b>	<b>0.5%</b>	
<b>INDIRECTLY CONTROLLED INCOME BUDGETS</b>										
<b>Investment Income Received</b>										
	Income	-168	-168	-40	0	40	-164	4	-2.38%	
	<b>Net Expenditure</b>	<b>-168</b>	<b>-168</b>	<b>-40</b>	<b>0</b>	<b>40</b>	<b>-164</b>	<b>4</b>	<b>-2.4%</b>	
<b>Contributions Towards Expenditure</b>										
	Income	-115	-115	-29	0	29	-115	0	0.00%	
	<b>Net Expenditure</b>	<b>-115</b>	<b>-115</b>	<b>-29</b>	<b>0</b>	<b>29</b>	<b>-115</b>	<b>0</b>	<b>0.0%</b>	
<b>TOTAL INCOME</b>		<b>-90,622</b>	<b>-90,622</b>	<b>-31,137</b>	<b>-30,003</b>	<b>-996</b>	<b>-90,002</b>	<b>620</b>		

Corporate Monthly Budget Monitoring		Original Budget	Current Budget	Budget to Date	Actuals	Variance to Date	Current Forecast	Variance Current Forecast v. Current Budget	% Variance Current Forecast v. Current Budget	Explanation of any variance that is considered to be significant and all variances greater than £100k
June 2014	HRA	£'000	£'000	£'000	£'000	£'000	£'000	£'000	%	
<b>EXPENDITURE</b>										
<b>DIRECTLY CONTROLLED EXPENDITURE BUDGETS</b>										
<b>Repair &amp; Maintenance</b>										
	Expenditure	22,388	22,388	5,391	4,251	1,140	22,393	5	0.02%	
	<b>Net Expenditure</b>	<b>22,388</b>	<b>22,388</b>	<b>5,391</b>	<b>4,251</b>	<b>1,140</b>	<b>22,393</b>	<b>5</b>	<b>0.0%</b>	
Supervision & Management	Expenditure	22,004	22,004	4,495	3,055	1,440	21,364	-640	-2.91%	The 2014/15 budget included a sum of £1.3m in respect of additional costs due to an increase in employer pension contributions, however, current forecasts indicate that the actual increase in costs will be significantly lower than this.
	<b>Net Expenditure</b>	<b>22,004</b>	<b>22,004</b>	<b>4,495</b>	<b>3,055</b>	<b>1,440</b>	<b>21,364</b>	<b>-640</b>	<b>-2.9%</b>	
Special Services, Rents, Rates & Taxes	Expenditure	15,746	15,746	3,544	2,290	1,254	15,307	-439	-2.79%	It is currently forecast that there will be an underspend on the energy budget although this budget will be closely monitored.
	<b>Net Expenditure</b>	<b>15,746</b>	<b>15,746</b>	<b>3,544</b>	<b>2,290</b>	<b>1,254</b>	<b>15,307</b>	<b>-439</b>	<b>-2.8%</b>	
<b>INDIRECTLY CONTROLLED EXPENDITURE BUDGETS</b>										
Provision for Bad Debts	Expenditure	1,400	1,400	350	0	-350	1,400	0	0.00%	
	<b>Net Expenditure</b>	<b>1,400</b>	<b>1,400</b>	<b>350</b>	<b>0</b>	<b>-350</b>	<b>1,400</b>	<b>0</b>	<b>0.0%</b>	
Capital Financing Charges	Expenditure	29,084	29,084	7,271	0	0	29,084	0	0.00%	
	<b>Net Expenditure</b>	<b>29,084</b>	<b>29,084</b>	<b>7,271</b>	<b>0</b>	<b>0</b>	<b>29,084</b>	<b>0</b>	<b>0.0%</b>	
<b>TOTAL EXPENDITURE</b>		<b>90,622</b>	<b>90,622</b>	<b>21,051</b>	<b>9,596</b>	<b>3,484</b>	<b>89,548</b>	<b>-1,074</b>	<b>-1.2%</b>	
Contribution from Reserves		0	0	0	0			0	0.00%	
<b>TOTAL HRA</b>		<b>0</b>	<b>0</b>	<b>-10,086</b>	<b>-20,407</b>	<b>2,488</b>	<b>-454</b>	<b>-454</b>		

## Capital Monitoring Q1

	All Years		In Year - 14/15					FY Total	All Years	
	Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spent to Q1	Projected Spend	Projected Variance	Spend (%)	Budget	Projected Spend	Variance
	£m	£m	£m	£m	£m	£m	%	£m	£m	£m
Education, Social Care and Wellbeing	147.979	80.927	31.379	2.537	22.160	-9.219	8%	35.673	147.979	0.000
Communities, Localities and Culture	76.609	57.121	13.853	0.602	12.237	-1.616	4%	5.634	76.609	0.001
Development & Renewal	38.395	17.207	19.159	0.913	19.107	-0.052	5%	2.030	38.395	0.000
Building Schools for the Future	325.532	319.459	6.073	3.937	6.073	0.000	65%	0.000	325.532	0.000
RA	364.242	121.417	126.214	7.346	126.214	0.000	6%	116.611	364.242	0.000
Plar Baths & Dame Colet House	20.000	0.000	0.000	0.000	0.000	0.000	0%	20.000	20.000	0.000
Corporate	12.000	0.000	12.000	0.000	12.000	0.000	0%	0.000	12.000	0.000
<b>Grand Total</b>	<b>984.757</b>	<b>596.131</b>	<b>208.678</b>	<b>15.335</b>	<b>197.791</b>	<b>-10.887</b>	<b>7%</b>	<b>179.948</b>	<b>984.757</b>	<b>0.000</b>

Quarter 1 Capital Monitoring 2014-15

	All Years		In Year - 14/15					REASONS FOR CURRENT YEAR VARIANCES	Future Years (FY)		FY Total	All Years		
	Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spend to Q1	Projected Spend	Projected Variance	2014/15 Spend (%)		15/16	16/17 Onwards	Budget	Projected Spend	Variance	Variance %
	A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A	
	£m	£m	£m	£m	£m	£m	%		£m	£m	£m	£m	£m	%
<b>Education, Social Care and Wellbeing (ESCW)</b>														
Mental health services	0.621	0.107	0.514	0.004	0.514	-	1%	Spend Q2 onwards as project on site/contracts awarded.	-	-	-	0.621	0.000	0%
E-Marketplace purchase and delivery	0.074	-	0.074	0.051	0.074	-	69%	Project commenced - development costs upfront	-	-	-	0.074	-	0%
Tele Care/Telehealth Equipment	0.300	0.088	0.212	-	0.212	-	0%	Phase 2 to be implemented - costs Q3	-	-	-	0.300	0.000	0%
Ronald Street Roof Replacement	0.065	0.051	0.014	-	0.014	-	0%	Budget to be re-allocated	-	-	-	0.065	0.000	0%
Development of Learning Disability Hubs	0.240	-	0.240	-	0.240	-	0%	Expenditure occurs at year end	-	-	-	0.240	-	0%
<b>ADULTS TOTAL</b>	<b>1.300</b>	<b>0.246</b>	<b>1.054</b>	<b>0.055</b>	<b>1.054</b>	<b>-</b>	<b>5%</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>1.300</b>	<b>0.000</b>	<b>0%</b>
Condition & Improvement	9.075	2.897	2.577	-0.000	1.361	-1.216	0%	Works take place mainly over school holidays - Q3 spend	1.800	1.800	3.600	9.074	-0.001	0%
Bishop Challoner - Community Facilities	0.600	-	0.600	-	0.600	-	0%	Project still subject to further discussion between parties.	-	-	-	0.600	-	0%
Bishop's Square	0.300	0.300	-	-	-	-	N/A		-	-	-	0.300	-	0%
Basic Need/Expansion	110.010	52.048	25.890	2.397	17.910	-7.980	9%	The February agreed programme includes budgets against new funding (£8.2m Basic Need, £1.8m Condition & Improvement adult/schools) for which projects have not yet been identified or funding committed. Adjustments will be made to Q2 budget to reflect the current ESCW capital programme and projected spend in 2014/15.	21.149	10.924	32.073	110.011	0.001	0%
Sure Start	3.731	3.725	0.006	0.010	0.010	0.004	163%	Programme completed	-	-	-	3.731	-	0%
Primary Capital Programme	13.383	13.261	0.122	-	0.097	-0.025	0%	Final account to be agreed	-	-	-	13.383	-0.001	0%
Lukin St - Land purchase from Network Rail	0.820	0.820	-	-	-	-	N/A		-	-	-	0.820	-0.000	0%
Osmani - Redevelopment	4.583	4.583	-	-	-	-	N/A		-	-	-	4.583	-	0%
RCCO	0.061	0.051	0.010	-	0.010	-	0%	Contractor in administration expenditure subject to outcome	-	-	-	0.061	-	0%
Short Breaks	0.427	0.427	-0.000	-	-	0.000	0%		-	-	-	0.427	0.000	0%
Youth Service ( BMX Mile End )	0.595	0.589	0.006	-	0.006	-0.000	0%	Underspend, balance to be re-allocated.	-	-	-	0.595	-	0%
Provision for 2yr Olds	1.207	0.094	1.113	0.075	1.113	-0.000	7%	Projects yet to be agreed.	-	-	-	1.207	0.000	0%
Other	1.887	1.887	-	-	-	-	N/A		-	-	-	1.887	-	0%
<b>ESCW TOTAL</b>	<b>147.979</b>	<b>80.927</b>	<b>31.379</b>	<b>2.537</b>	<b>22.160</b>	<b>-9.218</b>	<b>8%</b>		<b>22.949</b>	<b>12.724</b>	<b>35.673</b>	<b>147.979</b>	<b>-0.000</b>	<b>0%</b>

All Years		In Year - 14/15					Future Years (FY)		FY Total	All Years				
Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spend to Q1	Projected Spend	Projected Variance	2014/15 Spend (%)	REASONS FOR CURRENT YEAR VARIANCES	15/16	16/17 Onwards	Budget	Projected Spend	Variance	Variance %	
A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A	%	
£m	£m	£m	£m	£m	£m	%		£m	£m	£m	£m	£m	%	
<b>Communities, Localities &amp; Culture</b>														
<b>Transport</b>														
TfL schemes including safety, cycling and walking	19.990	13.335	3.305	0.071	3.014	- 0.291	2%	TfL reviewing scope work and level of funding.	3.349	-	3.349	19.990	- 0.000	0%
Public Realm improvements	0.834	0.465	0.369	-	0.050	- 0.319	0%	New cycle projects to be allocated a new code and sit under TfL schemes.	-	-	-	0.834	-	0%
Bartlett Park Masterplan - Highways	1.732	0.032	0.050	-	0.050	-	0%	Project reprofiled.	1.650	-	1.650	1.732	- 0.000	0%
Highway improvement programme	3.078	2.078	1.000	-	1.000	-	0%	Majority of projects profiled to spend in quarters 3 and 4.	-	-	-	3.078	0.000	0%
Developers Contribution	5.835	2.368	3.445	0.146	2.724	- 0.722	4%	Two projects are no longer proceeding.	0.022	-	0.022	5.836	0.000	0%
OPTEMS	0.837	0.306	0.531	0.173	0.245	- 0.286	33%	Funder reviewing programme so schemes are subject to change.	-	-	-	0.836	- 0.000	0%
Hackney wick & Fish Island improvements	0.191	0.191	-	-	-	-	N/A		-	-	-	0.191	0.000	0%
<b>Transport Total</b>	<b>32.496</b>	<b>18.776</b>	<b>8.700</b>	<b>0.390</b>	<b>7.083</b>	<b>- 1.617</b>	<b>4%</b>		<b>5.021</b>	<b>-</b>	<b>5.021</b>	<b>32.497</b>	<b>0.001</b>	<b>0%</b>
<b>Parks</b>														
Millers Park/Island Gardens	0.206	0.203	0.003	-	0.003	- 0.000	0%	Profiled to spend from quarter 3.	-	-	-	0.206	0.000	0%
Poplar Park	0.200	0.161	0.040	0.000	0.040	0.000	1%	Profiled to spend from quarter 3.	-	-	-	0.200	0.000	0%
Schoolhouse Lane Multi Use Ball Games Area	0.100	0.093	0.007	-	0.007	0.000	0%	Profiled to spend from quarter 3.	-	-	-	0.100	- 0.000	0%
Bethnal Green improvements	0.491	0.491	-	-	-	-	N/A		-	-	-	0.491	0.000	0%
Victoria Park Masterplan	9.997	9.997	-	- 0.017	-	-	N/A	Sundry creditor awaiting invoice payment.	-	-	-	9.997	0.000	0%
Victoria Park sports hub	2.486	0.330	2.156	- 0.002	2.156	-	0%	Sundry creditor awaiting invoice payment.	-	-	-	2.486	- 0.000	0%
Victoria Park - Changing Block Extension & Upgrade	0.354	0.354	-	-	-	-	N/A		-	-	-	0.354	0.000	0%
Pennyfields	0.045	0.045	-	-	-	-	N/A		-	-	-	0.045	- 0.000	-1%
Christ Church Gardens	0.350	-	-	-	-	-	N/A		0.350	-	0.350	0.350	-	0%
Mile End Hedge	0.165	0.031	0.134	0.056	0.134	0.000	42%	Works commenced in 13/14. Due to complete in qtr 2.	-	-	-	0.165	-	0%
Trees - Boroughwide	0.018	0.018	-	-	-	-	N/A	Project complete.	-	-	-	0.018	0.000	2%
Brickfield Gardens	0.040	0.040	0.000	-	-	- 0.000	0%	Project complete.	-	-	-	0.040	0.000	1%
Conversion of Lawn area to York stone paving	0.055	-	0.055	-	0.055	-	0%	Profiled to spend from quarter 3.	-	-	-	0.055	-	0%
Cemetery Lodge	0.071	-	0.071	-	0.071	0.000	0%	Profiled to spend from quarter 3.	-	-	-	0.071	- 0.000	0%
<b>Parks Total</b>	<b>14.578</b>	<b>11.763</b>	<b>2.465</b>	<b>0.037</b>	<b>2.466</b>	<b>0.001</b>	<b>1%</b>		<b>0.350</b>	<b>-</b>	<b>0.350</b>	<b>14.578</b>	<b>0.000</b>	<b>0%</b>

All Years		In Year - 14/15						Future Years (FY)		FY Total	All Years			
Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spend to Q1	Projected Spend	Projected Variance	2014/15 Spend (%)	REASONS FOR CURRENT YEAR VARIANCES	15/16	16/17 Onwards	Budget	Projected Spend	Variance	Variance %	
A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A	%	
£m	£m	£m	£m	£m	£m	%		£m	£m	£m	£m	£m	%	
<b>Culture and major projects</b>														
Brady Centre	0.245	0.244	0.001	-	0.001	-	0%	Awaiting final payment.	-	-	-	0.245	-	0%
Tennis courts	0.116	0.104	0.012	-	0.012	-	0%	Awaiting release of retention.	-	-	-	0.116	0.000	0%
Mile End Leisure Centre - Security Enhancements	0.200	0.198	0.002	-	0.002	-	0%	Final release of retention to be confirmed.	-	-	-	0.200	-0.000	0%
Bartlett Park	0.056	0.054	0.002	-	0.002	-	0%	Awaiting invoice.	-	-	-	0.056	0.000	0%
Mile End Stadium Track resurfacing	0.376	0.245	0.131	-	0.131	-	0%	Profile to spend in latter part of the year.	-	-	-	0.376	-0.000	0%
Public Art Projects	0.250	0.011	0.239	-	0.239	-	0%	Site to be agreed with Developer.	-	-	-	0.250	-	0%
Mile End Park Capital	0.219	0.145	0.074	0.031	0.074	-	42%	Completion of works from 13/14.	-	-	-	0.219	-0.000	0%
Bancroft Library Phase 2b	0.645	0.449	0.197	-	0.197	0.000	0%	Profile to spend in latter part of the year.	-	-	-	0.645	0.000	0%
Watney Market Ideas Store	4.401	4.344	0.057	0.038	0.057	-	67%	Scheme complete. Final retention to be released.	-	-	-	4.401	0.000	0%
Watney Market Landscaping	0.235	0.228	0.007	-0.034	0.007	-	-484%	Sundry creditor awaiting invoice payment.	-	-	-	0.235	-0.000	0%
Culture - LPP	0.254	0.246	0.008	-	0.008	-	0%	Profile to spend in latter part of the year.	-	-	-	0.254	0.000	0%
Major Projects - LPP	18.067	18.058	0.009	-	0.009	-	0%	Awaiting final payment.	-	-	-	18.067	0.000	0%
St Georges Pool	0.106	-	0.106	-	0.106	-	0%	Profile to spend in latter part of the year.	-	-	-	0.106	-	0%
Brick Lane Mural	0.045	-	0.045	-	0.045	-	0%	Profile to spend in latter part of the year.	-	-	-	0.045	-	0%
Banglatown Art Trail & Arches	2.021	1.485	0.536	-0.023	0.536	-	-4%	Sundry creditor awaiting invoice payment.	-	-	-	2.021	0.000	0%
Provision of an outdoor gym	0.025	-	0.025	0.025	0.025	-	102%	Project complete.	-	-	-	0.025	-0.000	-2%
Stepney Green Astro Turf	0.450	0.009	0.442	0.046	0.442	-	10%		-	-	-	0.451	0.000	0%
John Orwell Sports Centre	0.296	-	0.296	0.088	0.296	-	30%		-	-	-	0.296	-	0%
St. John's Gardens Tennis Courts	0.071	-	0.070	-	0.070	-	0%	Profile to spend in latter part of the year.	-	-	-	0.070	-0.001	-1%
<b>Culture and Major projects total</b>	<b>28.078</b>	<b>25.819</b>	<b>2.259</b>	<b>0.171</b>	<b>2.259</b>	<b>0.000</b>	<b>8%</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>28.079</b>	<b>0.000</b>	<b>0%</b>

	All Years		In Year - 14/15					REASONS FOR CURRENT YEAR VARIANCES	Future Years (FY)		FY Total	All Years		
	Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spend to Q1	Projected Spend	Projected Variance	2014/15 Spend (%)		15/16	16/17 Onwards	Budget	Projected Spend	Variance	Variance %
	A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A	%
	£m	£m	£m	£m	£m	£m	%	£m	£m	£m	£m	£m	%	
<b>Other</b>														
CCTV Improvement and Enhancement	0.601	0.422	0.179	0.003	0.179	0.000	2%	-	-	-	0.601	-0.000	0%	
Generators @ Mulberry Place & Anchorage House	0.250	0.241	0.009	-	0.009	-	0%	Awaiting final invoice.	-	-	-	0.250	0.000	0%
Essential Health & Safety	0.281	0.018	-	-	-	-	N/A	Project reprofiled.	0.263	-	0.263	0.281	-0.000	0%
Contaminated land survey and works	0.323	0.082	0.242	-	0.242	-	0%	Surveys not yet commissioned.	-	-	-	0.323	0.000	0%
Other Total	1.455	0.762	0.430	0.003	0.430	0.000	1%		0.263	-	0.263	1.455	0.000	0%
<b>CLC TOTAL</b>	<b>76.609</b>	<b>57.121</b>	<b>13.853</b>	<b>0.602</b>	<b>12.237</b>	<b>- 1.616</b>	<b>4%</b>		<b>5.634</b>	<b>-</b>	<b>5.634</b>	<b>76.609</b>	<b>0.001</b>	<b>0%</b>

All Years		In Year - 14/15							Future Years (FY)		FY Total	All Years		
Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spend to Q1	Projected Spend	Projected Variance	2014/15 Spend (%)	REASONS FOR CURRENT YEAR VARIANCES	15/16	16/17 Onwards	Budget	Projected Spend	Variance	Variance %	
A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A		
£m	£m	£m	£m	£m	£m	%		£m	£m	£m	£m	£m	%	
<b>Development &amp; Renewal</b>														
Millennium Quarter	0.387	0.061	0.326	-	0.326	-	0%	-	-	-	0.387	-	0%	
Bishops Square /Bethnal Green Terrace	0.641	0.495	0.146	-	0.146	0.000	0%	-	-	-	0.641	-	0%	
Town Centre & High Street Regeneration	0.208	0.068	0.140	-	0.140	-0.000	0%	-	-	-	0.208	-	0%	
Whitechapel Centre	0.067	0.064	0.003	-	-	-0.003	0%	-	-	-	0.067	-	0%	
Regional Housing Pot	7.080	1.012	6.068	-	6.068	-	0%	-	-	-	7.080	-	0%	
High Street 2012	9.133	6.619	2.514	0.353	2.514	0.000	14%	This scheme will be completed during 2014/15, and a final reconciliation of the scheme's outputs and partner contributions is currently being undertaken and it is anticipated that the final position will be included within the Quarter 2 monitoring.			9.133	-	0%	
Disabled Facilities Grant	5.170	2.973	0.717	0.426	0.717	-0.000	59%	0.750	0.730	1.480	5.170	-	0%	
Private Sector Improvement Grant	2.650	1.244	0.856	0.014	0.856	0.000	2%	0.550	-	0.550	2.650	-	0%	
Genesis Housing	0.363	-	0.363	-	0.363	-	0%	-	-	-	0.363	-	0%	
Installation of Automatic Energy Meters	0.092	0.095	-0.003	0.011	-	0.003	-340%	-	-	-	0.092	-	0%	
Facilities Management (DDA)	0.074	0.022	0.052	-	-	-0.052	0%	-	-	-	0.074	-	0%	
Multi Faith Burial Grounds	3.000	-	3.000	-	3.000	-	0%	-	-	-	3.000	-	0%	




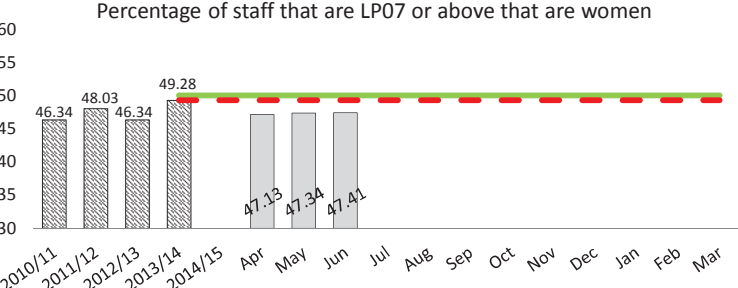
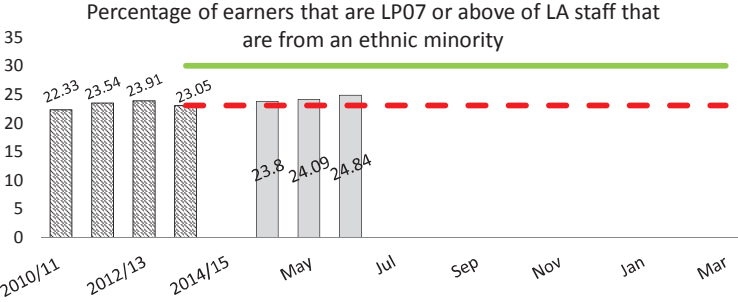
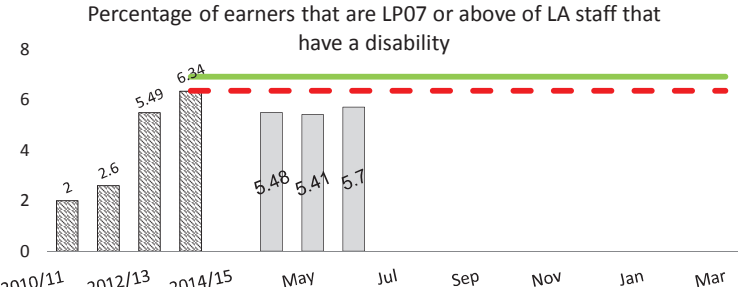
All Years		In Year - 14/15						Future Years (FY)		FY Total	All Years		
Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spend to Q1	Projected Spend	Projected Variance	2014/15 Spend (%)	REASONS FOR CURRENT YEAR VARIANCES	15/16	16/17 Onwards	Budget	Projected Spend	Variance	Variance %
A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A	%
£m	£m	£m	£m	£m	£m	%		£m	£m	£m	£m	£m	£m
Faith buildings	2.000	0.292	1.708	0.109	1.708	0.000	6%	-	-	-	2.000	-	0%
Whitechapel Road -Section 106	0.320	0.170	0.150	-	0.150	-	0%	-	-	-	0.320	-	0%
805 Commercial Road	0.315	0.315	0.000	-	-	-0.000	0%	-	-	-	0.315	-	0%
Bromley by Bow Station upgrade	3.626	3.626	0.000	-	-	-0.000	0%	-	-	-	3.626	-	0%
Wellington Way Health Centre	3.119	-	3.119	-	3.119	-	0%	-	-	-	3.119	-	0%
A10 Highway Improvements	0.050	0.050	-	-	-	-	N/A	-	-	-	0.050	-	0%
Phase 3 of Refurbishment of the Council's Short life Properties	-	-	-	-	-	-	N/A	-	-	-	-	-	N/A
Mile End Hospital - Fit out cost primary care facilities	0.100	0.100	-	-	-	-	N/A	-	-	-	0.100	-	0%
Don Hall and Cheadle Hall	-	-	-	-	-	-	N/A	-	-	-	-	-	N/A
<b>D&amp;R TOTAL</b>	<b>38.395</b>	<b>17.207</b>	<b>19.159</b>	<b>0.913</b>	<b>19.107</b>	<b>- 0.052</b>	<b>5%</b>	<b>1.300</b>	<b>0.730</b>	<b>2.030</b>	<b>38.395</b>	<b>-</b>	<b>0%</b>


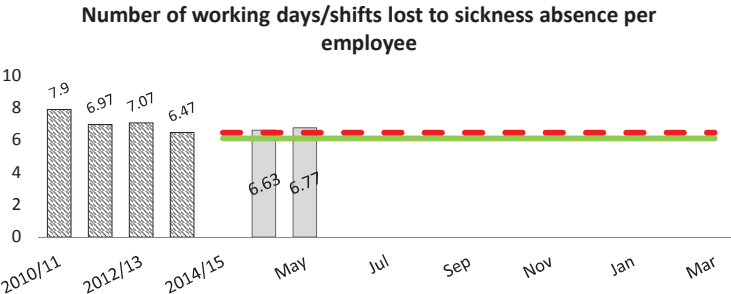
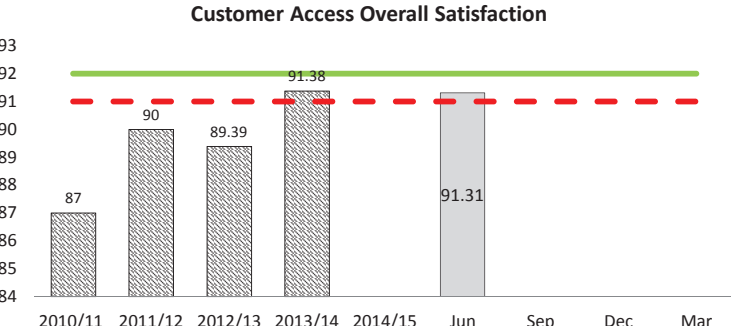
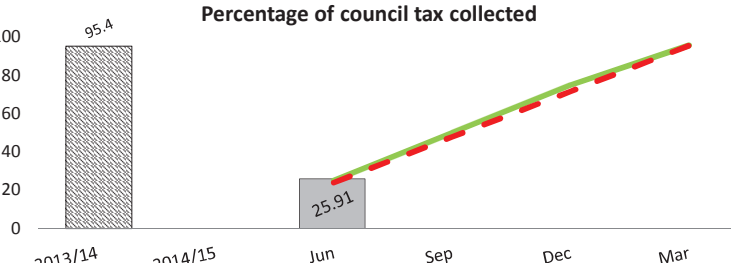
All Years		In Year - 14/15							Future Years (FY)		FY Total	All Years		
Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spend to Q1	Projected Spend	Projected Variance	2014/15 Spend (%)	REASONS FOR CURRENT YEAR VARIANCES	15/16	16/17 Onwards	Budget	Projected Spend	Variance	Variance %	
A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A	%	
£m	£m	£m	£m	£m	£m	%		£m	£m	£m	£m	£m	£m	%
<b>Buildings Schools for the Future</b>														
BSF Design and Build Schemes	301.888	300.390	1.499	3.273	1.499	-	218%	The Building Schools for the Future scheme will be completed during 2015/16, and in advance of this a review of the overall project financing will be undertaken and included within the Quarter 2 monitoring.	-	-	-	301.889	0.000	0%
ICT infrastructure schemes	19.860	17.144	2.716	0.663	2.716	-	24%		-	-	-	19.860	-0.000	0%
Wave 5 BSF (previously LPP)	3.783	1.926	1.857	-	1.857	-	0%		-	-	-	3.783	-0.000	0%
<b>BSF Total</b>	<b>325.532</b>	<b>319.459</b>	<b>6.073</b>	<b>3.937</b>	<b>6.073</b>	<b>-</b>	<b>65%</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>325.532</b>	<b>-0.000</b>	<b>0%</b>
<b>Housing Revenue Account</b>														
Decent Homes Backlog	181.436	62.836	70.000	7.035	70.000	0.000	10%	The five year Decent Homes programme is scheduled to be completed in 2015/16. The scheme is being managed in accordance with GLA grant conditions, with the final grant instalment of £46m to be received this year. The programme has been re-profiled between 2014/15 and 2015/16 to reflect the likely application of the Council's HRA resources.	48.601	-	48.601	181.436	0.000	0%
Housing Capital Programme	28.713	26.460	2.253	-0.293	2.253	0.000	-13%	The HRA financial model is currently being updated in light of the Council's recent successful bids for both GLA grant and additional HRA borrowing capacity. It is anticipated that a report on these initiatives will be considered by Cabinet in October and reflected in the Quarter 2 monitoring.	-	-	-	28.713	-	0%
Housing Capital Programme - to be developed (Planned maintenance)	39.810	-	9.810	-	9.810	-	0%	The HRA financial model is currently being updated in light of the Council's recent successful bids for both GLA grant and additional HRA borrowing capacity. It is anticipated that a report on these initiatives will be considered by Cabinet in October and reflected in the Quarter 2 monitoring.	15.000	15.000	30.000	39.810	-	0%
Ocean New Deal for Communities	24.056	17.337	6.718	0.022	6.718	-0.000	0%		-	-	-	24.056	-	0%
Resources available - Non Decent homes Schemes to be developed	12.165	-	12.155	-	12.155	-	0%	The HRA financial model is currently being updated in light of the Council's recent successful bids for both GLA grant and additional HRA borrowing capacity. It is anticipated that a report on these initiatives will be considered by Cabinet in October and reflected in the Quarter 2 monitoring.	0.010	-	0.010	12.165	-	0%
Council Housebuilding Initiative	4.061	4.061	0.000	-	-	-0.000	0%		-	-	-	4.061	-	0%
Blackwall Reach	14.419	9.754	4.665	0.053	4.665	-0.000	1%		-	-	-	14.419	-	0%


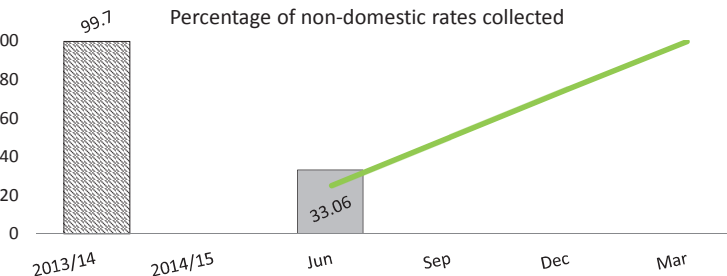
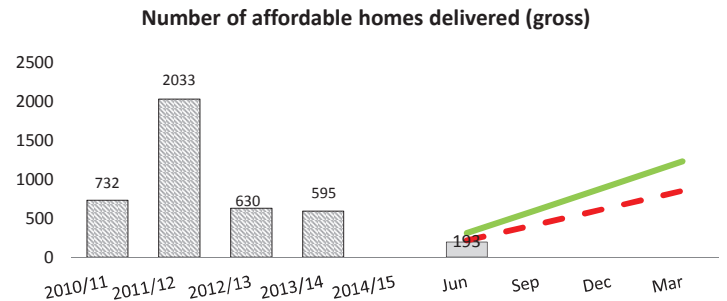
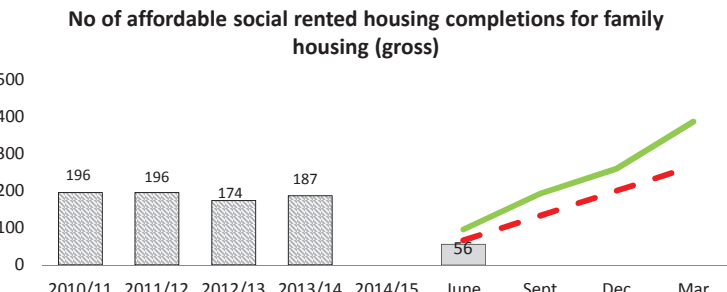
	All Years		In Year - 14/15					REASONS FOR CURRENT YEAR VARIANCES	Future Years (FY)		FY Total	All Years		
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	A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A	%
	£m	£m	£m	£m	£m	£m	%	£m	£m	£m	£m	£m	%	
Cotall Street -Demolition	0.008	0.008	- 0.000	-	-	0.000	0%	-	-	-	0.008	-	0%	
Poplar Baths and Dame Colet House	16.000	-	-	-	-	-	N/A	16.000	-	16.000	16.000	-	0%	
Fuel Poverty and Insulation Works on HRA Properties	4.063	0.700	3.363	-	3.363	-	0%	-	-	-	4.063	-	0%	
New Affordable Housing at Bradwell St Garages	2.451	0.133	2.318	0.250	2.318	- 0.000	11%	-	-	-	2.451	-	0%	
New Affordable Housing -Ashington Estate East	7.750	0.036	7.714	0.032	7.714	- 0.000	0%	-	-	-	7.750	-	0%	
New Affordable Housing -Extensions	3.610	0.008	3.602	-	3.602	0.000	0%	-	-	-	3.610	-	0%	
Short Life Properties	1.700	0.084	1.616	0.247	1.616	-	15%	-	-	-	1.700	0.000	0%	
D&R - Indicative Schemes as agreed at Budget Council	2.000	-	2.000	-	2.000	-	0%	-	-	-	2.000	-	0%	
Watts Grove	22.000	-	-	-	-	-	N/A	22.000	-	22.000	22.000	-	0%	
<b>HRA Total</b>	<b>364.242</b>	<b>121.417</b>	<b>126.214</b>	<b>7.346</b>	<b>126.214</b>	<b>0.000</b>	<b>6%</b>	<b>101.611</b>	<b>15.000</b>	<b>116.611</b>	<b>364.242</b>	<b>0.000</b>	<b>0%</b>	


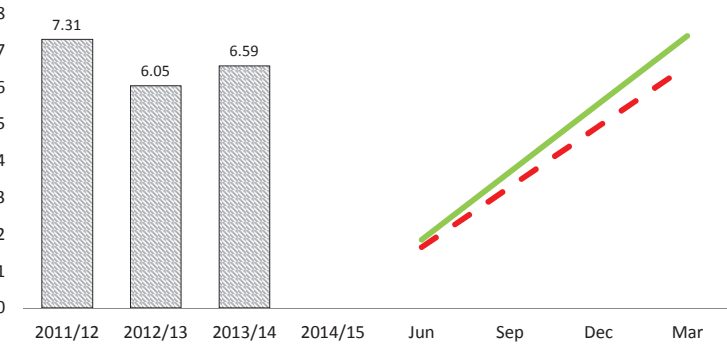
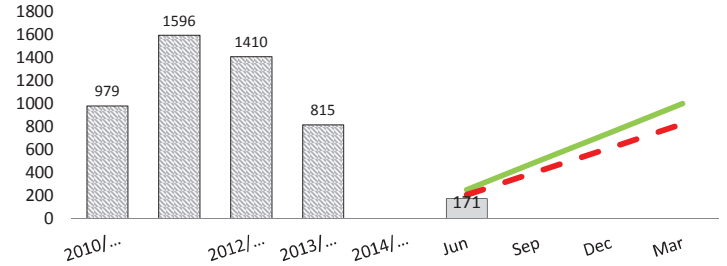
The HRA financial model is currently being updated in light of the Council's recent successful bids for both GLA grant and additional HRA borrowing capacity. It is anticipated that a report on these initiatives will be considered by Cabinet in October and reflected in the Quarter 2 monitoring.

All Years		In Year - 14/15					Future Years (FY)		FY Total	All Years			
Approved Budget	Spend to 31st March 2014	Revised Budget 14/15	Spend to Q1	Projected Spend	Projected Variance	2014/15 Spend (%)	REASONS FOR CURRENT YEAR VARIANCES	15/16	16/17 Onwards	Budget	Projected Spend	Variance	Variance %
A	B	C	D	E	E-C	D/C		F	G	H = F+G	I	I-A	%
£m	£m	£m	£m	£m	£m	%		£m	£m	£m	£m	£m	%
Poplar Baths and Dame Colet House	20.000	-	-	-	-	N/A		20.000	-	20.000	20.000	-	0%
Corporate GF provision for Schemes under development	12.000	-	12.000	-	12.000	0%		-	-	-	12.000	-	0%
<b>Corporate Total</b>	<b>32.000</b>	<b>-</b>	<b>12.000</b>	<b>-</b>	<b>12.000</b>	<b>0%</b>		<b>20.000</b>	<b>-</b>	<b>20.000</b>	<b>32.000</b>	<b>-</b>	<b>0%</b>
<b>Total</b>	<b>984.757</b>	<b>596.131</b>	<b>208.677</b>	<b>15.333</b>	<b>197.790</b>	<b>- 10.885</b>	<b>0.073</b>	<b>151.494</b>	<b>28.454</b>	<b>179.948</b>	<b>984.757</b>	<b>0.001</b>	<b>0.0%</b>

Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<b>One Tower Hamlets</b>							
Percentage of LP07 or above Local Authority staff that are <b>women (%)</b>  Measured in: % Good Performance: Higher		48.28	50.0	50.0	48.41	RED	↔
The percentage has again risen and is now within 1 percentage point of the standard target level. Workforce to Reflect the Community initiatives will continue to address this area, and at the present rate of increase, the target should be reached within the year 2014/15. It should be noted that the number of people in this category (LPO7+) is relatively small, and so relatively small numbers of people either leaving or joining can have a significant effect on the percentage.							
Percentage of LP07 or above Local Authority staff that are from an <b>ethnic minority (%)</b>  Measured in: % Good Performance: Higher		23.05	30.0	30.0	24.84	AMBER	↑
The percentage of LPO7+ BME staff is now 24.84, but below the stretched target of 30.00%. This represents the fourth consecutive quarter when the figure has risen. This figure is also higher than the average percentage for each of the previous 5 years.							
Percentage of LP07 or above Local Authority staff who have a <b>disability</b> (excluding those in maintained schools) (%)  Measured in: % Good Performance: Higher		6.34	6.9	6.9	5.70	RED	↓
The percentage of disabled staff at LPO7+ level has again risen and is now around 0.6 percentage points below the standard target. Workforce to Reflect The Community activities ensure that this issue is being addressed and at the current rate of increase, the target should be reached during year 2014/15. It should be noted that the number of people in this category (LPO7+) is relatively small, and so relatively small numbers of people either leaving or joining can have a significant effect on the percentage.							


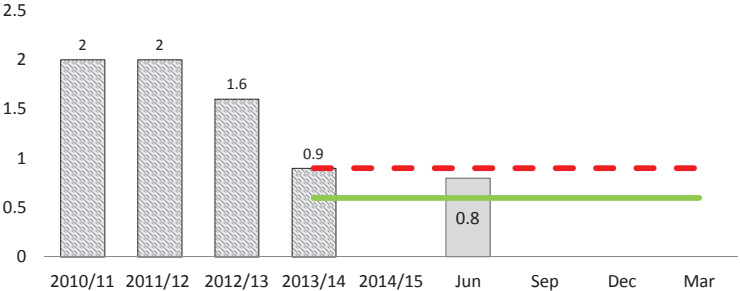
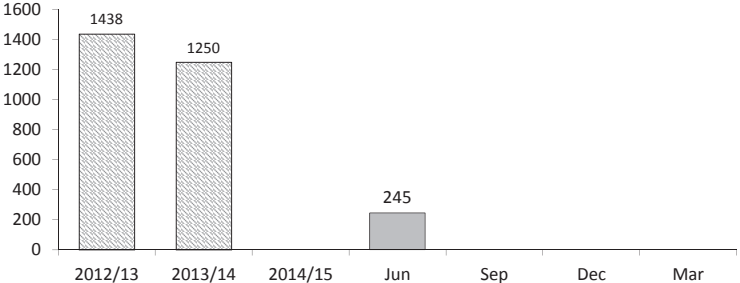
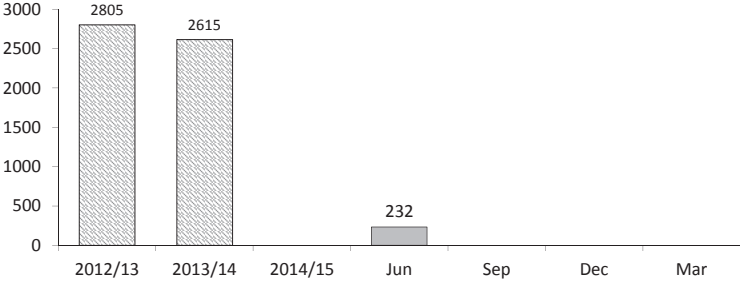
Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<p><b>Number of working days/shifts lost to sickness absence per employee</b></p> <p>Measured in: Number (the aggregate of working days lost due to sickness absence divided by the average number of FTE staff) Good Performance: Lower</p>	<p><b>Number of working days/shifts lost to sickness absence per employee</b></p> 	6.47	6.1	6.1	6.77	RED	↔
<p>At the end of May 2014 the average days lost per employee (in the rolling 12-month period) was 6.77 days. This was 0.3 days above the standard target of 6.47 days and it represented another slight increase of 0.05 (0.80%) days compared to the previous month, but a decrease of 0.02 (0.31%) days compared to the same period for May 2013.</p>							
<p><b>Customer Access Overall Satisfaction (telephone contact)</b></p> <p>Measured in: % Good Performance: Higher</p>	<p><b>Customer Access Overall Satisfaction</b></p> 	91.38	92	92	91.31	AMBER	↔
<p>The 14/15 Q1 output is very marginally down on the final 13/14 figure (by 0.07%) but remains high across the longer term, nearly two points up year-on-year and reversing the downward trend from 11/12 through 12/13. This is despite a background of reduced resources due to savings over this period.</p>							
<p><b>Percentage of Council Tax Collected</b></p> <p>Measured in: % Good Performance: Higher</p>	<p><b>Percentage of council tax collected</b></p> 	95.4	95.6	25	25.91	GREEN	↔
<p>Stretched target achieved.</p>							


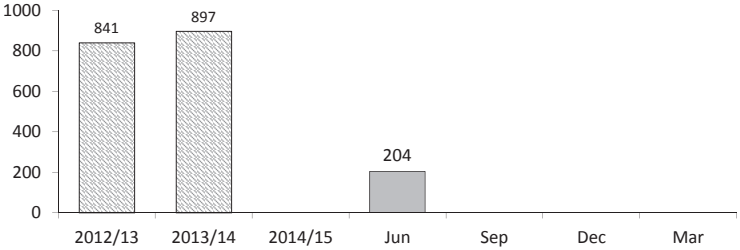
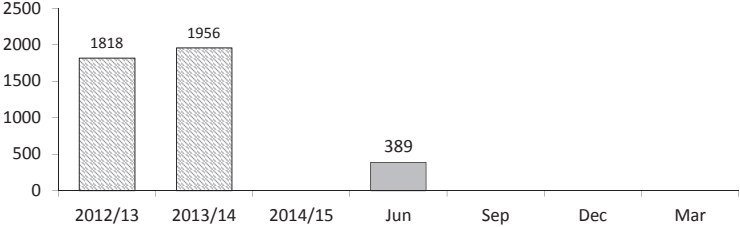
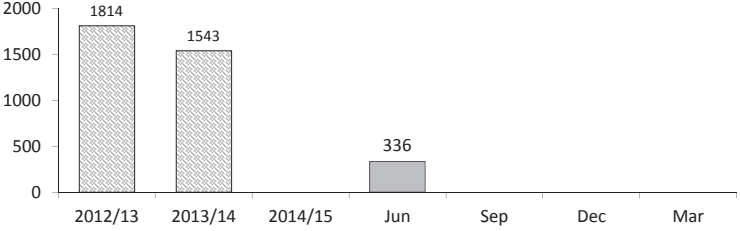
Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<p><b>Percentage of Non-Domestic Rates Collected</b></p> <p>Measured in: % Good Performance: Higher</p>		99.7	99.5	25	33.06	GREEN	↔
Stretched target achieved							
<b>Great Place to Live</b>							
<p><b>Number of affordable homes delivered (gross)</b></p> <p>Measured in: Number (the sum of social rent housing and intermediate housing - low cost home ownership and intermediate rent) Good Performance: Higher</p>		595	1231	307	193	RED	↑
<p>193 affordable units have been delivered in Q1, which is below the quarterly target of between 212 – 307 units. However, it is anticipated that 1195 affordable units will be delivered by the end of the financial year, exceeding the lower bandwidth target. It is worth noting that the distribution of completions will never fall into an equal four quarter split and there is nothing that the council can do to influence this. In 14/15 there will be a more than usually skewed delivery pattern. Completions are expected as follows: Q1: 17%, Q 2 &amp; 3 combined: 14% and Q4: 67%. This is due to the large number of schemes in receipt of grant from the GLA's 2011-15 programme which have to complete by March 2015, and have had to accelerate their programmes to achieve this completion date. Many of these schemes are due to complete in the last days of March.</p>							
<p><b>Number of affordable social rented housing completions for family housing (gross)</b></p> <p>Measured in: Number (a count of the number of affordable housing - local authority, housing associations, and co-operative tenants. Family housing is 3 bedrooms or more) Good Performance: Higher</p>		187	387	96	56	RED	↑
<p>The number of family units for rent is 15% below the lower quarterly target of 66 units. However, it is worth noting that quarter 1 has produced 56 family rented units, which is actually 57% of the total of rented units produced, and therefore well above our policy target of 45%. Performance is also better than this time last year.</p>							


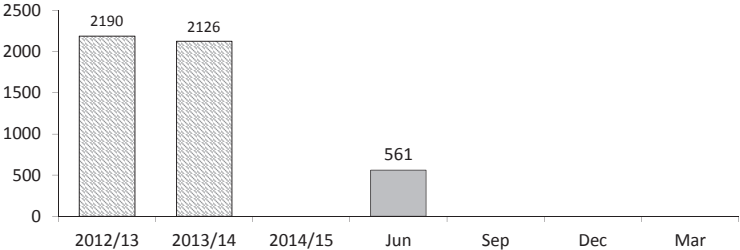
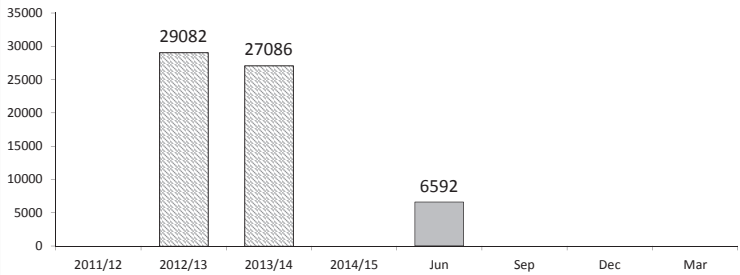
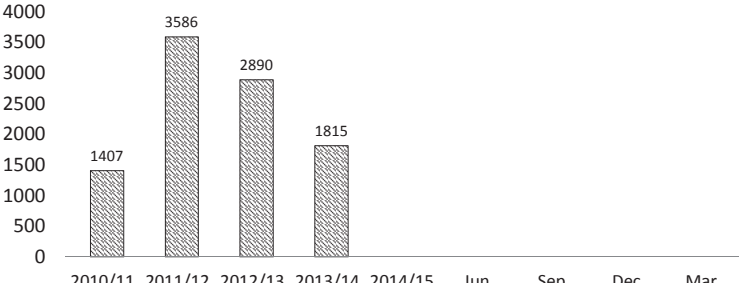
Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<p>The number of households who considered themselves as <b>homeless</b>, who approached the local authority's housing advice service(s), and for whom housing advice casework <b>intervention</b> resolved their situation.</p> <p>Measured in: The number of cases assisted through successful casework intervention divided by the number of thousand households in the local</p>	<p><b>Homelessness Prevention</b></p> 	6.59	7.4	1.85	Available shortly	AMBER	↑
<p>The number of overcrowded families rehoused, <b>lets to overcrowded households</b></p> <p>Measured in: Number (count of lets to overcrowded housing applicants and tenants of CHR partner landlords lacking one or more bedrooms) Good Performance: Higher</p>	<p><b>Lets to overcrowded families</b></p> 	815	1000	250	171	RED	↓
<p>Annual outturn now available. The borough is facing a severe shortage of affordable private sector properties available to homeless households as an alternative to pursuing a statutory homeless application and the problem is increasing. Consequently, our ability to prevent homelessness by securing an alternative tenancy has diminished immensely. We are about to improve the incentive provided to landlords so they will let their admittedly small number of properties available at, or close to, Local Housing Allowance levels via the council to one of our customers rather than let them to a member of the general public. This will be for a finite period to see if there is any improvement in supply and a subsequent improvement in homeless preventions. Aside from the challenges faced in preventing homelessness, the rise in population (and therefore the expectation that the number of preventions will increase proportionally) needs to be tempered with an appreciation that said population rise reflects the increase in the wealth in the borough and that a significant number of these new households would not typically form the Housing Options client base.</p>		<p>171 overcrowded households have been rehoused representing 44% of the total number of lets for the quarter. Whilst performance is 25% lower than this time last year, year end performance is expected to exceed the lower bandwidth (standard) target. It is worth noting that targets set for this measure are cautious targets, as achieving this level of performance is not something that can be targeted, relying as it does on a) the number of properties becoming available and b) the 'qualifications' and entitlements to an offer from other housing need classes. In addition, with the increasing number of affordable rented units being released for lettings more non-priority cases are likely to be picked up for offers. Furthermore, the 10% target set by the Council for Band 3 applicants (who are adequately housed) under the Lettings Plan will also impact on the number of lets to overcrowded applicants.</p>					


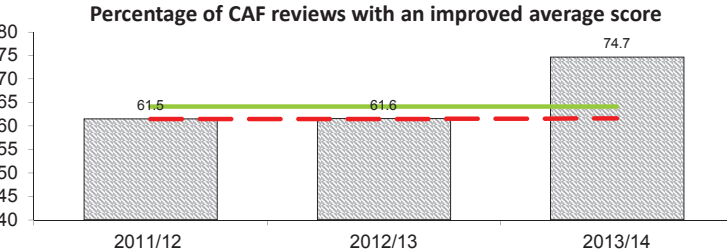
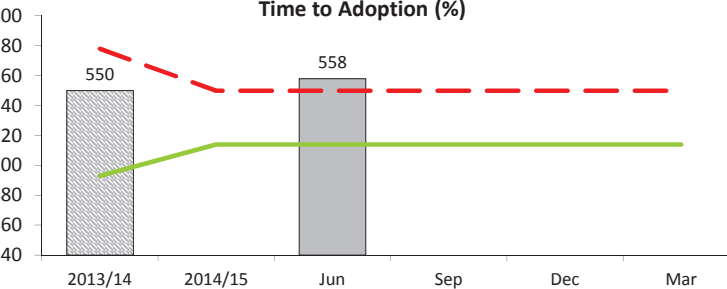
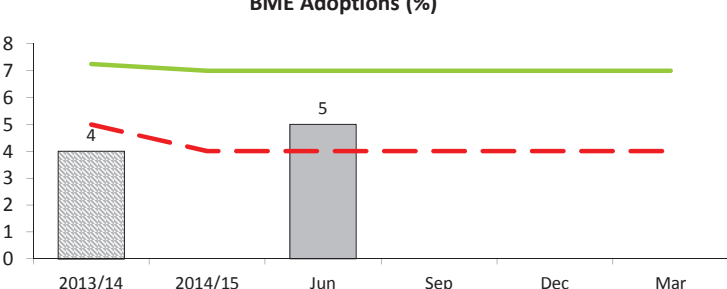



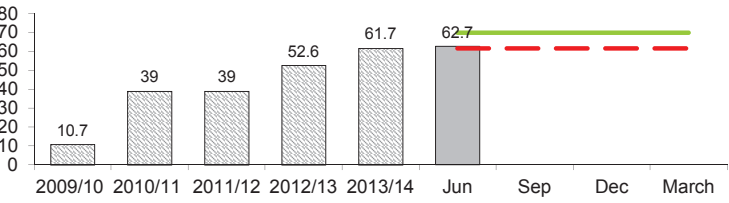
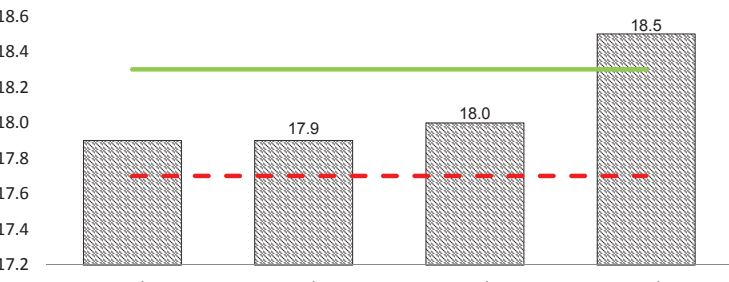
Description	Legend		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
	— Stretch Target	- - Standard Target						
<b>Prosperous Community</b>								
Key Stage 2 pupil attainment in Reading, Writing and Maths (KS2 RWM) (%) Measured in: % Good Performance: Higher	<b>Key Stage 2 pupil attainment in Reading, Writing and Maths (%)</b> 		78	79	N/A	81	GREEN	↔
This provisional outturn shows the results of KS2 test results for the academic year ending in July 2014. There has been a 3 percentage point increase in performance since last year.								
16 to 19 year olds who are not in education, employment or training (NEET) (%) Measured in: % Good Performance: Lower	<b>16-18 Year olds who are not in education, employment or training (NEET)</b> 		4.56	4.33	4.33	4.9	RED	↔
The outturn for quarter 1 indicates that we are slightly off target for the first quarter, however, we expect the figures to be higher during this period of the year as year 11 school leavers automatically become NEET; this adds on average another 2500 – 2700 young people on the NEET figure. We expect to see the figures decline around the month of September/October as September offers are confirmed for all year groups (12-14). A NEET fair is to be held in mid-September to assist those that did not obtain their results or get any confirmed places and to target those who have been long term NEET with an increased focus on apprenticeships and employment. Personal development programmes for NEET young people are also being developed. We have improved 0.08% in comparison to figures this time last year (June 13) and 0.7% better than the England average of 5.3 %; we are on course to meet targets.								
Overall employment rate - gap between the Borough and London average rate (working age) (%) Measured in: % Good Performance: Gap - Lower	<b>Gap between the Borough and London average employment rate (working age)</b> 		6.7	6.3	6.3	5.9	GREEN	↑
The employment rate in Tower Hamlets is 64.6%, compared to the London average of 70.5%. There is therefore a gap between Tower Hamlets and London of 5.9 percentage points.  Stretched target exceeded. The data for the employment rate is taken from the Annual Population Survey. This provides survey based estimates, the methodology of which means that there may be significant variations in outturn from one quarter to the next. Furthermore, it is important to note that the confidence interval on the Tower Hamlets employment rate is 3.7 compared to 0.7 for London.								


Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<p><b>JSA Claimant Rate</b> (gap between the Borough and London average rate (working age) (%))</p> <p>Measured in: % Good Performance: Gap - Lower</p>	<p><b>Gap between the Borough and London average Job Seekers Allowance (JSA) claimant rate</b></p> 	0.9	0.6	0.6	0.8	AMBER	↑
<p>The JSA Claimant rate in Tower Hamlets is 3.4%, compared to the London average of 2.6%. Therefore, the gap between Tower Hamlets and the London average is 0.8 percentage points.</p> <p>We are exceeding the lower bandwidth (standard target) and currently 0.2pps away from achieving the upper (aspirational) bandwidth, or stretched target. This is considered positive performance for Tower Hamlets as the stock of claimants has been reducing month by month since February last year. Moreover, the percentage decline in the rate since the last quarter has been greater in the borough compared to London, figures are 0.4% and 0.3% respectively. This represents 747 fewer JSA claimants in Tower Hamlets from March to June 2014.</p>							
<b>Safe and Cohesive Community</b>							
<p><b>Number of Robbery incidents (MOPAC 7 measure)</b></p> <p>Measured in: Number (part of the MOPAC set. Including personal and business properties) Good Performance: Lower</p>	<p><b>Total number of Robbery Offences (MOPAC7 measure)</b></p> 	1250	Not Set	Not Set	245	N/A	↑
<p>Targets are being set by the Community Safety Partnership. Performance against targets and comments will be provided by the Metropolitan Police Service (MPS) in quarter 2.</p> <p>Data taken from the met.police.uk website indicates that for the period between April-June 2014, there were 245 personal robbery offences compared to 318 this time last year.</p>							
<p><b>Number of Burglary Incidents (MOPAC 7 measure)</b></p> <p>Measured in: Number (part of the MOPAC set. Theft or attempted theft from residential or non-residential property) Good Performance: Lower</p>	<p><b>Total number of Burglary Offences (MOPAC7 measure)</b></p> 	2615	Not Set	Not Set	232	N/A	↓
<p>Targets are being set by the Community Safety Partnership. Performance against targets and comments will be provided by the MPS in quarter 2.</p> <p>Data taken from the met.police.uk website indicates that for the period between April-June 2014 there were 232 burglary offences compared to 184 in the same period last year.</p>							

Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<p><b>Theft of a Motor Vehicle (MOPAC 7 measure)</b></p> <p>Measured in: Number (part of the MOPAC set) Good Performance: Lower</p>	<p><b>Total number of Theft of a Motor Vehicle Offences (MOPAC7 measure)</b></p> 	897	Not Set	Not Set	204	N/A	↑
<p><b>Theft from a Motor Vehicle (MOPAC 7 measure)</b></p> <p>Measured in: Number (part of the MOPAC set) Good Performance: Lower</p>	<p><b>Total number of Theft from a Motor Vehicle Offences (MOPAC7 measure)</b></p> 	1956	Not Set	Not Set	389	N/A	↑
<p><b>Theft from the Person (MOPAC 7 measure)</b></p> <p>Measured in: Number (part of the MOPAC set) Good Performance: Lower</p>	<p><b>Total number of Theft from the Person Offences (MOPAC7 measure)</b></p> 	1543	Not Set	Not Set	336	N/A	↑

Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<p><b>Vandalism (criminal damage) (MOPAC 7 measure)</b></p> <p>Measured in: Number (part of the MOPAC set) Good Performance: Lower</p>	<p><b>Total number of Criminal Damage Offences (MOPAC7 measure)</b></p> 	2126	Not Set	Not Set	561	N/A	↔
<p><b>Total Notifiable Offences (number)</b></p> <p>Measured in: Number Good Performance: Lower</p>	<p><b>Total Notifiable Offences</b></p> 	27086	Not Set	Not Set	6592	N/A	↑
<b>Healthy and Supportive Community</b>							
<p><b>Smoking Quitters</b></p> <p>Measured in: a straight count of the number of four-week smoking quitters who have attended NHS Stop Smoking Services . Good Performance: Higher</p>	<p><b>Stopping Smoking</b></p> 	1815	3000	N/A	N/A	RED	↓
		<p>This is the outturn for 13/14. A high proportion of smoking quits are from community pharmacists. Following transition to the council, it took longer than expected to get over thirty pharmacists onto the financial system and issue them with contracts. This resulted in a fall off of quits as we were unable to pay them until well into the year. We have now resolved this issue and re-established our excellent relationships with the pharmacists. We fully expect to return to our historically excellent performance on this target for 14/15.</p>					

Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<p><b>Percentage of CAF reviews with an improved score</b></p> <p>Measured in: % Good Performance: Higher</p>	<p><b>Percentage of CAF reviews with an improved average score</b></p> 	74.7	Not set	N/A	N/A	GREEN	↑
<p><b>Average time between a child entering care and moving in with adoptive family (Time to adoption)</b></p> <p>Measured in: Days Good Performance: Lower</p>	<p><b>Time to Adoption (%)</b></p> 	550	514	514	558	RED	↔
<p><b>Percentage of ethnic minority background children adopted (BME adoptions)</b></p> <p>Measured in: % Good Performance: Higher</p>	<p><b>BME Adoptions (%)</b></p> 	4	7	7	5	AMBER	N/A

Description		Annual Actual (2013/14)	Annual Stretched Target (2014/5)	Q1 Stretched Target (Apr-Jun 2014)	Q1 actual (Apr-Jun 2014)	Variance (performance against Q1 stretch target)	Direction of Travel (comparing 13/4 and 14/5 actual)
<p>Proportion of people using social care who receive <b>self-directed support</b>, and those receiving <b>direct payments</b></p> <p>Measured in: % Good Performance: Higher</p>	<p><b>Social Care clients in receipt of self-directed support and direct payments</b></p> 	61.7	70	70	62.7	AMBER	↑
<p>Social Care-related <b>quality of life</b></p> <p>Measured in: % Good Performance: Higher</p>	<p><b>Self reported experience of social care users ASC survey</b></p> 	18.5	18.60	N/A	N/A	GREEN	↔
<p>There has been a change in definition for this measure. In Tower Hamlets the proportion of service users who received self-directed support was 62.7% for the period (Apr 2014 – June 2014, Numerator: 2159, Denominator: 3443). Performance continues to show a steady improvement when compared to same period last year (56.4%). It should be noted that the performance figure excludes external carers' data. This is because the data is not received from the carers centre in time for analysis and inclusion. Furthermore, the new 2014/15 ASCOF definitions have split service users from carers in this measure.</p>		<p>The final outturn for 13/14 is 18.5 (out of a maximum score of 24) for the self reported experience of social care users. The outturn is derived by calculating the sum of the scores for all respondents who answered all eight questions divided by the number of respondents who answered all eight questions.</p>					

<p><b>Cabinet Decision</b> 1<sup>st</sup> October 2014</p>	 <b>TOWER HAMLETS</b>
<p><b>Report of:</b> Aman Dalvi, Corporate Director for Development and Renewal and Chris Holme, Acting Corporate Director for Resources</p>	<p><b>Classification:</b> Unrestricted</p>
<p><b>Impact of welfare reform and Next Steps</b></p>	

<b>Lead Member</b>	Cllr Rabina Khan (Cabinet Member for Housing and Development) and Cllr Alibor Choudhury (Cabinet Member for Resources)
<b>Originating Officer(s)</b>	Louise Russell, Service Head for Corporate Strategy and Equality
<b>Wards affected</b>	All wards
<b>Community Plan Theme</b>	One Tower Hamlets
<b>Key Decision?</b>	Yes

## 1. Executive Summary

1.1. The Government's package of welfare reforms started in April 2011 and has resulted in a major overhaul of the welfare system in the UK.

1.2. The impact of these changes locally has been, specifically (with further information available in section 4):

- Local Housing Allowance is currently failing to cover 48% of rental costs in Tower Hamlets. This is linked to eviction from private rented sector which is the fastest growing reason for homelessness in Tower Hamlets.
- The Benefit Cap has affected 754 households in Tower Hamlets, with an average loss of c£86 per week.
- Bedroom Tax affected 2,331 households at an average of c.£19 per week.
- 12,260 residents in Tower Hamlets access Employment Support Allowance (ESA) and 46% have a mental or behaviour disorder as their primary condition. Following reforms, high proportions are being found fit for work and therefore ineligible for ESA. However in Tower Hamlets 38% have successfully appealed their assessment.

1.3. In response to this unprecedented level of change, the Council established the Welfare Reform Task Group in 2012. Under its remit it has drawn on evidence from a range of agencies to provide the Council and partners with a detailed understanding of the impact of welfare reform in the borough and overseen a range of mitigating actions to help support residents through the reforms.

1.4. The Task Group has engaged a wide range of partners. Over fifteen

organisations, including housing providers, Job Centre Plus, advice agencies, health providers and third sector support services regularly attend and support its work.

1.5. Support has included:

- Advice Events
- Financial Support
- Employment, Training and ESOL Support
- Financial Inclusion Support

1.6. This has helped to successfully support residents through the reforms. Early intervention in the form of information, advice and support prevented many families from reaching a point of crisis and employment and housing advice has enabled some families to move into sustainable housing or employment.

1.7. However a series of new challenges are emerging, including Universal Credit, the transition from Disability Living Allowance to Personal Independence Payments and the reduction in Central Government funding for financial support, including Crisis Loans and Discretionary Housing Payments. This is against the backdrop of the Council's own reducing resources. To respond the Welfare Reform Task Group is refocusing support from immediate actions which inform, prepare and mitigate, towards longer term programmes of support to address these new challenges. To assist in this the Council commissioned the Centre for Social Inclusion (CESI) to undertake an independent study to:

- Explore how residents, delivery organisations and stakeholders are being affected by current welfare reforms
- Identify the range and scale of possible future impacts on residents (health and wellbeing, debt, employment and housing outcomes) and on organisations (including arrears, service demand and ways of working)
- Make evidence-led, practical proposals for how services and support could be delivered in future, both current support and future services.

1.8. This report provides Cabinet with an end of financial year (2013/14) update on the impact of Welfare Reform in the borough, the mitigating actions overseen by the Task Group, a summary of the CESI report and suggests proposals for future activity.

## **2. Recommendations:**

The Mayor in Cabinet is recommended to

- 2.1.1. Note the update on the impact of welfare reform in the borough in section 4.
- 2.1.2. Note the action taken to support residents through welfare reform, including the provision of financial support (section 5).
- 2.1.3. Note the CESI report and recommendations (section 7)
- 2.1.4. Agree the development of the approaches outlined (section 8)



## 1. REASONS FOR THE DECISIONS

- 1.1 Central government reforms to welfare support, including Universal Credit, the transition from Disability Living Allowance to Personal Independence Payments and the reduction in Central Government funding for financial support, including Crisis Loans and Discretionary Housing Payments mean that a new approach to supporting resident through welfare reform is required.
- 1.2 This is also against the backdrop of the Council's own reducing resources which limit's the Council's ability to provide ongoing financial assistance to affected residents.
- 1.3 The approach suggested in this report and the recommendations in section 8 refocusing support from immediate actions which inform, prepare and mitigate, towards longer term programmes of support to address these new challenges.

## 2. ALTERNATIVE OPTIONS

- 2.1 Cabinet could choose to continue with our current approach, however this is not recommended as there are not sufficient resources to continue this approach.
- 2.2 Cabinet could choose not to undertake the proactive employment and housing support suggested in section 8, however this is not recommended as this will reduce the support available to residents affected by reforms.

## 3. BACKGROUND

### 3.1. Timeline of reforms:

Since April 2011, Government has introduced a series of reforms to a range of benefits. The main changes are summarised below:

April 2011	<b>Local Housing Allowance Cap</b> at the 30% percentile
	Staged increases in <b>non-dependant deductions</b> (reductions in housing benefit if additional adults living in the household)
April 2011 – March 2014	Migration of <b>Incapacity Benefit</b> claimants <b>onto Employment Support Allowance</b> via a reassessment process
May 2012	<b>Single Parents with children over 5 (was at age 7) moved</b> from Income Support <b>to Job Seekers Allowance</b> with requirements to actively seek employment
January 2013	<b>Removal of Child Benefit</b> for Households with one member earning over £50,000
April 2013	<b>Social Sector Size Criteria</b> (Commonly referred to as the "bedroom tax")
	Cap of <b>1% yearly uprating</b> on all benefits
	Reductions to <b>tax credits</b>

September 2013	Staged roll out of <b>Benefit Cap</b> (£500 a week for a family, £350 a week for a single person)
October 2013	" <b>Claimant Commitment</b> " increased use of conditionality and sanctions for JSA and ESA
2015 – 2017	Staged move onto <b>Universal Credit</b> (integrated real-time online benefit and tax credit system, with one monthly payment to replace all other working age benefits).
	Phased introduction of <b>Personal Independence Payment</b> (PIP) to replace Disability Living Allowance (DLA ) for adults.

#### 4. IMPACT ON RESIDENTS

##### 4.1. Number affected by each reform and the financial impact

<b>Local Housing Allowance Cap</b>	<ul style="list-style-type: none"> <li>As of July 2014, the total number of claims affected by the Local Housing Allowance (LHA) was 4,310. The Local Housing Allowance is currently failing to cover 48% of the total number of claims of renting in Tower Hamlets, compared to the average rent.</li> <li>Rental prices have not increased noticeably as experienced in the previous financial year, with a small increase of 4% from £94.38 (shared accommodation rate) per week in 2013/14 to £98.16 in 2014/15. However, the shortfall is particularly stark for 1 and 2 bedroom properties where the average shortfall is £37.06 per week, affecting 1,858 cases in the borough.</li> <li>In comparison, the average shortfall for larger properties is £29.42 per week affecting 248 cases.</li> <li>Eviction from private sector tenancies remains the fastest single growing reason for homelessness in Tower Hamlets, supported by sharp increases in the number of warrants issued and outright orders for immediate possession.</li> </ul>
<b>Non-dependant deductions</b>	<ul style="list-style-type: none"> <li>As of July 2014, there are 4,041 claims subject to Housing Benefit non-dependant deductions and 3,660 claims subject to Council Tax Reduction non-dependant deductions</li> <li>This translates to 11% of all Housing Benefit cases and 10% of all Council Tax Reduction cases are subject to non-dependant deductions from benefit entitlement.</li> </ul>
<b>Employment Support Allowance</b>	<ul style="list-style-type: none"> <li>In May 2013, 12,260 residents were claiming either ESA or Incapacity Benefit in Tower Hamlets – representing 6.2% of</li> </ul>

<b>(ESA)</b>	<p>the working age population.</p> <ul style="list-style-type: none"> <li>• The claim rate rises with age: 18% of residents aged 45-64 claim ESA or Incapacity Benefit in Tower Hamlets - twice the rate nationally (9%) and the second highest in London.</li> <li>• Three quarters of claimants have been receiving incapacity related benefits for 2 or more years and almost half (46%) have mental or behavioural disorders as their primary condition.</li> <li>• The roll out of ESA is ongoing. Of all 12,260 ESA/IB claimants, 45% were receiving ESA, a further 24% were in the ESA assessment phase and 31% were still on 'predecessor' benefits (IB) awaiting re-assessment.</li> <li>• ESA claimants have to undergo a Work Capability Assessment (WCA) – this has been controversial because of the high proportion of claimants found 'fit for work' and ineligible for ESA, and the high number of successful appeals. In Tower Hamlets, during 2008-12, 38% of new ESA claimants who appealed against fit-for-work decisions were successful and had their initial decision overturned – similar to the national rate (37%).</li> </ul> <p><i>Accurate as of February 2014</i></p>										
<p><b>Social Sector Size Criteria (SSSC)</b> (Commonly referred to as the "bedroom tax")</p>	<ul style="list-style-type: none"> <li>• As at July 2014, in Tower Hamlets 2,331 households (in social rented accommodation) were subject to the Bedroom Tax. The average loss in Housing Benefit due to the Bedroom Tax is around £19 per claimant per week.</li> <li>• Most claimants affected (84 per cent) by the Bedroom Tax were deemed to be under-occupying by one bedroom. The remaining 16 per cent were under-occupying by 2 or more bedrooms.</li> <li>• By tenure, three quarters of those affected are RSL tenants and the remaining one quarter are THH tenants.</li> <li>• Reflective of higher rent levels, households in Tower Hamlets incur significantly higher bedroom tax reductions on average than that anticipated by Government assessments.</li> </ul>										
<p><b>Benefit Cap</b></p>	<p><b><u>Households affected in LBTH</u></b></p> <table border="0"> <tr> <td>Registered Social Landlords households</td> <td style="text-align: right;">242</td> </tr> <tr> <td>Private Tenancy households</td> <td style="text-align: right;">180</td> </tr> <tr> <td>THH households</td> <td style="text-align: right;">72</td> </tr> <tr> <td>Homeless households</td> <td style="text-align: right;">260</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>754</b></td> </tr> </table> <ul style="list-style-type: none"> <li>• A total of 754 households in Tower Hamlets were subject to the Benefit Cap – as at 31st March 2014. The tenure profile of Benefit Cap households comprised: Homeless Licenced accommodation (34%); Housing Association (32%); private tenants (24%) and THH tenants (10%).</li> </ul>	Registered Social Landlords households	242	Private Tenancy households	180	THH households	72	Homeless households	260	<b>Total</b>	<b>754</b>
Registered Social Landlords households	242										
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Homeless households	260										
<b>Total</b>	<b>754</b>										

	<ul style="list-style-type: none"> <li>Data from October 2013 shows that the loss in benefit income per claimant household averages £84 per week which represents an average loss of around 13% of benefit income. The median benefit reduction is £63 per week, which means half the caseload will lose more than £63 per week.</li> </ul>
<p><b>“Claimant Commitment”</b> increased use of conditionality and sanctions</p>	<ul style="list-style-type: none"> <li>The use of JSA sanctions is becoming more widespread. Numbers have been seen a six-fold increase since 2006.</li> <li>Following the new “Claimant Commitment” introduction on 22nd October 2012, a total of 13,828 sanction decisions have been made, resulting in 6,505 adverse decisions, affecting 4,284 individuals (October 2012-Sept 2013).</li> <li>Of these the majority (58%) have been “low level” sanctions, with the loss of JSA for 4 weeks.</li> <li>Of all those sanctioned, the majority were sanctioned for not actively seeking employment (34%) and failure to participate in the work programme (30%).</li> <li>Young claimants are overrepresented among those sanctioned as are men. However increasing number of women are being sanctioned, including lone female parents (From 0.8% in 2008/09 to 2.7% under the new Claimant Commitment).</li> <li>Sanction numbers have continued to rise over the last year despite a significant fall in the claimant count.</li> </ul>

#### 4.2. The wider social impact

The Welfare Reform Task Group has also recognised that, beyond the direct financial impact on individuals and households, welfare reform will also create a wider, cumulative impact on residents’ health and wellbeing, education, safety and levels of need.

To demonstrate this wider impact we have reviewed a variety of measures, of which the following have shown the most marked change which is likely to be due to the impact of Welfare Reform.

<p><b>Food bank referrals/usage in the borough</b></p>	<p><b><i>Accurate as at end of June 2014</i></b></p> <p>Food banks and food aid charities gave more than 20 million meals last year to people in the UK who could not afford to feed themselves – a 54 per cent increase on the previous 12 months, according to a report published in June 2014 by Oxfam, Church Action on Poverty and The Trussell Trust.</p> <p>Tower Hamlets saw 1,329 adults and 943 children visit the Trussell Trust food bank for three days’ emergency food between 1<sup>st</sup> April 2013 and 31<sup>st</sup> March 2014.</p> <p>In addition to the Trussell Trust Food Banks, the Bow Food</p>
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	Bank has also opened in the borough, which operates a different model of support, without referrals.
<b>Advice Service Demand</b>	From April 2013 to April 2014, advice agencies in the borough dealt with over 28,000 cases. Over 50% of the case enquiries relate to Welfare Benefits and around 15% Debt and Money Advice and 13% Housing Advice.
<b>Mental health</b>	<p>Proxy data is pending although it is important to note that it is difficult to capture the impact of welfare reforms on mental health.</p> <p>Case studies provided by mental health organisation Mind in Tower Hamlets and Newham, which runs a welfare advice service for Tower Hamlets and Newham residents suggests that there is a correlation between welfare reforms and the detrimental impact of this on mental health. Mind in Tower Hamlets and Newham has recorded the suicides of 3 clients following stress caused by negative decisions being made by Job Centre Plus, having to undergo medical examinations and during the bureaucratic appeals process as a result of the transition from Incapacity Benefit to Employment Support Allowance.</p>
<b>Rent arrears</b>	<p><b><i>Only sample data available, dependent on RSLs self-reporting - Accurate as of end April 2014</i></b></p> <p><b>Poplar Harca Bedroom Tax</b></p> <ul style="list-style-type: none"> <li>• 358 tenants are impacted</li> <li>• 167 are in arrears (47%)</li> <li>• 23 (6%) have fallen into arrears since April 2013, who were not in arrears as of the 31st March 2013</li> </ul> <p><b>Poplar Harca Benefit Cap</b></p> <ul style="list-style-type: none"> <li>• 72 households impacted</li> <li>• 27 (38%) households in arrears</li> <li>• 3 (7%) household have fallen into arrears who were not in arrears prior to Benefit Cap implementation</li> </ul> <p><b><i>Accurate as of end October 2013</i></b></p> <p><b>THH Bedroom Tax</b></p> <ul style="list-style-type: none"> <li>• 521 households impacted (5% of the overall tenant profile)</li> <li>• Of these 521 cases, 42% are in arrears</li> <li>• 42% appears to be steady with little change from March 2013 with minor fluctuations throughout the financial year mirroring the trend for 2012/13.</li> <li>• The average rent arrears is £287.85; up from £224.58 in March 2013.</li> </ul>

	<p><b>THH Benefit Cap (Accurate as of March 2014)</b></p> <ul style="list-style-type: none"> <li>• 46 households have been impacted by the benefit cap (0.38% of the overall tenant profile)</li> <li>• Of these 46 cases, 37% are in arrears</li> <li>• The average rent arrears amongst this group is £130.60</li> </ul>
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## 5. ACTION TAKEN

### 5.1. Informing:

5.1.1. The fast pace and width of scope of the changes meant that it was a priority to ensure residents were properly informed and able to take action. The Task Group prioritised the provision of high quality and standardised information as well as the provision of personal advice, through the following actions:

5.1.2. The preparation of materials including:

- Two borough wide poster campaigns on bus stops for the 'prepare and act now' and 'money matters month' campaigns
- Information Leaflets and two Booklets distributed widely across the borough to schools, GP surgeries, One Stop Shops, Idea Stores, and advice agencies.
- Animated Video
- Welfare Reform website [www.towerhamlets.gov.uk/welfarereform](http://www.towerhamlets.gov.uk/welfarereform)

5.1.3. Communications activity, including regular articles in East End Life, press releases picked up across local, regional and national media and interviews/debates with the lead member on regional and national media, including BBC London and ITV.

5.1.4. Training for frontline staff, especially for staff in Education, Social Care and Wellbeing to ensure they were aware of the changes affecting families they may be working with, and can provide consistent messages and sign posting.

5.1.5. Money Matters Month and additional events which resulted in ten events throughout the borough reaching over 800 residents face to face providing advice and support from a range of advice agencies.

5.1.6. Providing personal visits to those affected in homeless temporary accommodation or in social housing and direct contact with those affected in the private rented sector to advise on options and support.

## **5.2. Financial Support:**

Following decisions made by the Mayor and Cabinet, the Council is currently providing a high level of financial support residents affected by welfare reform.

### **5.2.1. Discretionary Housing Payments and Mayor's Preventing Homelessness Fund:**

Discretionary Housing Payments are designed to help Housing Benefit claimants facing hardship. In 2013, funding was increased to assist claimants during the introduction of welfare reforms. This is funded through the Department for Work on Pensions and the allocation to each local authority is calculated using a methodology which takes into account the previous level of awards and spend and the total loss of benefit income from residents in the local authority.

In Tower Hamlets, the Mayor has also introduced the Mayor's Preventing Homelessness Fund which supplements Discretionary Housing Payment and provides funding for families affected by the benefit cap living in temporary homeless accommodation. A total of £2.2m was made available.

For the full financial year April 2013 – March 2014:

- 4,828 Discretionary Housing Payments (DHP) were made, of which 738 (15%) were from the Mayor's Preventing Homelessness Fund.
- In total the Council has spent £2,407,330 (100%) of the 2013/14 DHP allocation and £552,974 (25%) of the total Mayor's Preventing Homelessness Fund.
- The average DHP award was £613 and the average Mayor's Preventing Homelessness Fund award was £1,207.
- 84% of applications were successful.
- For both funds:
  - 48% of awards (33% of spend) went to households affected by the SSSC/ "Bedroom Tax".
  - Of all households impacted by the Benefit Cap 80% were in receipt of DHP.
  - 36% of awards (57% of spend) went to households impacted by the Benefit Cap.
  - Of all households affected by the bedroom tax 39% were in receipt of DHP.
  - 3% of awards (4% of spend) went to households affected by LHA reforms
  - 37% of awards were given to provide 'help pending move' (help with short term rental costs whilst cheaper accommodation is sought); 30% of awards were given to provide 'help pending employment' and 2% to help secure accommodation (for example, rental deposits)

### **5.2.2. Crisis and Support Grants:**

Following the localisation of this support in April 2013, the Mayor and Cabinet agreed a scheme which replicated the previous support available through the provision of cash grants. Tower Hamlets is one of few boroughs to have successfully replicated

the previous scheme, which ensure that the Council allocated 94% of available funding. Research in April suggest that the Council is in the minority, with over half of boroughs spending less than 40% of their funds<sup>1</sup>

For the full financial year April 2013 – March 2014:

- 14,028 applications received, 6,391 (46%) approved
- £1,356,450 paid (94% of available funding)
- £212 average payment
- 42% daily living expenses, 27% replace damaged items and 13% “other emergency” were most common
- 48% of the value of awards is for “setting up home”, moving from homelessness or furnished accommodation to an unfurnished property, which was paid to 581 households.

### 5.2.3. Council Tax Benefit:

In effect from April 2013, the Government localised the provision of Council Tax Benefit and reduced the funding by 10% per local authority, which equated to a £2.7m loss for Tower Hamlets in 2013/14.

Tower Hamlets is one of the few Councils (45 out of 326) to continue to provide the level of support available under the former Council Tax Benefit system.<sup>2</sup>

Had the Council decided to pass on the reduction to those of working age in receipt of Council Tax Benefit, the estimated average annual financial cost to those on Full Council Tax Benefit would have been £157.90 (16,160 residents). The estimated average annual cost to those on Partial Council Tax Benefit would have been £264.09 (8,801 residents).<sup>3</sup>

In the 2014/15 budget, full Council agreed a further £25 Council Tax rebate to those on Partial Council Tax Benefit, both of working and pension age. This has benefited 23,000 residents.<sup>4</sup>

### 5.2.4. Free School Meals:

From September 2013 the Council has provided Free School Meals to all children in reception and year one. From September 2014 the Council will be providing Free School Meals to all children in Primary School. This represents a £437 saving for each child per year.

This is of particular benefit in Tower hamlets due to the high percentage of families in receipt of in-work tax credit<sup>5</sup>. Whilst these families would not be entitled to statutory

<sup>1</sup> <http://www.theguardian.com/politics/2014/apr/20/emergency-welfare-scheme-local-councils>

<sup>2</sup> <http://counciltaxsupport.org/schemes>

<sup>3</sup> <http://moderngov.towerhamlets.gov.uk/documents/s29254/Welfare%20Reform%20and%20Council%20Tax%20Benefits.pdf>

<sup>4</sup> <http://moderngov.towerhamlets.gov.uk/documents/s54217/6d%20Full%20Council%20Report%20MTFP%20February%202014%20-%20Appendices.pdf>

<sup>5</sup> 92% of children in families who claim child benefit were either in receipt of Child Tax Credits and/or Working Tax Credit (so includes in-work and workless families).



Free School Meals, they will be on a low income and the changes to tax credit will further reduce their income.

### 5.3. **Employment Support:**

5.3.1. In addition to our existing range of employment support Job Centre Plus (JCP) and the Council have put in place a variety of specific support for those impacted by welfare reform, especially the benefit cap. This includes:

5.3.2. Co-location project with JCP and the Benefits Service:

The Council's Benefit Service currently hosts one JCP staff member full time to support residents affected by the Benefit Cap to find employment.

Since September 2013 to April 2014 this project has resulted in:

- 57 claimants assisted and moved into either full or part time employment
- 2 claimants closed claims and now on Pension credit
- 3 claimants now exempt and claiming DLA
- 2 claimant now in full time education
- 1 claimant now living abroad
- 1 claimant moved back home to live with her parents

The Benefits Service Team Plan has a target of assisting 10 residents per month off the Benefit Cap for as long as the initiative continues to have JCP support, which it currently has until further notice. Tower Hamlets is currently the only Local Authority to have retained co-location with a JCP staff member.

5.3.3. Skillsmatch and Housing Options focus on Benefit Cap Households:

In November 2013 the Housing Options referred a list of 283 clients who were at high risk of losing their tenancy due to the benefit cap, to Skillsmatch.

All clients were approached using a variety of methods including, telephone, email and text messaging. There were 5 incidences where no contact details were provided leaving 278 clients to contact.

The clients were called 4 times over an 8 week period to establish communication and offer appointments to register with the service. In addition invites were sent to clients inviting them to two events dedicated to offering clients who were affected by

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This is the highest percentage of all 325 local authorities (the England average was 67%).

*Source: HM Revenues and Customs: Provisional Child and Working Tax Credits data, April 2012; Child Benefit Statistics, August 2011*

the benefit cap support in pre-employment skills and job searching. Of the 99 clients who responded and were invited, a total of 22 clients attended these events.

- 28th November 2013 - Trashed Event 54 Invited 16 attended
- 5th February 2014 – Benefit Cap Event 45 Invited 6 attended

Through further efforts to engage these clients we established that 42 clients had found employment leaving 236 clients unemployed or requiring support to find work with more hours.

20 clients registered with Skillsmatch and of these 4 have so far secured employment through support of Skillsmatch Job Brokers and Pre Employment Officers. Three of these clients applied for direct vacancies with Skillsmatch for the Local Authority Kitchen Assistant vacancies via ITRIS and were successful with their applications. They are now working between 8 and 16 hours. The fourth client has secured work as a stock replenisher at Sainsbury and we are continuing our support to assist him in renewing his SIA licence.

89 clients have been identified as requiring ESOL provision and have been referred to external agencies to complete their appropriate ESOL program. These clients are receiving ongoing support via our client contact centre advisors to maintain communication and assist with referrals back into the service once the clients have completed their studies.

#### 5.3.4. Children's Centres Employment Support:

Headline figures for April 2013 to March 2014:

- 433 individual parents that were supported by the children's centres for pathways to employment
- 56 parents who gained sustained employment
- 82 parents who volunteered in children centres
- 122 parents accessed training related to pathways to employment

Of these 433 parents:

- 110 identified as lone parents
- 151 identified as living in a workless household
- 8 identified as having a disability
- 206 identified as receiving out of work benefits

Some parents could have identified as more than one category.

The figures do not reflect the baseline starting point for parents when accessing the children's centre services. For some parents the pathway to employment takes time and a range of different support.

Parents would also have accessed a range of support including:

- Sign posting to training providers
- Working in partnership to provide and sign post to ESOL classes
- Support with job searches, cv writing, interview skills

Advice and guidance on in work benefits and sign posting to appropriate support

- Raising awareness and providing support related to the 2,3 and 4 year old grants
- JCP advisors hold 1-1 sessions in children centres
- Supporting a referral to energy efficiency project
- Holding information sessions about welfare reforms
- Turn 2 us calculations
- Money management courses and encouraging parents to be money mentors
- Referrals to credit unions
- Being a signatory for food bank vouchers and referrals for crisis loans
- Helping parents to appeal against sanctions and supporting parents to be proactive to reduce the likelihood of being sanctioned
- Support with housing issues through the specialist housing officer dedicated to working within children centres
- Support to access the 15 hours free entitlement for 3 and 4 year olds and those eligible for the 2 year old funding
- Parenting classes and adult psychology support

#### 5.3.5. Employment Support delivered through the Troubled Family Programme:

Employment has been a primary focus for the borough's Troubled Families programme.

A significant amount of work has taken place to improve the skill set for staff who traditionally work with families facing complex barriers, so that they can include employment support in their intervention plans.

Two JCP workers have been seconded to work alongside the lead professional for each family identified in the programme.

A specific approach has been developed to working with families with multiple barriers to work that incorporates the usual journey to work/education support with specific therapeutic work and parenting delivery. This is being delivered directly to THH residents affected by the benefit cap who have not easily entered work as a result of the initiatives described above.

To date the service has assessed 57 families and identified that 21 (3 working, 18 not working) meet the Troubled Families criteria. They have prevented eight evictions of both working and non-working families. 11 individuals have started work. The service is currently working with a second group of ten families.

Kineara, the social enterprise linked to the Family Intervention Service, has developed a rent support programme that has been commissioned by two RSL's and the City of London authority. The focus of the work is to prevent eviction of residents with significant rent arrears. The service provides a targeted intervention akin to the FIP model, but over ten weeks and has been successful in stabilising the tenancies for a number of families. The work has evidenced significant cost savings to the housing provider and to primary health provision.

#### **5.4. Skills and Resilience Support:**

5.4.1. This final element of support reflects some of the additional work taking place in the Council and by wider partners to help build the skills and resilience of residents' impacted by Welfare Reform.

5.4.2. Financial Inclusion: Through the Financial Inclusion Strategy 2013 – 16 and the Financially Inclusive Tower Hamlets Partnership the Council and third sector partners have created a range of actions across four themes to improve financial inclusion in Tower Hamlets:

- Improving financial literacy and capability;
- Improving access to financial products;
- Improving access to debt and money; and
- Raising awareness of financial inclusion services.

5.4.3. Since the strategy was launched, the FITH partnership has:

- Trained over 200 community Money Mentors
- Delivered Made of Money workshops to 160 parents
- Through the Getting on with Money Project – worked with over 9 local housing providers on reviewing policy and practice so they do not unintentionally undermine their service users' financial health
- Delivered awareness raising of the dangers of payday loan companies and other high cost credit and promoting the Credit Union and other affordable credit options, through Money Matters articles and dedicated insert in the 14th April 2014 Edition of East End Life.
- Created new specialist debt and money advice in the East and West of the borough, through a Toynbee Hal and Island Advice Partnership Project
- Launched the FITH website: [www.fith.org.uk](http://www.fith.org.uk)

5.4.4. ESOL: Language skills are a major barrier to employment within the borough, with an increasing number of jobs requiring a high level of language proficiency. There are two types of ESOL provision in the borough – through the Lifelong Learning Service and through third sector providers.

In the academic year 2012-13, Idea Store Learning provided 847 ESOL course places. Beyond the Council provision, courses are provided by the third sector, which provided 969 ESOL course places in the academic year 2012/13, and Tower Hamlets College which provided 1,500 ESOL course places in the academic year 2012/13.

All providers in the borough are now coordinated through the ESOL Providers Advisory Group which co-ordinates good referrals between courses and proper progression routes.

There are a wide range of courses available from Pre Entry to Level 2 and the International English Language Testing System, as well as specialist course in IT for ESOL and Maths for ESOL. Courses are held across the borough, in all eight LAPs.

Currently there is a waiting list of over 800 residents.

## 6. UPCOMING CHALLENGES

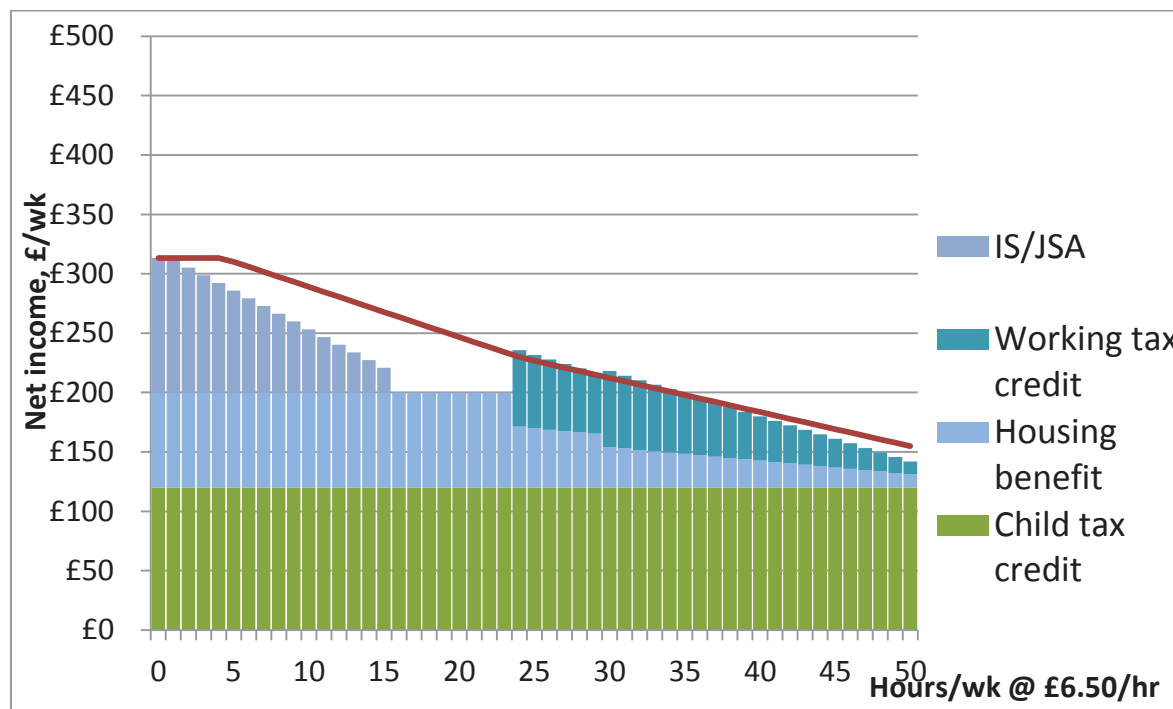
### 6.1. Introduction:

A series of new challenges are emerging, including upcoming reforms in the implementation of Universal Credit, the transition from Disability Living Allowance to Personal Independence Payments: the reduction in Central Government funding for financial support, including Crisis Loans and Discretionary Housing Payments; and the backdrop of the Council's own reducing resources.

### 6.2. Universal Credit:

Universal Credit is the Government's flagship policy to create a fully integrated means tested benefit for people of working age. As it is not specifically an 'in work' or 'out of work' benefit it is designed to ease the transition into and out of work, with fewer transitions and interactions, less churn between benefits, and less chance of non-take-up.

The following graph illustrates the smoother tapering of benefits as more hours are worked. *Assumes: couple with 2 children, 1 earner on £6.50/hr, receiving £80/wk LHA or eligible rent. It ignores child benefit.*



Universal Credit will include and replace the following benefits:

- Income Support
- income-based Jobseeker's Allowance
- income-related Employment Support Allowance
- Housing Benefit
- Working Tax Credit
- Child Tax Credit

Universal credit will be applied for online only and will be paid monthly directly to only one member of the household, except in exceptional circumstances. There are four levels of conditionality to reflect different levels of ability to work.

The Department of work and pensions has recognised, following their trial period, that the implementation of Universal Credit will cause challenges for claimants, especially around online claims and direct monthly payments. In response they have prompted councils and Job Centre Plus to work together to create partnerships under the Local Support Services Framework to support residents in three key areas:

- Triage and explaining the new services;
- Digital Inclusion;
- Financial Inclusion

These reflect the issues already identified by the Welfare Reform Task Group as areas where we need to focus future work.

In May 2014 the Government announced a pilot programme for Local Authorities to start in September 2014. We have had discussions with JCP and are planning to express an interest in being an informal trialling site as part of this programme. It is assumed that following the pilot the government will provide some funding to support the establishment of these Frameworks.

Whilst the implementation date for Universal Credit has been delayed and the Department for Work and Pensions is facing a series of challenges in developing the technology, it is likely that the government will continue to move towards implementing many of the principles underpinning Universal Credit, including monthly payments and online applications.

### 6.3. Transition from Disability Living Allowance to Personal Independence Payments:

Personal Impedence Payments (PIP) are the new benefit which replaces the Disability Living Allowance (DLA) to help towards the extra costs arising from a long term health condition or disability.

It is:

- not affected by earnings, other income, savings or capital;
- not taxable;
- can be paid to someone in or out of work;
- for the individual and not for a carer;
- paid whether or not the person receives help; and
- can be spent on anything the individual wishes.

### Key changes:

PIP differs from DLA as it changes the types of support available. DLA consisted of a care component (with three levels of financial support: lowest, middle and highest) and a mobility component (with two levels of financial support: lower and higher). PIP consists of a daily living component and a mobility needs component, both with two levels of financial support (standard or enhanced). The removal of one level of financial support risks some DLA claimants losing the lowest level of care support altogether, currently £21 a week.

Significantly, whilst DLA was only assessed once, PIP payments will usually only be awarded for 2 years or another fixed period, after which an additional assessment will be required.

Several disability charities have expressed concern at the assessment process and criteria, especially following the high levels of successful appeals on ESA work capability assessments.

### Implementation:

DLA is slowly being phased out and replaced by PIP, with individuals being written to from the DWP, after which they will have 28 days to apply. If they fail to apply in that timeframe, they will no longer receive their DLA.

### Impact:

The impact in Tower Hamlets could be significant, as we have a higher than average number of residents in receipt of DLA.

There are currently 7,540 DLA claimants aged 16-64 in Tower Hamlets (Nov 2013).

Overall the Treasury originally stated they expect a 20% reduction in DLA cost and caseload as a result of the new medical assessments to receive PIP<sup>6</sup>. This could result in a large number of residents either losing DLA/PIP altogether or being assessed at a lower level of need.

In addition, advice agencies experience of supporting residents through ESA work capability assessments means they expect a high level of demand for support when DLA claimants start to transition to PIP.

## 6.4. Reductions in Financial Support

Discretionary Housing Payment: The additional money allocated to the DPH fund in 2013/14 and 2014/15 has always been described as temporary to provide time limited support for residents impacted by the Housing Benefit Cap whilst they find employment or alternative accommodation. Our allocation for 14/15 is £2,289,949 and we are allowed to “top-up” using our own funds to £5,724,8737 However Central Government has indicated that Discretionary Housing Payments at such a high level

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<sup>6</sup> <http://www.publications.parliament.uk/pa/cm201314/cmselect/cmworpen/1153/115306.htm>

<sup>7</sup> [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/275971/s1-2014.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/275971/s1-2014.pdf)

will not continue and it is unclear for how long the support will be continued at this level.

Mayor's Preventing Homelessness Fund: This fund was a one-off pot of £2.2m of which £0.552m has already been spent.

Crisis Grants: In the final financial settlement given to Councils in December 2013, the government removed the funding for Crisis Grants (currently approx. £1.4m) from April 2015 onwards. This decision was challenged in the High Court and the Government agreed to reconsider their decision rather than letting the matter go to a hearing. This means that the government will now revisit its decision to cut the fund and undertake a review of local welfare provision, consultation with stakeholders and due consideration of equalities implications. It has undertaken to announce its new decision in December and we will continue to monitor the outcome.

## **7. THE CENTRE FOR SOCIAL INCLUSION REPORT**

### 7.1. Report Summary:

- 7.1.1. The research undertaken by CESI included undertaking 35 in-depth interviews with residents affected by various welfare reforms and a series of workshops and interviews with delivery organisations, including the Council. This qualitative research was complemented by the Council's performance and quantitative research.

The full report is included as an appendix to this report. In summary, their research highlighted the following:

### 7.1.2. Cumulative Financial Impact:

- The cumulative financial impact of welfare reforms in Tower Hamlets will mean that households claiming benefit will be on average £1,670 per year (£32 per week) worse off than would have been the case without reform.
- This is in the top 10% of impacts nationwide, and equates to a reduction in welfare support of £68 million per year.

### 7.1.3. Key Impacted Groups:

- Households where one or more members were disabled: CESI calculated that around 10% of the total financial impact of welfare reforms will be accounted for by changes to ESA and DLA.
- Lone Parent Families: Who are especially impacted by changes to tax credits and LHA reforms, as well as the Social Size Criteria.
- Households in private rented accommodation: Who are increasingly vulnerable due to changes in LHA and the benefit cap.

### 7.1.4. Responses:

- 7.1.4.1. Residents reported responding in a variety of ways, including:
- Economising by not using heating and cutting down on food



- Borrowing money mainly from friends and family, and did not report using pay day loans.
- Not paying bills, by putting off paying utility and rent, which is reflected in high levels of arrears in social tenancies
- An awareness and use of food banks
- More residents looking for work, but facing major barriers including skills gaps, ESOL, and childcare need.
- Residents trying to move with most bidding for social housing, but not looking for private rented accommodation in cheaper areas

7.1.4.2. They also reported:

- Impacts on health, including a worsening of levels of depression and anxiety.
- Impacts on education, especially for families currently living outside the borough but with children continuing to attend schools in Tower Hamlets, with children arriving tired and hungry at school.

7.1.4.3. Delivery organisations reported:

- An increase in demand for support, especially driven by LHA reductions leading to evictions from private rented sector, work capability assessments, changes to housing benefit and from residents, especially lone parents, requiring assistance in looking for work.
- This increase in demand was leading to prioritisation of support, redirecting more resources to support residents impacted by welfare reform, and changes in the services they provide – with housing providers in particular now providing a wider range of support services.

7.2. Report Recommendations:

**Recommendation 1:** Tower Hamlets Council and its partners should develop a common approach to identifying and referring those likely to be ‘in crisis’ or ‘at risk’ due to welfare reforms.

**Recommendation 2:** This common approach should be underpinned by data-sharing between partners and enhanced monitoring, to ensure that the right groups are being supported.

**Recommendation 3:** Work through communities and local services, including faith groups, to engage those further from support

**Recommendation 4:** Co-ordinate referrals and signposting for residents, by mapping agencies and services that can provide specialist support, and ensuring that referrals are logged and followed up

**Recommendation 5:** Explore the scope for greater co-location of services – particularly to bring in support on debt and financial inclusion and from health services.

**Recommendation 6:** Consider piloting an integrated case management model with a single ‘key worker’ for those in crisis – with an assessment of its fiscal and economic costs and benefits.

**Recommendation 7:** Provide case-managed ‘resettlement support’ for those relocated out of the Borough.

**Recommendation 8:** Explore the scope to make Discretionary Housing Payments – and potentially Crisis and Support Grants – conditional

**Recommendation 9:** Make it easier for residents in social housing to move – in particular by using discretion on rent arrears

**Recommendation 10:** Take forward the Fairness Commission’s ‘re-imagined’ labour exchange by piloting specialist, personal adviser-led employment support for those affected by welfare reform – working in partnership with Jobcentre Plus and local colleges

**Recommendation 11:** Explore the scope to expand the provision of work focused training and ESOL, and that residents are referred as appropriate

**Recommendation 12:** Focus on testing approaches to supporting residents to manage their finances monthly in preparation for Universal Credit – and consider becoming an ‘informal trialling site

## **8. RECOMMENDATIONS AND NEXT STEPS**

8.1. Further analysis of the headline figures in section 4 suggest that following the work of the Welfare Reform Task Group to inform and support residents affected by welfare reforms, there are three key groups impacted by the reforms, who are currently supported by Discretionary Housing Payments and the Mayor’s Preventing Homelessness Fund. These are:

1. Current Homeless Families in Temporary Accommodation affected by the Benefit Cap
2. Other Households affected by the Benefit Cap
3. Households affected by the Spare Room Subsidy / Bedroom Tax

The number of families in each of these groups has reduced over time, following support and intervention. However with financial support reducing, a short to medium term direct intervention is required to further reduce the number of families affected in each of these groups.

In addition a longer term refocus of the work around welfare reform is proposed which will provide more integrated support for residents currently affected by welfare reform, and for those who may become impacted in the future.

The CESI report recommendations outlined in 7.2 above, alongside existing streams of work including the Mayor’s manifesto commitments on employment, the Troubled Families programme (now moving into phase 2) and reshaping of the Housing Options Service have prompted the actions outlined below to be developed.

<b>Outcome:</b> Reduce the number of residents affected by the “Spare Room Subsidy / Bedroom Tax”		
<b>Method:</b> Incentivise and support downsizing		
<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
Move to mainly providing DHP on a three monthly basis at which point it will be reviewed. Part of the reviewing criteria will be whether there has been activity to move including registration and bidding. Residents for whom there is a clear need for an additional room due to caring or disability needs, shared custody of children etc will continue to have these taken into consideration when assessed for DHP.  <i>CESI recommendation 8</i>	Steve Hill, Benefits Service	With immediate effect
Offer DHP to cover rent arrears to enable a downsizing move  <i>CESI recommendation 9</i>	Steve Hill, Benefits Service	With immediate effect
<b>Outcome:</b> Reduce the number of residents affected by the Benefit Cap		
<b>Method:</b> Support residents into Employment:		
<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
Move to mainly providing DHP or the Mayor’s Fund on a four monthly basis at which point it will be reviewed. Part of the reviewing criteria will be whether a member of the family has engaged with employment support services.  <i>CESI recommendation 8</i>	Steve Hill, Benefits Service	With immediate effect

<p>Establish a dedicated employment support service which will engage individually with each affected family to undertake triage of needs and abilities. This triage will be undertaken by the service which has a current relationship with them: the Troubled Families programme, their Housing Provider, Skillsmatch or Housing Options.</p> <p>Alongside this engagement, job roles will be identified within the Council and partners which match residents' skills. Current ideas include roles within the parenting support team, the clean and green service and the Idea Stores. Finance is available to support this through a bid to the Local Economic Partnership and planning gain employment contributions. These roles will be available initially for one year to enable residents to gain skills for employment.</p> <p>A co-ordinator role to be established to ensure the job opportunities are identified and matched to residents. Funding is being sought for this role through a bid to the Local Economic Partnership, if this is not successful funding could be made available through the Homeless Prevention Grant.</p> <p><i>CESI recommendations 6 and 11</i></p>	<p>Andy Scott, Economic Development</p> <p>Colin Cormack, Housing Options</p> <p>Louise Russell, Welfare Reform Task Group</p> <p>Nikki Bradley, Troubled Families programme</p>	<p>October 2014</p>
<p>Develop a communications plan to accompany this new approach to ensure residents are aware of the reducing financial support from Central Government and the support that is available from the Council.</p>	<p>Louise Russell, Welfare Reform Task Group Takki Sulaiman, Communicatio ns</p>	<p>October 2014</p>
<p><b>Outcome:</b> Provide long term employment support for current and future residents affected by the reforms</p>		
<p><b>Method:</b> Develop the Integrated Employment Service</p>		

Action	Lead	Timescale
<p>The development of the integrated employment service will include a common triage tool and shared data system. Ensuring adequate support for residents impacted by welfare reform will be built into the common triage tool and the referral system.</p> <p>The integrated service will enable the different services engaging with job seeking residents to share data and track referrals and progress into a job outcome. This will include Job Centre Plus, the Troubled Families programme, Skillsmatch, third sector providers etc.</p> <p><i>CESI recommendations 1, 2, 4 and 10</i></p>	<p>Andy Scott, Economic Development</p>	<p>2015</p>
<p><b>Method:</b> Continued Co-location</p>		
Action	Lead	Timescale
<p>Council is refreshing the Memorandum of Understanding with Job centre Plus, which also includes provision for co-location.</p> <p>Co-location will continue to take place through various projects, including the pilot project 'Raising Aspirations' in Trussler Hall in Poplar, which involves Job Centre Plus, Skillsmatch and the Limehouse Project to support local residents into work. In addition Economic Development are in discussion with Idea Stores to provide employment services within Idea Stores.</p> <p>The benefits service will continue to work with Job Centre Plus to locate a JCP officer within their offices to support residents impacted by the Benefit Cap into work. The Children's Centres and Troubled Families programme will also continue to host a co-located JCP advisor.</p> <p><i>CESI recommendation 5</i></p>	<p>Andy Scott, Economic Development</p> <p>Steve Hill, Benefits Service</p> <p>Amanda Hicks, Children's Centres</p> <p>Nikki Bradley, Troubled</p>	<p>Autumn 2014</p>

	Families	
<b>Method:</b> Phase 2 of the Troubled Families programme		
<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
Phase two of the project increases the number of families the service is expected to work with, and widens the criteria of who the service can support. The new criteria will include the risk of financial inclusion and health risks.  This will enable the service to support more families affected by welfare reform, providing them with specialist and intensive support. Once the service is linked to the integrated Employment Service, it will be easier for residents who meet the criteria to be referred to this service.	Nikki Bradley, Troubled Families programme	2015
<b>Outcome:</b> Provide long term resilience support for current and future residents affected by the reforms		
<b>Method:</b> Local Support Services Framework		
<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
The Council work with the local Job Centre Plus to become an “informal trailing site” for the Local Support Services Framework. The Local Job Centre Plus is supportive of this work.  Through the Local Support Service Framework, develop a common approach to supporting residents with financial inclusion support and to become digitally included. This will be supported by the ongoing work of the Financial Inclusion Strategy and by the development of the Partnership Digital Inclusion Strategy.  <i>CESI recommendation 12</i>	Louise Russell, Welfare Reform Task Group	Winter 2014

<b>Outcome:</b> Provide improved housing outcomes for current and future residents affected by the reforms		
<b>Method:</b> 'No Wrong Door'		
<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
The Housing Options Service to develop a 'No Wrong Door' model to provide better support for residents, whose housing needs are prompted by additional support needs, including with benefits advice, financial advice and employment advice. It will create an enhanced referral mechanism, common triage tool and may involve some level of co-location.	Colin Cormack, Housing Options	Winter 2014
<b>Method:</b> Improving Temporary Accommodation		
<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
To address the lack of suitable temporary accommodation for homeless families, housing officers will investigate using Right to Buy receipts to provide more permanent, more affordable, in-borough housing for families currently in expensive temporary housing.	Aman Dalvi, Development and Renewal	Winter 2014

## **9. COMMENTS OF THE CHIEF FINANCE OFFICER**

- 9.1. This report provides an update on the impact of welfare reform on residents of Tower Hamlets and the effectiveness of the range of support options, including those being provided through the use of Discretionary Housing Payments Grants (DHP), Mayors Preventing Homelessness Fund (MPHF) and the Crisis & Support Grants (CSG).
- 9.2. In 2013/14 a total of £4.32m was spent against the total £6m available through the three funding streams.
- 9.3. In 2014/15 a total of £5.38m is available through amounts carried forward from 2013/14 allocations (£1.68m), new allocations for DHP (£2.3m) and the final allocation of CSG (£1.4m). However, beyond 2014/15 the funding streams currently available will reduce significantly as CSG will end and MPHF is one off funding that is likely to be fully utilised in 2014/15.
- 9.4. As a result of these central government funding reductions, the current offer of support is not sustainable. A range of options are recommended in this report to enable more targeted support to be available for longer within the available resource envelope.
- 9.5. The current estimate of funding that could be available in 2015/16 is in the region of £2.3m should DHP continue at current levels, which appears unlikely. Any decision to commit additional LBTH funding for these support services will add to existing pressures in the MTFP, increasing the savings requirement.
- 9.6. In addition, absorbing the council tax support funding reductions has cost the council £2.7m in 2013/14 and similar provisions have been made for 2014/15 and 2015/16

## **10. LEGAL COMMENTS**

- 10.1. The report proposes limiting the duration for which discretionary housing payments are made and use of such payments to cover rent arrears to enable downsizing.
- 10.2. The Council may make payments by way of financial assistance to persons who are entitled to housing benefit or universal credit and appear to require further financial assistance to meet housing costs. The power to make such payments (called discretionary housing payments) is provided in the Discretionary Financial Assistance Regulations 2001. In determining its approach the Council should also have regard to the Government's Discretionary Housing Payments Guidance Manual, April 2014.
- 10.3. The Discretionary Financial Assistance Regulations permit the Council to restrict the period for or in respect of which discretionary payments may be



made. The Council may restrict that period to such period as it considers appropriate in the particular circumstances of the case. Provided that an individual's circumstances are still considered, there does seem to be an obstacle to generally restricting payments to 3-month or 4-month periods in the first instance, as is proposed.

- 10.4. The making of payments to cover rent arrears in support of downsizing appears to fall within the scope of the discretionary housing payments scheme. The Discretionary Housing Payments Guidance Manual states that: "DHP could be used to facilitate a move of home (such as through a mutual exchange) where a landlord will not allow a move for someone who is in arrears".
- 10.5. The report proposes the establishment of a dedicated employment support service and the development of an integrated employment service. These actions may be supportable by reference to the Council's general power of competence under section 1 of the Localism Act 2011, pursuant to which the Council has power to do anything that individuals generally may do, subject to specified restrictions and limitations imposed by other statutes. Individuals may provide employment support either on a charitable basis or for reward. There does not appear to be a relevant statutory restriction which would prevent the Council from providing such support.
- 10.6. In providing employment support, the Council may be furthering the objectives of the Tower Hamlets Community Plan. Achieving a prosperous community is one of the key themes in that plan, which contains the Council's sustainable community strategy for the purposes of section 4 of the Local Government Act 2000. Under this theme, supporting more people into work, supporting residents through national welfare reform and fostering enterprise and entrepreneurship are priorities. The provision of employment support should be made consistently with the Council employment strategy.
- 10.7. To the extent that data sharing is proposed, this will need to be in accordance with the requirements of the Data Protection Act 1998.
- 10.8. The proposal for continued co-location may be consistent with good administration. It may also be consistent with the arrangements made by the Council consistent with its best value duty. Under section 3 of the Local Government Act 1999 the Council is required to "make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness". If any change in service provision is involved, then consultation will be required for the purposes of compliance with the Council's best value duty and its public sector equality duty.
- 10.9. The proposal for trialling the Local Support Services Framework may be supportive of a number of the Council's statutory functions, in the same way that the Council's financial inclusion strategy is so supportive. For example, the measures may help combat child poverty, thus contributing to

obligation under section 10 of the Children Act 2004 to make arrangements with its relevant partners to promote the well-being of children in the borough.

- 10.10. The Local Support Services Framework measures may also have a preventative effect relevant to discharge of some of the Council's functions. For example, promoting good financial management may help to avoid rent arrears and, in turn, homelessness. This may be viewed, in respect of some of the Council's functions, as making an indirect contribution to discharge of those functions. If so, this would be supportable by reference to the Council's incidental power. By virtue of section 111 of the Local Government Act 1972, the Council has power to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions. This may involve expenditure, borrowing or lending of money or the acquisition or disposal of any property or rights.
- 10.11. The Council may also rely on its general power of competence to support trialling the framework for similar reasons to those outlined in paragraphs 5.5 and 5.6 above.
- 10.12. The proposals for enhanced housing options advice and the provision of more housing in the borough appear capable of being carried out within the Council's housing functions under the Housing Act 1996 and the Housing Act 1985.
- 10.13. When considering the proposals the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who don't (the public sector equality duty). Information relevant to these considerations is provided in the report, particularly in section 6.

## **11. ONE TOWER HAMLETS CONSIDERATIONS**

- 11.1. Welfare Reform changes will have significant impact on the most vulnerable residents of the borough especially those who are disabled, those who have large families and those who are furthest from the labour market. Our research suggests that lone parent families and BME families are particularly affected by the reforms.
- 11.2. The Welfare Reform and Discretionary Support Report agreed in Cabinet in July 2013 included a detailed Equalities Impact Assessment, the evidence for which is still relevant for this report. That analysis is appended. As part of the mitigating actions identified through the impact assessment we have undertaken ongoing monitoring of residents in receipt of discretionary housing payments and the Mayor's Temporary Housing Fund. This monitoring has prompted the actions suggested in this report.
- 11.3. The refocus in approach towards employment may mean that some residents, especially those furthest from the labour market, including lone

parents and disabled residents will require further support. The dedicated employment support service suggested in section 8 will help to provide specific support to these groups and in addition financial support will still be provided on a discretionary basis.

## **12. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

12.1. Not Applicable

## **13. RISK MANAGEMENT IMPLICATIONS**

13.1. The suggested actions in this report should reduce risk to the Council of not meeting our strategic and community plan aims of increasing employment and reducing poverty and inequality in the borough. In addition supporting more residents into long term employment and housing, should reduce the financial risk to council services, including housing options, children's social services and benefits services.

## **14. CRIME AND DISORDER REDUCTION IMPLICATIONS**

14.1. There is a complex relationship between poverty, worklessness and crime however providing residents with improved support towards finding employment may have positive crime and disorder reduction implications.

## **15. EFFICIENCY STATEMENT**

15.1. The increased co-ordination of services and support for residents, as well as the expanding co-location of services suggested in the report, should improve service efficiency.

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### **Linked Reports, Appendices and Background Documents**

#### **Linked Report**

- NONE

#### **Appendices**

- Appendix 1 - The impacts of welfare reform on residents in Tower Hamlets: A report to Tower Hamlets Council from the Centre for Economic and Social Inclusion
- Appendix 2 – Equalities Analysis – Discretionary Housing Payments from Welfare Reform and Discretionary Support Cabinet report of 31<sup>st</sup> July 2013

#### **Background Documents – Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2012**

- NONE

#### **Officer contact details for documents:**

- Not Applicable

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# **The impacts of welfare reform on residents in Tower Hamlets**

**A report to Tower Hamlets Council from the Centre for Economic and Social Inclusion**

This report has been quality assured by:

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## Executive summary

The Centre for Economic and Social Inclusion (*Inclusion*) was commissioned by Tower Hamlets Council to assess the impacts of welfare reform on residents. Between February and April 2014 we conducted thirty-five face-to-face interviews with residents who had been affected by reforms, and 12 in-depth interviews and four workshops with representatives from Council agencies and voluntary organisations delivering support and advice services.

### The financial impacts of welfare reform

The Government's welfare reforms represent the most fundamental changes to the benefits system in a generation. By 2015, we estimate that the cumulative impact in Tower Hamlets will mean that households claiming benefit will be on average **£1,670 per year (£32 per week) worse off** than would have been the case without reform. This is in the top 10% of impacts nationwide, and equates to a reduction in welfare support of £68 million per year. We estimate that this will be felt by **40,600 households in Tower Hamlets**, around 45% of all households of working age. We also estimate that just over half of these (20,800 households) will be households **where someone is in work**.

### The impacts of reform on residents

We identified three key groups who were affected by welfare reform in Tower Hamlets. These were:

- **Households where one or more members were disabled** – more likely to be smaller, older and white British, but including some larger Bangladeshi families. Most had been out of work for some time and were often affected by multiple reforms – often reassessment of Incapacity Benefit and the size criteria in social housing.
- **Lone parent households** – mostly with three or more children, almost all long-term residents with strong social networks and usually not in work. Affected by a range of reforms including the benefit cap, LHA changes and loss of entitlement to Income Support. Many were desperate to work but had limited skills, experience and support.
- **Households in the private rented sector** – most of those interviewed had been evicted as a result of shortfalls due to LHA reforms, most were young



families with children, from Somali or Bangladeshi communities. Many of these were now in temporary accommodation. There was a mix of working and non-working households.

Across all groups, residents affected by housing reforms generally reported having received communications from the Council or their landlords, although this was less likely for some households in the private rented sector.

### **Impacts on health, education and wellbeing**

Residents with **health conditions** reported that welfare reform had led to a worsening of their health. This included both mental and physical conditions, though primarily the former. This is in line with interviews with health professionals in the borough, who reported significant impacts on health and mental health in particular. Some residents with physical health conditions also reported a worsening of their health as a result of welfare reform. These included respondents with high blood pressure and arthritis.

Only a small number of respondents reported that welfare reform had affected their **children's education**. As support from Discretionary Housing Payments ends and more families are moved out of borough, it is likely that these impacts on education will increase. Parenting support workers in Tower Hamlets schools reported a number of impacts on children's education as a result of welfare reform. These included children arriving at school hungry and families having to find accommodation away from the local area.

Respondents were asked how changes to their benefits had **made them feel** and were offered a set of stickers with faces and emotions to choose from. The words selected were: stressed, afraid/scared, angry, uncertain, tired, sad, confused, ashamed and worthless. Parents reported feeling particularly unhappy when their children had to do without due to reduced income. Many residents reported that they were feeling stressed because of changes imposed on them and that solutions to their problems, such as finding employment, were not working.

### **The impact of sanctions**

There has been a strong upward trend in the number of residents being sanctioned. The total number of sanction referrals, and the number of sanctions resulting in an adverse decision, has both risen more than six-fold since 2005-06. Anecdotal evidence suggests that many of those referred for sanction leave benefit before a decision is made.

## Impacts on demand for support

Almost universally, organisations reported that demand for services had increased. This was across diverse services and for a range of issues. The reforms that were reported as creating the largest increases in demand for support were:

- Cuts to LHA leading to evictions from the private rented sector
- Lone parents moving into work due to the Benefit Cap or claiming Jobseeker's Allowance
- Work Capability Assessment decisions
- Changes to Housing Benefit for those in the social rented sector

In some cases increases in demand were small, but more commonly service providers reported seeing increases in demand from 20 to 50%. Organisations were concerned with how they would meet demand with future welfare reform – particularly the reassessment of Disability Living Allowance claimants – given that they were unable to meet demand at current levels.

Delivery organisations were adopting a range of strategies, usually within the context of decreased resource available to help – including queuing systems, which can often exclude those with school-aged children or those in work, and working longer hours. Some service providers reported that as well as more people seeking support, cases were becoming more complex and time-consuming. The need to prioritise residents in the greatest need also meant that preventative support and early intervention was not occurring.

Some services had changed radically– particularly services social landlords, moving from chasing arrears to providing debt and employability services. Other services, such as parental engagement teams in schools, were providing welfare advice as this was a priority need for the people they supported. A legal advice centre had changed the focus of its drop in sessions to focus entirely on welfare reform.

Many organisations were still supporting the same groups of residents as they had been for many years. However, some providers reported that new groups of residents were seeking support as a result of welfare reform. Specifically, there had been growth in engagement with:

- Established families who had been evicted from private rented accommodation;
- Low income working families;

- Older, often white British, residents;
- Bangladeshi or Somali one parent households in social housing.

## **Responding to welfare reform**

Almost all respondents that we interviewed had sought help from advice agencies, as well as seeking support from within their social networks.

### **Economising**

All residents were economising. The two main ways were through using less gas and electricity and spending less money on food. Many residents reported taking radical action that was having a significant effect on their standard of living – for example no longer using any heating, or only using heating at the very coldest times when their children were home. Parents always reported putting their children's need to eat above their own, but many respondents reported skipping meals and some were relying almost entirely on staples such as bread. Discretionary purchases were almost always being put off, and parents sometimes reported being unable to buy clothes and shoes for their children.

### **Borrowing money**

It was very common for residents to report that they had borrowed money, but only one respondent reported taking out a payday loan. Almost always residents had borrowed money from family and friends. In most cases, residents borrowed small but regular amounts which was rarely repaid. In other cases residents reported that relatives would buy them groceries or cook meals for them

### **Not paying bills**

This was less commonly reported than borrowing money, and those residents who did disclose debts often had large debts. It may be that debt is more common than indicated by this research. Residents typically put off paying water bills, mobile phone bills and gas and electricity bills. It was common for residents affected by changes to Housing Benefit to have built up rent arrears. All of those in social rented accommodation reported that Discretionary Housing Payments had prevented arrears from accumulating, and in many cases had been backdated to clear arrears.

## **Changing circumstances – employment and housing**

Those who reported looking for work fell into three broad groups: those who had been moved onto Jobseeker's Allowance from an inactive benefit; those affected by the benefit cap; and working families in private rented accommodation. Almost all respondents had significant barriers to work and employability support needs. Some had sought employment support through Jobcentre Plus or the Work Programme but had tended not to be satisfied with this. Most of these residents required intensive support including ESOL, basic skills and work experience.

Residents reporting that they were trying to move home generally fell into two groups: those who were currently in temporary accommodation having been evicted from private rented housing and those in social housing who were affected by the social sector size criteria. We did not speak to any residents who had chosen to and successfully moved home as a result of welfare reform. Almost all residents we spoke to were looking to move home were hoping to move into social rented accommodation within Tower Hamlets. Some reported seeking support from Tower Hamlets council for finding cheaper accommodation. These residents were generally unhappy with this, but this was because the council recommended moving to smaller accommodation or to a cheaper area out of borough and the residents were not willing to consider these options.

## **The role of additional financial support**

Nearly 5,000 Discretionary Housing Payments were made by Tower Hamlets Council during 2013-14, benefiting 2,500 households with an average award of over £600. The vast majority (90 per cent) of DHP spend went towards supporting residents hit by the Bedroom tax or the Benefit Cap. Overall, 80% of all households affected by the Benefit Cap in March 2014 had also received a DHP award. Those affected by LHA reforms comprised a small minority of DHP spend – accounting for 4 per cent of spend and 3 per cent of awards.

6,400 residents were supported through Crisis and Support. This is substantially more residents than were supported through the previous system of Crisis Loans and Community Care Grants in 2012/13. Of those awarded support, 2,678 received grants for daily living expenses (two fifths of all awards), with an average award of £65. It is likely that many of these were households experiencing financial impacts from welfare reforms, however we did not find in our research any households who had received support.

## Preparing for Universal Credit

Residents were split between those who had heard of the changes to be brought in with Universal Credit and those who had not. More commonly, residents were aware of just some aspects, such as monthly payments or that a number of benefits were being rolled into one.

Only one resident reported that they would be comfortable managing a monthly payment without any support. All other residents felt that it would be difficult to manage and that they would require support. Residents were much more mixed in their views of online claiming. Among those who reported that they would require support to manage a claim online, some suggested they would use their children while others said they would use advice agencies. Those organisations providing digital inclusion support in the borough reported that they were not able to meet demand for these services. It is likely that demand for these services will rise further after the introduction of Universal Credit.

## Responding to welfare reform

We consider that there are three key objectives:

1. To ensure that **all households** have access to the right information on welfare reforms that may affect them, and know where they can go for support
2. For those **in crisis now**, to ensure that they have access to timely, appropriate and joined-up support – to:
  - a. Increase income – in particular through finding or increasing employment;
  - b. Reduce outgoings – in particular by reducing their rent;
  - c. Cope in the short term – including transitional support to deal with shortfalls, moving home, problem debts; and
  - d. Manage in the longer term – for example through budgeting, housing, skills and other support.
3. For those **at most risk**, ensure that they have access to the right support to mitigate those risks and to build resilience for the future.

There was strong support from stakeholders and agencies on the work that the Council had done so far to support residents in understanding potential impacts and

sources of support. This included the establishment of the Welfare Reform Task Group and its oversight of the response to reforms in the Borough.

We set out fourteen recommendations, based around four 'blocks' as follows:

### **Identification**

Identifying, and then prioritising, those in crisis now or at risk in the future

### **Engagement**

Using the right channels to ensure that households understand and can access the support available

### **Co-ordination**

Ensuring a common and joined-up approach to delivering support

### **Targeted delivery**

Supporting residents to manage and mitigate the impacts of reform

We recommend that for those proposals that are taken forward, the Council or the Welfare Reform Task Group establishes small 'task and finish' group involving relevant lead officials and partners (housing associations, Jobcentre Plus, advice agencies, etc) to lead their development.

The report makes twelve recommendations:

1. Tower Hamlets Council and its partners should develop a common approach to identifying and referring those likely to be 'in crisis' or 'at risk' due to welfare reforms
2. This common approach should be underpinned by data-sharing between partners and enhanced monitoring, to ensure that the right groups are being supported
3. Work through communities and local services, including faith groups, to engage those further from support
4. Co-ordinate referrals and signposting for residents, by mapping agencies and services that can provide specialist support, and ensuring that referrals are logged and followed up

5. Explore the scope for greater co-location of services – particularly to bring in support on debt and financial inclusion and from health services
6. Consider piloting an integrated case management model with a lead professional/worker for those in crisis – with an assessment of its fiscal and economic costs and benefits
7. Provide case-managed 'resettlement support' for those relocated out of the Borough
8. Explore the scope to make Discretionary Housing Payments – and potentially Crisis and Support Grants – conditional
9. Make it easier for residents in social housing to move – in particular by using discretion on rent arrears
10. Take forward the Fairness Commission's 're-imagined' labour exchange by piloting specialist, personal adviser-led employment support for those affected by welfare reform – working in partnership with Jobcentre Plus and local colleges
11. Explore the scope for the Council and Partners to expand the provision of work focussed training and ESOL, and that residents are referred as appropriate
12. Focus on testing approaches to supporting residents to manage their finances monthly in preparation for Universal Credit – and consider becoming an 'informal trialling site'

# 1 Introduction

The Centre for Economic and Social Inclusion (*Inclusion*) was commissioned by Tower Hamlets Council to assess the impacts of welfare reform on Tower Hamlets residents.

## Aims and objectives

The broad aim of this research is to explore how residents have responded to changes in the welfare system, in order to provide the Council with recommendations on the design and delivery of future support and services.

## Research questions

Tower Hamlets Council set out fourteen research questions:

1. What are the impacts on residents' finances, health, wellbeing, social networks, resilience, behaviours and educational outcomes for children?
2. What are the impacts on the services that residents access, how they do so, and demand?
3. What are the impacts on services provided, and how?
4. What are the likely impacts (as above) on residents in future, what are the key challenges?
5. What are the likely impacts on services in future, what are the key challenges?
6. How have residents responded: housing, employment, finances and other actions?
7. What are the likely or potential impacts on employment and its sustainability?
8. What are the barriers to mitigating impacts through employment or housing choices, and what drivers can support mitigation?
9. What is the potential impact on overall costs to the public sector?



10. How do impacts and responses vary by housing tenure, and within that by landlord type?
11. How do impacts and responses vary by demographic groups – in particular lone parents, those from BME communities, disabled people and those with health conditions, older people and younger people?
12. What are the implications for the design of future Local Support Services, in particular 'digital by default' access and monthly, direct payment?
13. What are the future implications for service delivery organisations and key stakeholders?
14. How should policy and services change to reflect the identified current and future impacts of reform, taking account of the future policy and fiscal landscape?

## **Methodology**

*Inclusion* adopted a qualitative research framework to address the fourteen research questions outlined above.

### **Rapid evidence review/Scoping**

In February 2014, we conducted a rapid evidence review of key documents, secondary data sources provided by Tower Hamlets Council in order to generate an accurate picture of the scale and texture of welfare reform impacts (including cumulative impacts) on different demographic groups within Tower Hamlets. In addition, we conducted scoping interviews with key Council representatives and attended a Welfare Reform Task Group Meeting in order to capture a narrative on the current welfare reform issues of concern to the Council and VCS community.

### **In-depth interviews and workshops with delivery organisations**

In February and March 2014 we conducted 12 in-depth telephone interviews and workshops with representatives from Council agencies and voluntary organisations delivering support and advice services for residents in Tower Hamlets. Representatives were from a range of support sectors, including those specialising in housing, debt management, disabilities and parental support alongside those from general advice services. The interviews captured representative's views on:

- Changes in the level of demand and profile of residents requiring support

- The impact(s) of welfare reforms on residents and their responses to these
- The extent of cumulative impacts of welfare reform on residents
- The capacity and effectiveness of local support services
- Key support needs and priorities for ongoing management of welfare reform impacts

### **In-depth interviews with Tower Hamlets residents**

In March and April 2014 we conducted thirty-five face-to-face interviews with Tower Hamlets residents who had been affected by welfare reform. Six interviews were conducted in Bengali and the remaining interviews were conducted in English. The interviews captured the following:

- The characteristics of the household, including: geographical area, ages, housing tenure, types of benefits received and labour market status
- Direct impacts of welfare reform – including what reforms they are affected by and their feelings towards reform
- How they have responded to welfare reform
- Experiences of support and the impact of receiving support
- How they would cope with monthly payment of benefits and claiming online under Universal Credit.

### **Recruitment strategy**

In order to capture experiences a diverse range of respondents we took a range of different approaches to recruitment and monitored our progress against quotas in order to ensure we found rich sample of residents. Our strategy included three main approaches:

- Attending a number of drop-in advice sessions hosted by VCS organisations across the borough. This approach was effective in putting us in contact with residents who had experienced multiple and/or large impacts as a result of welfare reforms.
- Direct recruitment in the community, including approaches to residents made nearby schools and job centres. This approach was effective at ensuring that we engaged residents who were less likely to have contact with VCS support.

- Securing interviews through delivery organisations contacts. This approach allowed us to purposively sample residents with particular characteristics (for example housing tenure) of interest to the research study.

### Final interview sample characteristics

Across the thirty-five resident interviews conducted, we captured a range of demographic characteristics and a variety of reported welfare reform impacts. The tables in Appendix I outline demographic breakdowns of those who took part in the qualitative interviews, breakdowns of which reforms residents have been impacted by and breakdowns of multiple reform impacts.

### Feedback workshops

Following the qualitative fieldwork, we held two feedback workshops on the 17<sup>th</sup> and 24<sup>th</sup> April. The first workshop generated a long-list of recommendations which were further refined in the second workshop.

### Participatory research

In autumn 2014 peer researchers will be trained in qualitative interviewing and will conduct follow up research investigating how welfare reform is affecting Tower Hamlets residents approximately six months on from the initial study.

### Report outline

The rest of this report sets out our key findings and recommendations.

In **Chapter Two** we provide an overview of welfare reform nationally and in Tower Hamlets. This includes data analysis by Tower Hamlets council.

**Chapter Three** then explores the impacts of reform on residents. This focuses on the key drivers that are associated with larger impacts on residents, and an assessment of the key groups affected by reforms.

In **Chapter Four** we examine how residents have responded to the impacts of welfare reform. This draws on both the research with claimants and the information from advice agencies.

Finally, **Chapter Five** summarises the key findings and sets out recommendations for the design and delivery of future support.

## 2 Welfare reform overview

### The financial impacts of welfare reform in Tower Hamlets

The Government's welfare reforms represent the most fundamental changes to the benefits system in a generation. While the reforms are intended to reduce dependency on social security and to encourage employment, they also play a key part in the Government's deficit reduction strategy – generating savings of more than £15 billion per year across Britain by the end of this Parliament.<sup>1</sup>

By that point (2015), we estimate<sup>2</sup> that the cumulative financial impact of welfare reforms in Tower Hamlets will mean that households claiming benefit will be on average **£1,670 per year (£32 per week) worse off** than would have been the case without reform. This is in the top 10% of impacts nationwide, and equates to a reduction in welfare support of £68 million per year. ( Figure 2.1)

We estimate that this will be felt by **40,600 households in Tower Hamlets**, around 45% of all households of working age (where the head of the household is aged 16-64). This is in line with the national average and marginally above the London average (42%). We also estimate that just over half of these (20,800 households) will be households **where someone is in work**. This is a much lower proportion than for London and England as a whole, where we estimate that 59% of those impacted will be households in work.

### The impacts of specific reforms

Looking at the individual impact of welfare reforms, we find that in Tower Hamlets – in common with almost all other areas – the reforms with the largest impacts are those that affect the most claimants. These are set out in Figure 2.1 below. Almost all of these have already started to take effect. Figures given here are the estimated financial impact of each reform in the 2015/16 financial year, based on modeling conducted by *Inclusion* for the LGA (adjusted for Tower Hamlets data where that is available). 2015/16 was used as it represents a 'steady state' point at which all of

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<sup>1</sup> Source: HM Treasury and *Inclusion* calculations

<sup>2</sup> Estimates are from the *Inclusion*/ LGA impact model (available at [www.tinyurl.com/impactmodel](http://www.tinyurl.com/impactmodel)), updated with the latest data provided by Tower Hamlets Council on the impact of the Benefit Cap and Size Criteria

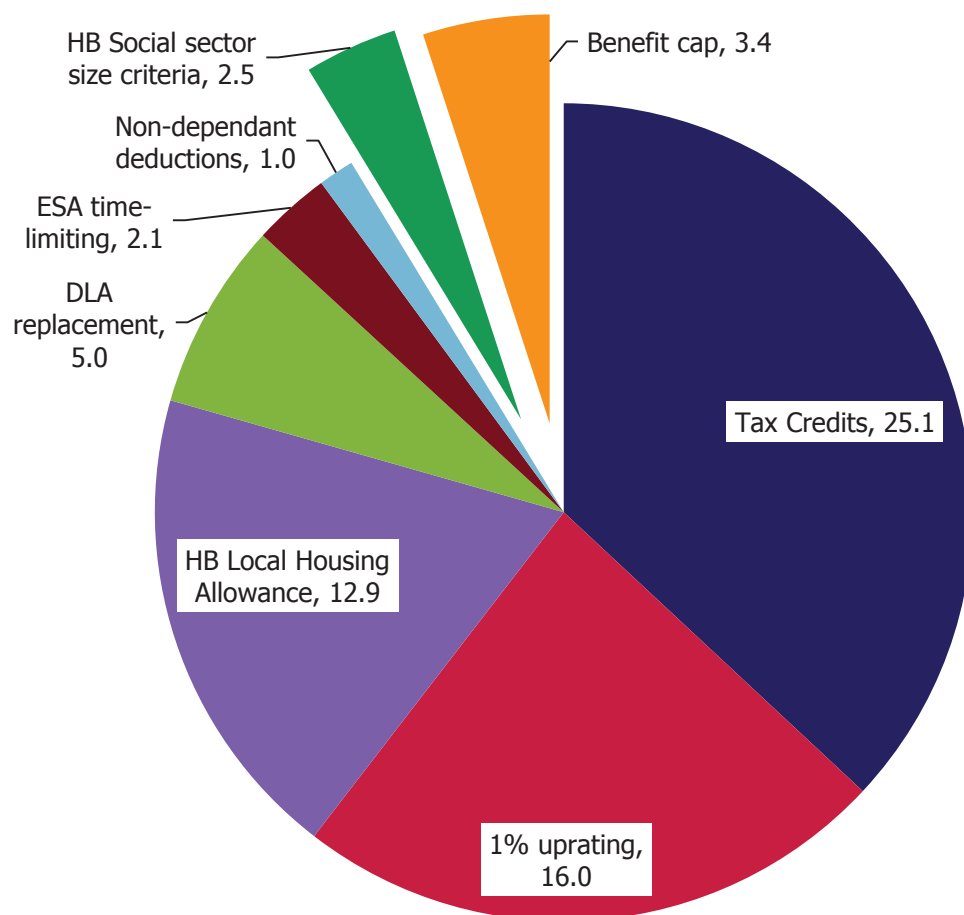
the main welfare reforms (excluding Universal Credit) will be in place. Taking these in turn:

- **Changes to tax credits** have the single largest cash impact, saving £25.1 million in 2015/16. These reforms began in 2011 and predominantly affect low income working households – including reductions in the basic, 30-hour and childcare elements; increases in the child element; changes to working hours requirements, thresholds, disregards and withdrawal rates.
- **The uprating of benefits and tax credits** by 1% instead of the Consumer Prices Index, saving £16.0 million in 2015/16. This lower uprating affects all the main benefits and began to take effect in April 2013. By increasing benefits by less than inflation it will further increase the gap between household income and living costs.
- **Changes to Housing Benefit for renters in the private sector** which began 2011: restricting the maximum Local Housing Allowance payment to the thirtieth percentile of average local rents, introducing Housing Benefit caps, restricting HB to the “Shared Room Rate” for most claimants aged under 35, and changing the formula for annual increases in benefit. This will lead to savings of £12.9 million in 2015/16. Tower Hamlets, in common with other London authorities, sees very large impacts from these reforms due to very high private sector rents..
- **The replacement of Disability Living Allowance** with a new benefit called the Personal Independence Payment (PIP), which is intended to lead to savings of £5.0 million compared with DLA expenditure in 2015/6. PIP is now in place for all new claimants, with existing claimants of DLA due to be reassessed from late 2015.
- **The restriction of contributory Employment and Support Allowance to one year** for claimants in the “Work Related Activity Group”, introduced in April 2013 and saving £2.1 million in Tower Hamlets. This mostly affects households where someone is in work or where they have other sources of income.
- **Increases in the deductions taken from Housing Benefit and Council Tax Benefit** in respect of other adults living at the property – saving £1.0 million in 2015/16.
- **The introduction of “size criteria”** for most Housing Benefit recipients in social housing, reducing awards by 14% where tenants are deemed to have one spare bedroom and 25% where they have two spare bedrooms – introduced in April 2013 and saving £2.5 million in Tower Hamlets in 2015/16.

- **The introduction of a cap on total benefit receipt** for most households where no adult is in work, of £500 a week for families or £350 a week for single people –introduced in August 2013 in Tower Hamlets, with forecast savings of £3.4 million in 2015/16.
- In addition, the localisation of Council Tax Support (and abolition of Council Tax Benefit) also has a built-in cost saving, although in the case of Tower Hamlets that saving has not been passed on to residents.

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**Figure 2.1 – Breakdown of savings in 2015/16, Tower Hamlets (£million)**



Source: HM Treasury and Inclusion calculations

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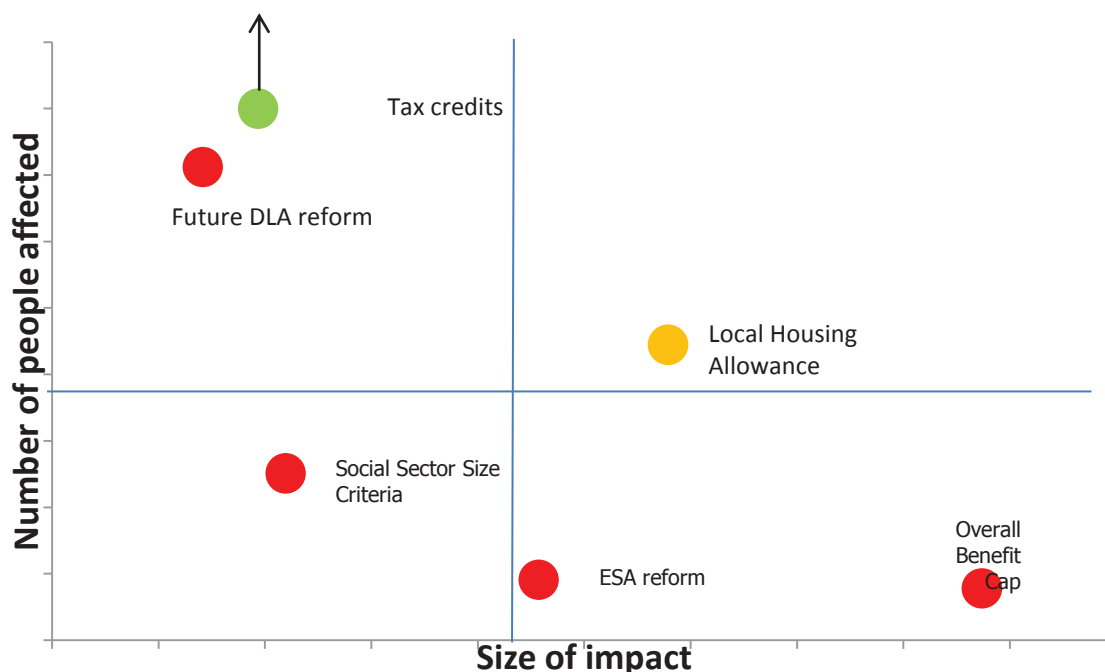
The impact of the size criteria and of the benefit cap are highlighted specifically, as these have often received the most significant local attention. However, combined they account for about one pound in every twelve that is being made as a result of welfare reforms.

## Size of impacts and numbers impacted

Figure 2.2 below sets out, based on our modeling, the estimated numbers impacted by individual reforms and the size of those impacts on those households. This gets below the headline financial losses described above to consider the likelihood and the impact of households being affected by welfare reforms.

In addition to this, we have 'colour coded' reforms based on claimants' potential resilience to deal with the impacts (which in part draws on the qualitative research later in the report).

**Figure 2.2 Overview of financial impact of welfare reform**



Source: HMT and Inclusion calculations

This analysis groups reforms into four:

- **High probability and high impact:** the LHA reforms, which we estimate will affect around 4,400 households and on their own will lead to cuts of around £2,900 per household per annum (equivalent to £56 a week)
- **Low probability and (very) high impact:** the time-limiting of ESA, which we estimate will affect around 900 households and lead to losses of £2,000; and the introduction of the benefit cap where Tower Hamlets data suggests 780 households have been capped and face average losses of £4,400 per annum (equivalent to £85 a week)

- **High probability, lower impact:** tax credit changes, where changes to eligibility and uprating will affect all of the 26,000 claimants, by on average £970 per year; and the introduction of PIP which in time will affect most or all of the 7,100 residents of “working age” claiming DLA – with potentially large impacts for those who are unsuccessful in claiming PIP.
- **Low probability, lower impact:** the Social Sector Size Criteria reform, affecting 2,500 residents with average losses of £1,100 per year (equivalent to £21 per week). This average loss is very high by national standards (the eighth highest overall) due to relatively high social rents in Tower Hamlets. Tower Hamlets data shows that three quarters of those affected are aged 45 or over and one in four of all claimants aged 55-59 are affected. More than half of the residents affected by the size criteria are on Employment and Support Allowance or Income Support and less than one in four residents affected are in employment. As our fieldwork has found, many are vulnerable residents with limited scope to manage these losses.

## Wider welfare reforms

In addition to these main reforms to benefit rules and eligibility, we have also considered the impacts of wider reforms on residents, specifically:

- The reassessment of IB claimants under the new ESA regime. Of the 5,050 completed reassessments in Tower Hamlets, more than three quarters have been found to be eligible for ESA. However this means that 1,180 claimants were found ‘Fit for Work’ and so no longer entitled to IB/ ESA.<sup>3</sup>
- The impact of sanctions, where there has been an upward trend in sanctions referrals, some growth in ‘adverse decisions’, and since October 2012 far larger penalties (this is explored in more depth below).
- The future introduction of Universal Credit, which will replace the main means-tested benefits for those on low incomes in and out of work (Housing Benefit, Jobseeker’s Allowance, Income Support, Employment and Support Allowance, Tax Credits) with a single benefit paid to the head of the household. Universal Credit will lead to significant changes in benefit entitlement for some households (particularly those with low earnings or with disabled people in them) but will also affect how benefits are claimed and paid.

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<sup>3</sup> Source: DWP Work Capability Assessment statistics, March 2014



<b>Current Benefit / Credit</b>	<b>Tower Hamlets customer base (working age)</b>
<b>Child Tax Credit</b>	23,200 households (Dec 2013)
<b>Working Tax Credit</b>	11,400 households (Dec 2013)
<b>Housing Benefit</b>	28,880 households (Nov 2013)
<b>Employment Support Allowance or Incapacity Benefit</b>	12,180 residents (Aug 2013)
<b>Income Support for lone parents</b>	2,950 residents (Aug 2013)
<b>Jobseekers Allowance</b>	7,140 (April 2014)
<b>Disability Living Allowance /PIP</b>	7,600 residents (Aug 2013)

## The impacts for different groups

A common problem across all assessments of the impacts of welfare reform is understanding impacts on individuals and households according to their characteristics – and particularly those with ‘protected’ characteristics such as age, disability, race and gender. Currently, it is not possible to say what the cumulative impact of reforms is for lone parents for example, nor to say how many households in an area face very large or very small impacts.

The reason for this limitation is that the source data to make these sorts of assessments does not exist – we do not know enough about the combinations of benefits that people in different places with different characteristics claim, and therefore the combined impacts of changes to those benefits. However there have been detailed assessments of the impacts on protected groups of individual reforms, which are important and instructive for this research. These identify two particular groups of concern: disabled people and lone parents.

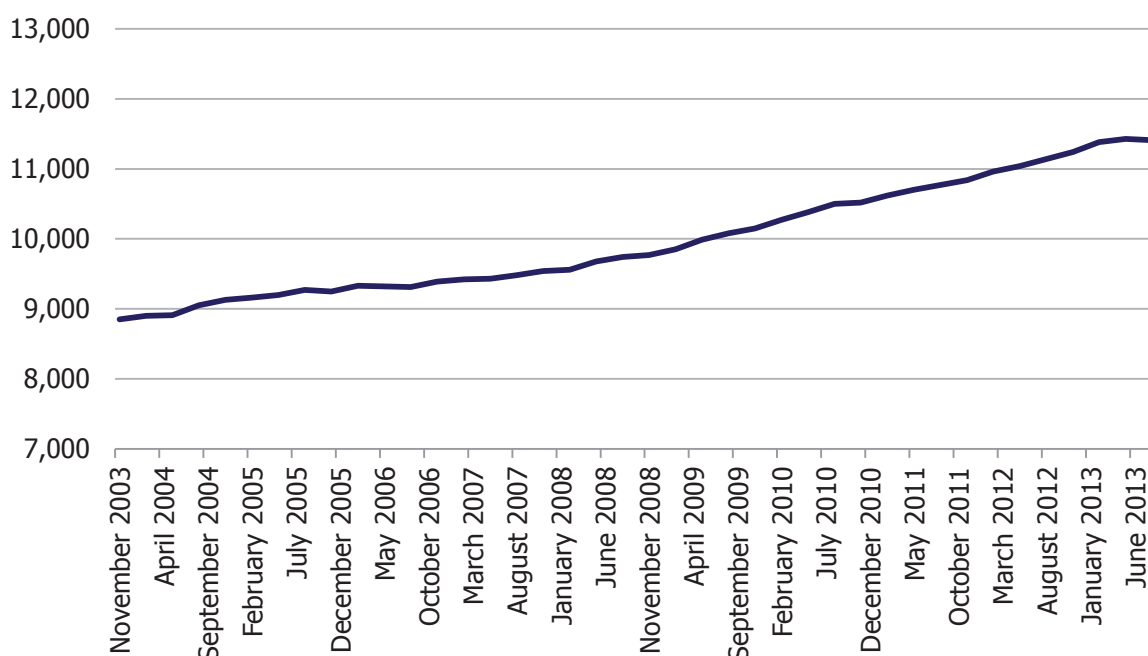
## Disabled people are disproportionately affected by many reforms

First, and most importantly, a number of benefit reforms are specifically aimed at disabled people and those with health conditions. In Tower Hamlets, we estimate that around 10% of the total financial impact of welfare reforms will be accounted for by changes to DLA and to ESA.

Within Tower Hamlets, the number of people claiming DLA has increased steadily over the last decade – rising from 8,900 to 11,400 residents.

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**Figure 2.3 – Tower Hamlets residents claiming Disability Living Allowance (all ages)**



Source: DWP statistics

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Two thirds of these are adults of working age, with around one in six being children and one in six over State Pension Age. Most or all adult claimants will in time be required to apply for the Personal Independence Payment. Currently, around 35% of new claims are successful which compares with around 45% under DLA. This difference (about 20%) is consistent with the savings figure that the Department has 'scored' against the introduction of PIP. The extent and scale of reassessment activity will far exceed what has been experienced under the reassessment of IB claimants for Employment and Support Allowance.

In addition to this, disabled people are identified as a key group more likely to be affected by the Social Sector Size Criteria<sup>4</sup> and a sizeable proportion of Housing Benefit claimants in the Local Housing Allowance system are disabled people (with the DWP Impact Assessment for the LHA reforms suggesting around one in five of those affected would be disabled<sup>5</sup>).

This suggests in particular that **disabled people affected by multiple reforms** – and specifically DLA or ESA claimants affected by Housing Benefit changes – are likely to be particularly disadvantaged.

### **Lone parents face larger impacts than most**

The nature of the large scale reforms to tax credits have particularly impacted on lone parents – by increasing the hours required in work before payments are made, and increasing the rate at which tax credits are withdrawn as earnings increase. No impact assessment has been published for these reforms, but it is highly likely that lone parents have seen the largest impacts.

DWP impact assessments of LHA reforms and of the Social Sector Size Criteria also suggest lone parents will be substantially impacted by these reforms – around one third of those affected by LHA, and around one in five of those affected by the Size Criteria. Families, and particularly larger lone parent families, are also more likely to be affected by the benefit cap.

### **The Tower Hamlets context**

The impacts of welfare reform in Tower Hamlets are particularly affected by its labour market and housing market contexts. There are likely to be particular challenges both in supporting tenants to find suitable accommodation, and in supporting them to find work.

### **A mis-matched jobs market**

Tower Hamlets is the employment hub of East London and has more jobs than almost any other London Borough. In total 230,000 jobs in Tower Hamlets – 60,000 more than there are residents.<sup>6</sup> However despite this apparently strong jobs market, the employment rate of residents – at 63.3% - is amongst the lowest in the country and substantially below the rate for London and inner London (but above the rates for Newham and Hackney).

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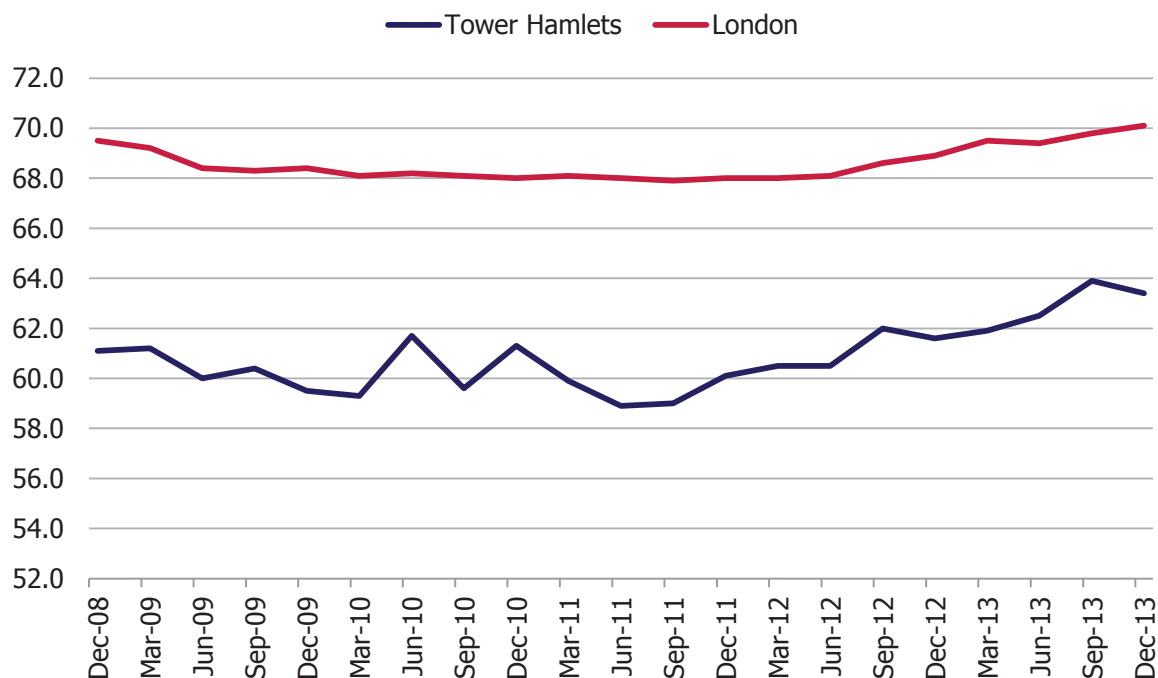
<sup>4</sup> Source: DWP Social Sector Size Criteria Equality Impact Assessment, updated June 2012

<sup>5</sup> Source: DWP Local Housing Allowance reform Equality Impact Assessment, November 2010

<sup>6</sup> Source: Tower Hamlets Fairness Commission

However as Figure 2.4 shows, Tower Hamlets' employment rate has grown substantially over recent years, and is close to the highest it has ever been.

**Figure 2.4 – Tower Hamlets and London employment rates (16-64)**



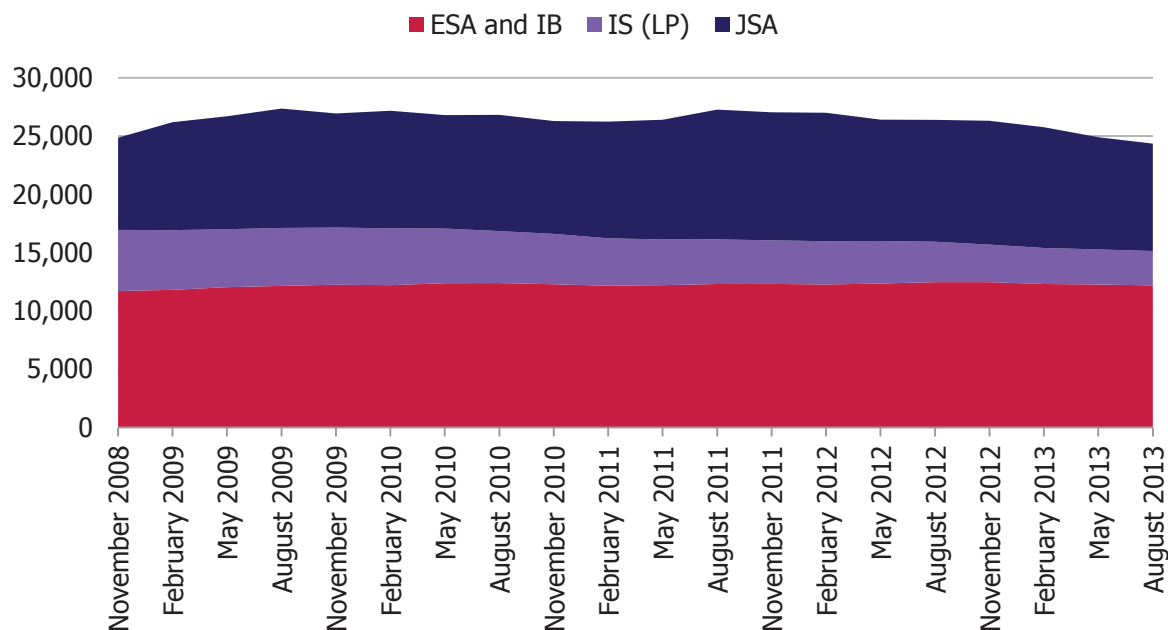
Source: Annual Population Survey

Indeed looking back over ten years, Tower Hamlets has seen its employment rate increase by over **ten percentage points** – the fourth largest increase of any Local Authority in the UK. This means that the 'gap' between Tower Hamlets and London (and the rest of the UK) has narrowed substantially.

Much of this growth has likely been a result of demographic changes in the Borough. However, there is good evidence that employment gains have also been felt by Tower Hamlets residents who were out of work. Employment has risen by 2.3 percentage points over the last five years, while the proportion claiming one of the main DWP benefits for people out of work (Jobseeker's Allowance, Employment and Support Allowance or Income Support) has fallen by the 2.2 percentage points. Whilst employment has risen, there is also evidence that many of those moving into work may have done so into low paid jobs and consequently still impacted by many welfare reforms, eg cuts to tax credit and Local Housing Allowance restrictions. One third of all Housing Benefit claims in Tower Hamlets are now paid to people in work.

Nonetheless, as Figure 2.5 shows, there remain a very large number of households claiming a DWP benefit (24,300), with three fifths of these claiming ESA or Income Support (with the numbers on ESA virtually unchanged).

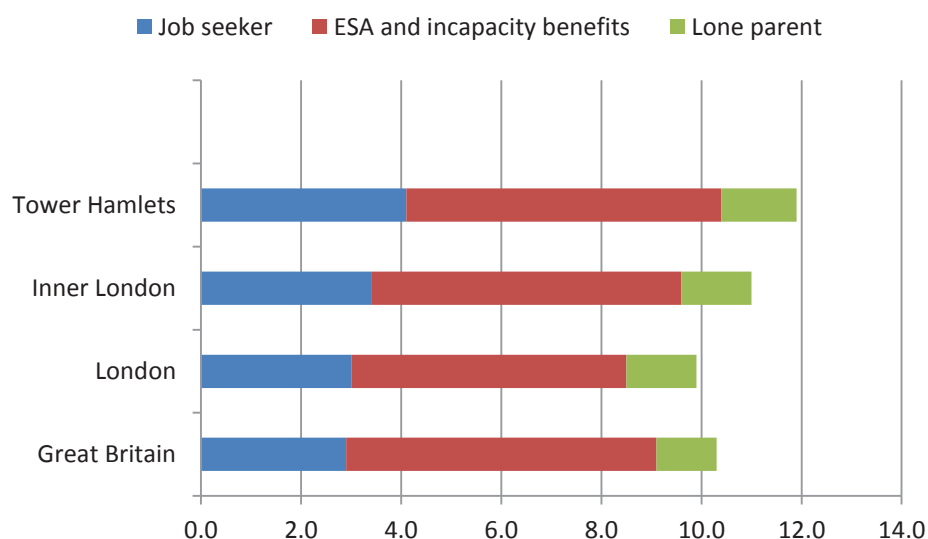
**Figure 2.5 – out-of-work benefit claimants in Tower Hamlets (16-64)**



Source: NOMIS

Figure 2.6 shows that Tower Hamlets residents are substantially more likely to be claiming benefit than the average for both London and Great Britain, and more likely to be claiming than in other Inner London Boroughs. As three fifths of claimants are on ESA, IB or IS, they are likely to be further from work, to have low qualifications and poor health, and are disproportionately likely to be affected by welfare reforms.

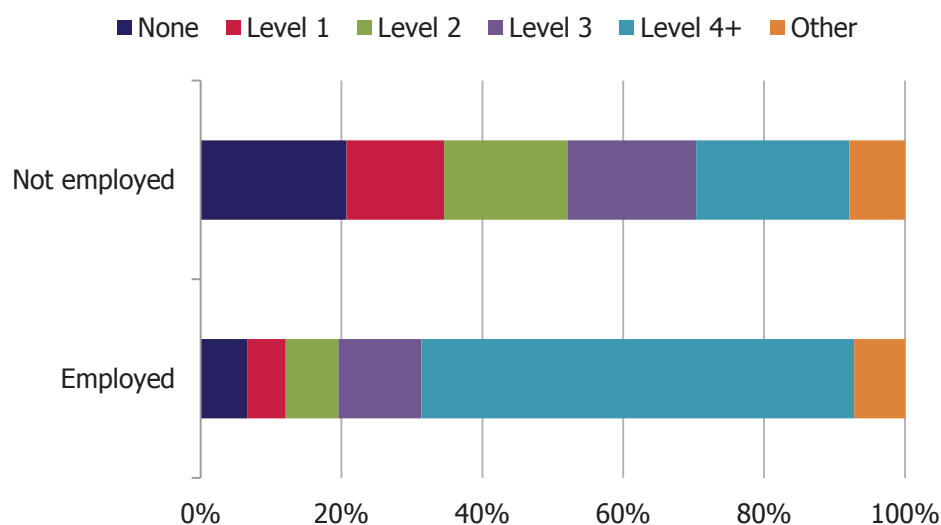
**Figure 2.6 – proportion of population claiming an out-of-work benefit: Tower Hamlets, London and GB (16-64)**



Source: NOMIS

This mismatch between the number of jobs in the Borough and residents’ likelihood of being in work is most clearly illustrated in residents’ qualifications. Those out of work are three times more likely to have no qualifications, and more than one third are qualified at Level 1 or below. By contrast, nearly two thirds of those in work have degrees or higher. This is shown in Figure 2.7 below.

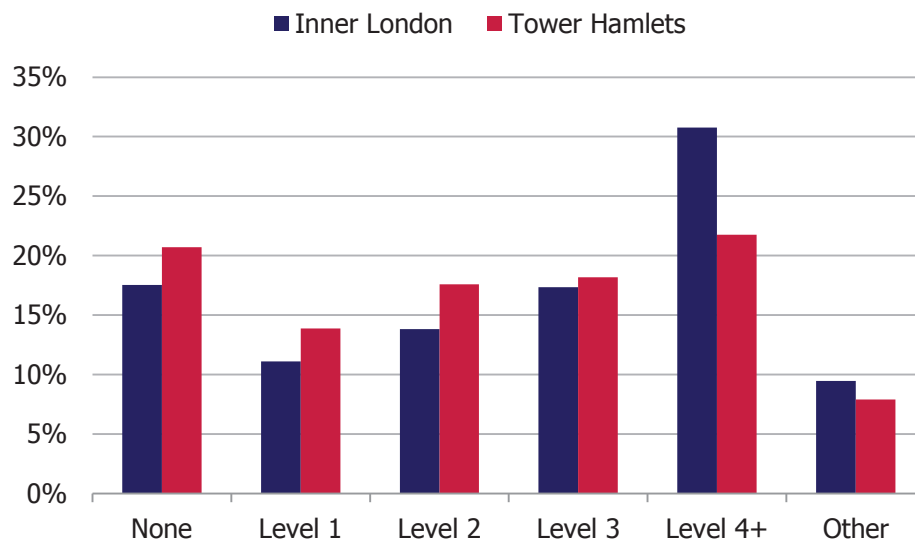
**Figure 2.7 – Qualifications of Tower Hamlets residents by employment status, 16-64**



Source: Annual Population Survey

Tower Hamlets also lags behind Inner London (and in turn London and Great Britain) on the qualifications of its residents, as Figure 2.8 below shows.

**Figure 2.8 – Qualifications of residents in Tower Hamlets and inner London, 16-64**



Source: Annual Population Survey

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## **An overheated housing market**

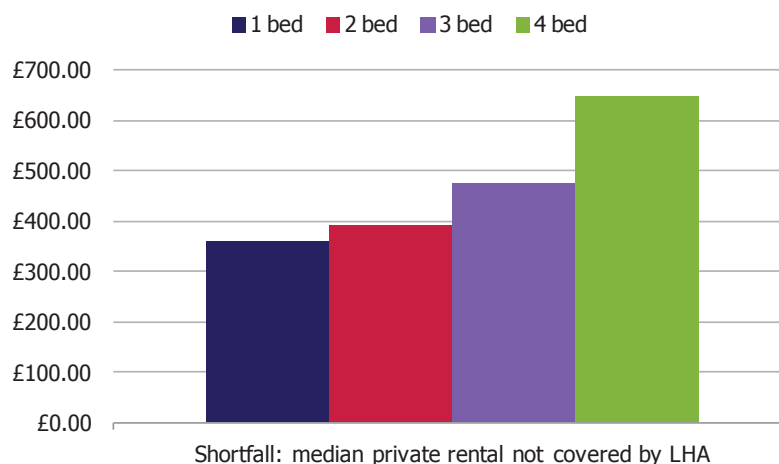
Alongside this, Tower Hamlets continues to be among the most expensive places to rent property in the country – with an average rent of £1,590 per month<sup>7</sup>, making it the ninth most expensive place to rent in London and the tenth most expensive nationwide. This has three important consequences.

First, those living in the Private Rented Sector who claim Housing Benefit face significant impacts – both from cuts to the Local Housing Allowance rate and caps on the amount paid. Figure 2.9 below illustrates this, showing the difference between the maximum LHA rate and the median (average) rent for homes of different sizes.

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<sup>7</sup> Source: Valuation Office Agency, Oct 2012 – Sep 2013

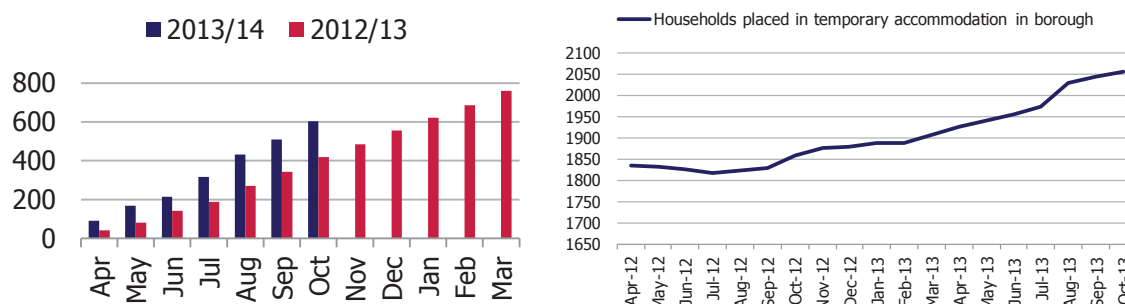
**Figure 2.9 Shortfall: median private monthly rent not covered by Local Housing Allowance**



Source: Tower Hamlets Council and *Inclusion* analysis

Figure 2.9 shows the gap between median (average) rents and Housing Benefit. In practice, HB claimants are likely to rent accommodation that is cheaper than the average. However even at the lowest quartile of rents (that is, the point where three quarters of rents are more expensive and one quarter are less expensive) there remain very large gaps between private rents and the LHA – of between £155 and £345 per month. Private rented housing is simply unaffordable from the Housing Benefit system alone. These may be contributing factors both to the large growth in homelessness decisions, and in temporary accommodation – which are shown in Figure 2.10 below.

**Figure 2.10 Homelessness decisions made(left hand graph) and households placed in temporary accommodation (right hand graph)**



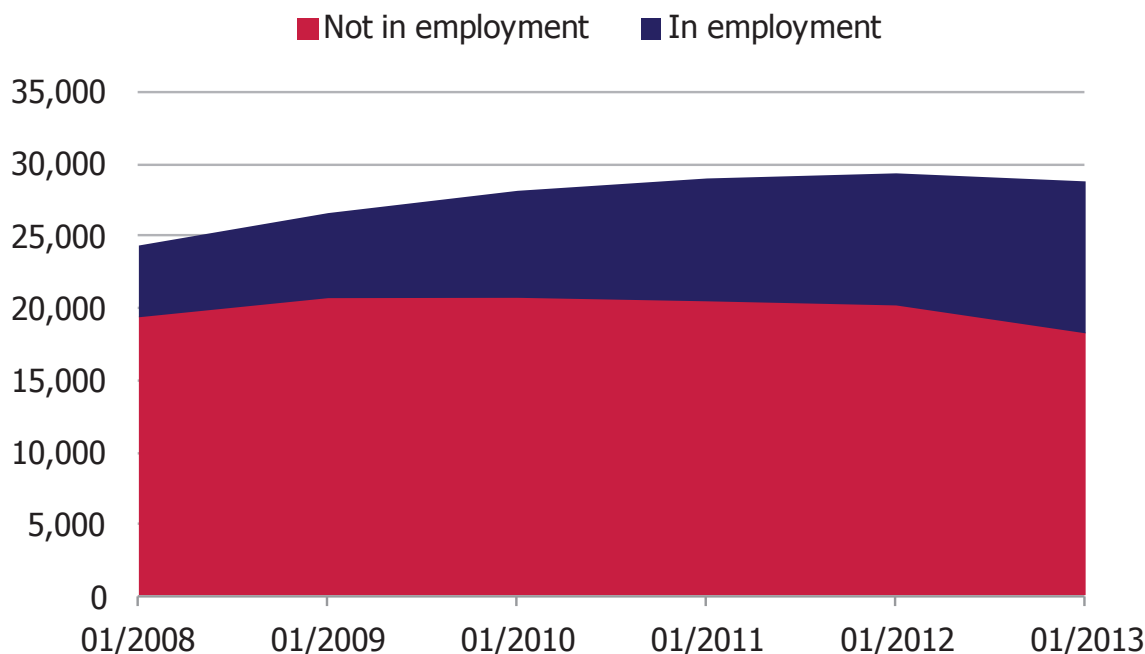
Source: Tower Hamlets Council

Secondly, high rents means that many more working households are drawn into the Housing Benefit system and then into welfare reform This is illustrated in Figure 2.10. The number of 'working age' households claiming Housing Benefit has edged down from its peak in 2012 and now stands at 28,900. However, this fall is driven



entirely by a decline in the number on HB that are out of work. Housing Benefit claims by residents who are in employment have more than doubled since 2008 and now account for more than one third of all claims.

**Figure 2.10 Number of Housing Benefit claims in Tower Hamlets (16-64)**



Source: Tower Hamlets Council

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Thirdly, the shortage of affordable housing in the Private Rented Sector is a contributing factor to entrenching disadvantage in the social sector – as those households in social housing cannot afford to move out, even where they work or are affected by benefit reforms.

## **The impacts of reform over time**

Importantly, the impacts of welfare reforms are set to continue to grow – particularly as the impacts of existing measures ratchet up over time, due to living costs (including costs of renting) continuing to rise faster than benefits. In addition new reforms like the reassessment of DLA claimants will begin to take effect.

Our analysis for the LGA concludes that only a very small proportion of households are likely to successfully mitigate their losses by finding work or moving home. This also reflects the emerging evidence on impacts of individual reforms so far, which

suggest that very few claimants are successfully moving or working.<sup>8</sup> Our research below has similar findings.

Addressing these challenges over time, and particularly in the private rented sector, will continue to be critical.

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<sup>8</sup> See for example Beatty, C., Cole, I., Powell, R., Crisp, R., Brewer, M., Browne, J., Emmerson, C., Joyce, R., Kemp, P. and Pereira, I. (2013) *Monitoring the impact of changes to the Local Housing Allowance system of Housing Benefit*, DWP Research Report 838

### **3 The impacts of reform on residents**

Residents interviewed were affected by a wide range of welfare reforms, frequently including changes to Housing Benefit and changes to income related benefits. The relatively disadvantaged cohort we spoke to meant that we interviewed fewer people affected by changes to tax credits, though as discussed in Chapter 2, these changes affect many residents in Tower Hamlets. Changes to Housing Benefit affecting residents included:

- Social Sector Size Criteria
- Non-dependent deductions
- Cuts to the Local Housing Allowance

We spoke to residents who had been moved from inactive benefits (Income Support and Incapacity Benefit) onto Jobseeker's Allowance as well as those who had not been found fit for work after Work Capability Assessments and were claiming Employment Support Allowance. Many residents were also affected by the fact that benefits were not uprated in line with inflation and by the overall Benefit Cap. We spoke to a number of residents who were extremely vulnerable (such as sleeping rough and speaking no English or those with severe mental health conditions) and were not clear about which reforms had affected them. Some residents were affected directly and indirectly by welfare reform where members of their support networks were affected.

#### **Key groups impacted by welfare reforms**

Through interviews with residents and service providers we identified three key groups who were affected by welfare reform in Tower Hamlets. These were:

- Households where one or more members were disabled;
- Lone parent households; and
- Households in the private rented sector.

In some cases, individuals were in more than one of these groups.

## **Households where one or more members were disabled**

These households were more likely to be smaller, older and White British than others in this study, although this group also included some large Bangladeshi families. Very few of these households contained somebody who worked and in most cases these households had been workless for ten years or more. Most individuals had more than one health condition or disability and frequently had both mental and physical disabilities. For example, a 60 year old male resident was awaiting a knee replacement after having three operations on his knee in recent years and also had depression and agoraphobia. In another case, a 35 year old white British male resident had a degenerative spine disorder and also depression.

Almost all of these residents had undergone a Work Capability Assessment. In some cases they had been awarded Employment Support Allowance (ESA) in the Work Related Activity Group (WRAG), while in other cases they had been found fit for work and were claiming Jobseeker's Allowance (JSA) at the time of interview. Some of those found fit for work were appealing this decision. The exceptions to this were a small number of large families with a youngest child aged under 5 headed by a lone parent claiming Income Support. Almost all of these households were receiving Housing Benefit. It was common for disabled individuals in this study to be receiving Disability Living Allowance (DLA), including high and low rates, and two individuals were in the process of claiming Personal Independence Payments (PIP).

Residents were asked whether they knew about the changes to their benefits before the changes happened. Some residents reported that they were aware of the changes ahead of time while others reported that they were not. In some cases, residents said that they were aware that changes to benefits were happening but they were not aware of the detail or did not understand what the letters they received meant – the latter were always residents with limited English language. Residents who reported that they did know about the changes ahead of time reported receiving communications (typically letters), from their housing provider or from Tower Hamlets council. These were always about Housing Benefit changes and the Benefit Cap rather than changes to other benefits such as the Work Capability Assessment or DLA/PIP.

This group were particularly likely to have experienced reductions in their benefits, such as during reconsideration of ESA claims or through not understanding that they needed to make a claim for JSA after being found fit for work. Single households where the resident had a disability or health condition were almost all affected by the Social Sector Size Criteria. In all cases, these individuals were choosing to 'stay and pay' rather than move to smaller accommodation. They were paying £25-35 per week extra in rent.

## Case study - Michael

### Welfare reforms experienced - Social Sector Size Criteria and Incapacity Benefit reassessment

Michael is 60 years old and lives alone in a two bedroom social rented flat in Whitechapel. He has an adult son and two grandchildren who stay on a regular basis. Michael has multiple health problems. He has a history of lesions on his skull and has been out of work over twenty years.

In March 2013 Michael attended his Work Capability Assessment and was found 'fit for work'. A month later he was told that because he has a spare bedroom he would have to contribute up to £25 per week extra towards his rent.

Within the space of two months, Michael's income from benefits had reduced from around £250 per week to £99 per week in total.

Michael was deeply distressed with the changes and as a result had to borrow money from family and friends for groceries, which he rarely paid back in full.

*"I don't want the upheaval of moving, I use it [spare room] all the time. I'm absolutely desperate, it is really hard, I know it will be harder for more people. I don't see any end to it."*

Michael had not previously accessed advice services. He approached the CAB for help and they helped him apply for a Discretionary Housing Payment, which he currently receives. His doctor subsequently referred him to a different advice agency and at the time of interview they helping him to make a new claim for Employment Support Allowance.

## Lone parent families

Almost all of these residents had lived in Tower Hamlets for many years, some their entire lives. It was common for respondents to have strong social networks with many family and friends living in the local area. There was a mix between younger families, where the youngest children were babies or pre-school aged and older families where some children were aged over 18 and where the youngest child was a teenager. Most of these families had three or more children and the largest families we spoke to had five children. Few of these families were White British and most were Somali or Bangladeshi.

Most of these residents were not in work. Of those who were, only one was working enough hours to claim Working Tax Credits. The one lone parent who was working

and claiming Working Tax Credits had started this job three months prior to the interview, this job was as a trainer for a housing association. The other lone parents in work were working as lunchtime assistants in schools. These residents were split between the younger families where the lone parent was claiming Income Support and older families where the lone parent was claiming JSA or in a small number of cases, ESA. Most of these households were receiving Housing Benefit.

Residents were asked whether they were aware of changes to their benefits before they happened. Most reported that they were not, with an exception to those affected by the Benefit Cap. These residents reported that they were written to by their social landlord or the council. In general, this group had poor English and were often unclear about which benefits they received and the timeline of changes to these.

As with households with a disabled person, this group was likely to be affected by multiple reforms. These include: those in private rented accommodation being affected by LHA cuts, the social sector size criteria (in cases where adult children have left home), the benefit cap, and non-dependent deductions. Those lone parents with older children were affected by Lone Parent Obligations, with some claiming JSA after their entitlement to Income Support ended. Others made claims for ESA and went through Work Capability Assessments.

Many of these lone parents were desperate to find work, either because they were now claiming Jobseeker's Allowance or because they had been advised that they could stay in their home if they found work. Most, however, had limited work experience or skills and had low level English. These issues are discussed in more detail in the section below on responses to welfare reform and support required.

### **Case study Safiyo**

#### **Welfare reforms experienced – end of eligibility for Income Support and non-dependent deductions.**

Safiyo is 46 years old and lives in social rented accommodation in Limehouse with her three children aged 10, 15 and 18.

Safiyo's husband left her seven years ago and after this she claimed Income Support. Two years ago her entitlement to Income Support ended and she had to claim Jobseeker's Allowance. Safiyo has never worked but is desperate to find a job as she hates signing on at the Jobcentre and finds the advisors rude. She would like to work in childcare but does not think her English is good enough and is looking for a part time cleaning job.

Safiyo's Housing Benefit has recently been reduced because her eldest son has turned 18. Her son is doing an apprenticeship and she does not want to ask him for money.

Safiyo is struggling with the cost of living, eats less food and borrows money from her family.

At the time of interview, Safiyo had heard about an advice agency through a friend and was hoping to speak to an adviser about the changes to her Housing Benefit.

Unlike other groups affected, service providers reported that some lone parents who were affected by the benefit cap or Lone Parent Obligations had been able to secure employment. For example:

*"We have had some significant successes with parents who haven't worked for 8/9 years, where welfare reform has given them a push and because the services are more accessible, they have accessed these and found work. It has given them that push and they have got themselves work and because the work related benefits have been protected in relation to the cap, it has made an impact with families with large numbers of children."* (Family services)

Nonetheless, service providers reported that competition for entry level, part-time jobs was fierce and that most lone parents were struggling to find work or were moving into work but unable to secure enough hours to claim Working Tax Credit. They, like lone parents themselves, also reported that low level English language, skills and work experience were barriers to work. Service providers also reported that the type of work that many of these parents were likely to enter had irregular hours, for which it was difficult to find childcare.

## **Households in private rented accommodation**

Most of the residents we spoke to who had been living in private rented accommodation had been evicted by their landlords. In a minority of cases, the households remained in private rented accommodation but were aware that their landlords did not want them to continue renting the properties that they were occupying. Most of these families had children, though we spoke to one single household. These families tended to be fairly young with most children at school or pre-school aged. Most of these families were Somali or Bangladeshi.

Families were mixed between those where no one worked and those where one member of the household worked. In households where no one worked, these were almost all lone parent families with young children where the lone parent claimed Income Support though we also spoke to a single person who claimed ESA. Those households where somebody worked were all two parent families. The one parent who worked was usually working part time in an elementary occupation such as cleaning or catering and were earning minimum wage. These families did not earn enough to cover the shortfall in their rent caused by Local Housing Allowance cuts.

As with the lone parent families discussed above, this group had lived in Tower Hamlets for a long time and had deep roots in the borough. Even families currently being housed out of the borough were sending their children to Tower Hamlets schools. All of these families were receiving Housing Benefit. Those in work were receiving Working Tax Credits.

This group did not remember hearing about changes to benefits before they happened and some families with poor English still seemed unsure of exactly what had happened that had led to their homelessness.

In all of these cases, Housing Benefit no longer covered rent. In some cases this led to building up of arrears and eventual eviction. In one case where the resident was still in their private rented property, they were trying to find another with no success.

*"He could kick me out anytime, all they need to do is ring the bailiffs and I'll be homeless ... I have no other choice... I have tried my best to look ... but there is not that much, not much DSS property on the market ... if there is one empty DSS property, one hundred people look." (Private rented, Bangladeshi, partner works, LHA cuts)*

These experiences were confirmed by reports from housing service providers we interviewed who reported that private landlords were no longer willing to rent to Housing Benefit recipients. This was because landlords could command higher rents from professional tenants but also because they were nervous about the ability of benefit recipients to pay their rent, given reductions in benefits.

*"Private landlords are getting rid of anyone who in any way have benefit coming into the property. I think it is due to degree of nervousness from anyone who has got benefits, just in case, because of all the changes, how secure is that?" (Social landlord)*

Others reported that large scale evictions from the private sector were occurring and that this meant that large numbers of low income working families were seeking support for the first time.



*"New groups we are seeing are people who are in work and their landlord has just decided 'is that all you're going to give me? I can get more money and less hassle with someone else.' A large landlord just had a mass cull of tenants, more than 100 section 21 notices were issued, just because landlords want more money. They can get a lot more money from working professionals."* (Housing workshop participant)

Residents in temporary accommodation were hoping that they would receive social rented accommodation in Tower Hamlets. Some were open to moving to social rented accommodation in a nearby borough such as Hackney or Newham. None of these families reported that they envisaged moving to an outer London borough.

### Case study - Minesh

#### **Welfare reform experienced – Local Housing Allowance capping**

Minesh is 55 years old and lives with his wife and four children in temporary accommodation in Dagenham.

He has lived in Tower Hamlets for 23 years and is strongly attached to the local area. All four children attend local schools. Minesh's wife works as a cleaner in Tower Hamlets 28 hours per week, while Minesh receives Carer's Allowance, as he cares for their second child who has a learning disability.

Minesh and his family were evicted by their private landlord after the landlord decided that they would no longer rent properties to Housing Benefit recipients.. They have been living in temporary accommodation in Dagenham for three months and each day the family 'commutes into' their life in Tower Hamlets and back again.

Minesh and his family hope that the council will find them social rented accommodation in Tower Hamlets.

## **Impacts on health, education and wellbeing**

### **Health**

Residents with health conditions reported that welfare reform had led to a worsening of their health. This included both mental and physical conditions, though primarily the former. This is in line with interviews with health professionals in the borough, who reported significant impacts on health and mental health in particular. As discussed above, residents who were unwell typically had multiple health conditions

frequently including both mental and physical health problems. Those with depression and anxiety in particular reported that these conditions had worsened as they had coped with changes to their benefits. Two residents with mental health conditions reported feeling suicidal in response to housing benefit changes or being found fit for work. For example:

*"It made my depression even worse, I felt suicidal ... you didn't know if you were going to get evicted or what was going to happen to you. I thought I was going to lose my property."* (White British, social housing, social sector size criteria, ESA)

Some residents with physical health conditions also reported a worsening of their health as a result of welfare reform. These included respondents with high blood pressure and arthritis.

Organisations supporting disabled residents in Tower Hamlets reported that the Work Capability Assessment (WCA) caused significant anxiety for those who went through it. They reported that residents with mental health conditions were disproportionately being found fit for work and this was worsening their health conditions. Supporting residents with appeals over WCA decisions was a key activity that had increased demand for advice services in the borough. The latest figures from the Department for Work and Pensions show that 36 per cent of Fit for Work decisions were appealed and that 19 per cent of these appealed decisions were overturned after challenge.<sup>9</sup>

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<sup>9</sup> Employment Support Allowance: outcomes of Work Capability Assessments, Great Britain – Quarterly Official Statistics Bulletin, 27 March 2014, Department for Work and Pensions.

## Case study - Daniel

### **Welfare reform experienced – Incapacity Benefit reassessment**

Daniel is a 35 year old man who lives with his disabled parents in social rented accommodation in Poplar. He has lived in Tower Hamlets all his life and his sister and girlfriend both live nearby.

Until 2002, Daniel worked as barista in a café in central London. He was unable to continue this work due to a degenerative spinal condition. In the months after he stopped working, Daniel became depressed and he has struggled with depression ever since.

After leaving work, Daniel claimed Incapacity Benefit and received the low rate of Disability Living Allowance. In January 2014, Daniel attended Work Capability Assessment and was found fit for work. He did not make a claim for Jobseeker's Allowance but did receive a mandatory reconsideration. While without income related benefits, Daniel had borrowed money from friends and family and had put off paying his phone bill, which had now been cut off.

The stress of being found fit for work and not receiving his income related benefits had worsened Daniel's depression, and at times he felt suicidal. He heard about a local advice agency from friends and was receiving help with his reconsideration and had been referred to the food bank. He said that the agency had *been 'a massive help'* and that he no longer felt suicidal since receiving support.

## **Education**

Only a small number of respondents (3) reported that welfare reform had affected their children's education. Those who did report this were either being housed in temporary accommodation out of the borough or were worried about the prospect of moving. The resident that we spoke to who was currently housed outside Tower Hamlets reported that the daily cost of train fares from Dagenham to Tower Hamlets was a significant burden for the family and that the family had to leave very early in the morning to ensure that the children were at school on time. The long commute meant that the children's attendance was falling and that they were too tired to study when they got home.

*"I have to leave at 7 am to bring my daughter to school. She goes to [name of school] and has to do her GCSEs next year so she doesn't want to move school now. My little one goes to [name of school] ... he didn't come today.*

*The school rang and I went back and brought him in. The children are struggling. They have to leave the house at 7 am, by the time we get back it's 6 pm. When can they rest, and when can they study? It's a struggle for them. My youngest son falls asleep on the bus, and on the train. We're all tired."*  
(Bangladeshi, private rented, partner works, LHA cuts)

As support from Discretionary Housing Payments ends and more families are moved out of borough, it is likely that these impacts on education will increase. One respondent reported that the stress from possible eviction was having an impact on their children's schooling.

*"The whole family is scared that we might get kicked out of the house. It's affecting their education"* (Bangladeshi, social housing, non-dependent deductions, benefit cap, DLA reassessment, loss of carer's allowance, husband claims ESA)

Parenting support workers in Tower Hamlets schools reported a number of impacts on children's education as a result of welfare reform. These included children arriving at school hungry and families having to find accommodation away from the local area. As one parenting support worker said: *"there is a huge strain and we would say that it is welfare reform that is hitting those families particularly hard"*. Schools were concerned that children arriving late had broader impacts on the other children in classes and on school attendance records.

## Wellbeing

Beyond residents with mental health conditions reporting worsening of their health, other respondents reported that welfare reform had negatively affected their wellbeing. Respondents were asked how changes to their benefits had made them feel and were offered a set of stickers with faces and emotions to choose from. The words selected were: stressed, afraid/scared, angry, uncertain, tired, sad, confused, ashamed and worthless. Parents reported feeling particularly unhappy when their children had to do without due to reduced income. For example:

*"I didn't have 65p to buy my son a drink, I felt down, it is a system that is reducing people to nothing, I have always worked, I love to work ... who does not want money to spend on themselves ... I don't have any savings, I have a bleak future."* (Lone parent, social rented, African British social sector size criteria, benefit cap).

*"It's difficult for the children, they notice that they cannot afford the same things as their friends [it] makes me sad."* (Lone parent, social rented, Somali, benefit cap, Income Support)

Many residents reported that they were feeling stressed because of changes imposed on them and that solutions to their problems, such as finding employment, were not working. For example:

*"I'm just a very unhappy person at the moment. I feel let down. If these things were a lot easier, you'd be able to progress but the support is not there, you're put in a box."* (Lone parent, social housing, mixed race, WCA JSA – appealed and now claims ESA)

Other residents were worried about future changes to their benefits, as they were only just coping at present. For example:

*"because you don't know what is next, they keep coming up with new ideas all the time"* (White British, social housing, social sector size criteria, JSA)

## The impact of sanctions

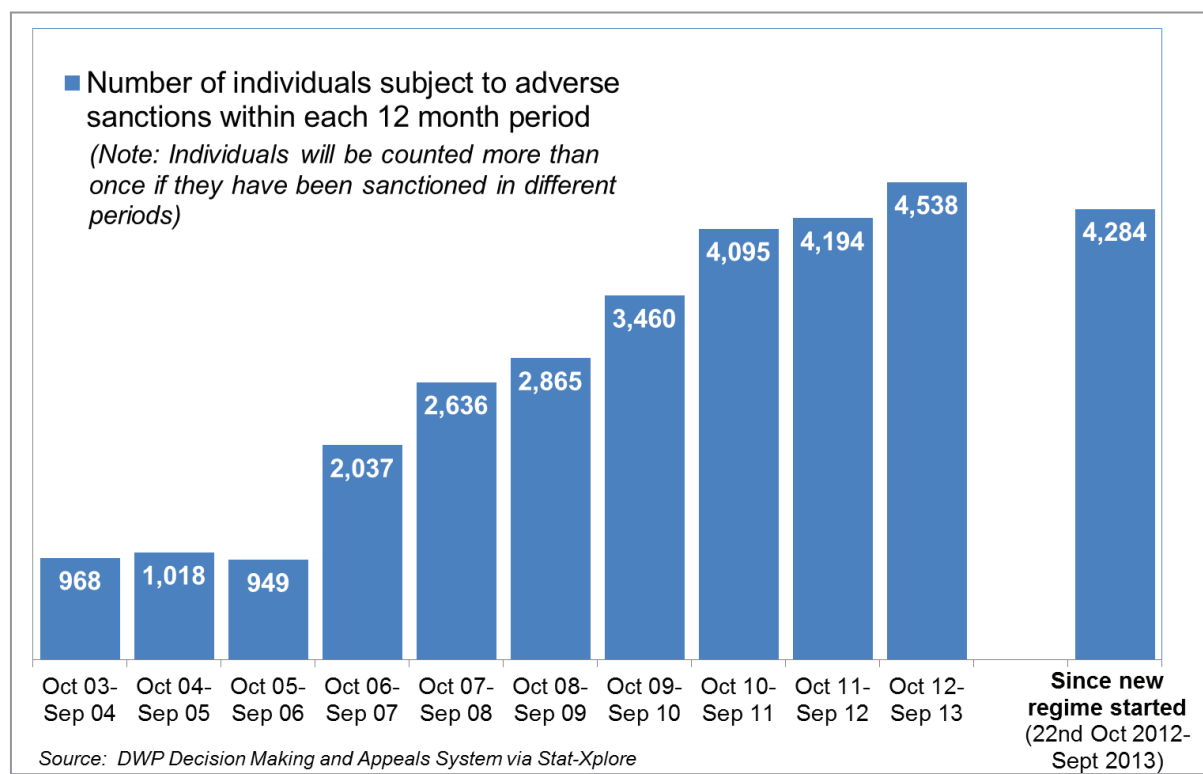
In 2012 a new sanctions regime was introduced for claimants of Jobseeker's Allowance. This introduced fixed penalties and increases in the duration of penalties. Low level and intermediate first sanctions are now for four weeks, followed by a thirteen week period for second failure and a 52 week period for a third failure. High level sanctions are now for 13 weeks for a first failure, 26 weeks for a second failure and 156 weeks for a third failure.

The impact on sanctioning on residents in the borough is driven by two factors:

- The number of residents being sanctioned; and
- The level of sanctions.

Analysis by Tower Hamlets Council shows that there has been a strong upward trend in the **number** of residents being sanctioned since 2005. This is shown in Figure 3.1 below.

**Figure 3.1 – Number of individuals referred for sanction**



The actual number of sanctions applied is higher than this, with around 1.5 sanctions for every individual affected.

As a proportion of the claimant count, the growth in adverse decisions has been less pronounced – and stands at around 5-6% of the claimant count. However there has been a sizeable increase in the proportion **referred** for sanctioning, particularly since the new regime was introduced – doubling from around 6% in 2010 to 12-13% now. (There is also some anecdotal evidence that many of those referred for sanction flow off benefit before a decision is made – which may be a contributing factor in a large growth in ‘cancelled’ sanctions.)

In Tower Hamlets, claimants aged 18-24 are over-represented among those sanctioned, making up 25% of claimants but 36% of those who are sanctioned. Men comprise over two-thirds of all those sanctioned and are also over-represented. They make up 61% of claimants and 68% of those sanctioned. However, trend data show that women are increasingly being affected by sanctions. The percentage of individuals sanctioned who are women has risen from 21% in 2008 up to 32% under the new regime. This increase in the numbers of women affected is driven by changes to the benefit entitlement of lone parents of school aged children who no longer eligible for Income Support and must claim Jobseeker’s Allowance if they are unemployed. Under the new sanctions regime 310 lone parents in Tower Hamlets have been sanctioned – most (289 - 93%) were women.

The ethnic profile of those sanctioned under new regime is broadly similar to the ethnic composition of the claimant count. Bangladeshi and Black residents are significantly over-represented on both the claimant count, and among those sanctioned, compared to the working age population in Tower Hamlets generally.

On the **level** of sanctions, analysis by Tower Hamlets shows that there have been 373 high level sanctions in the last twelve months. This is a group of key concern given that they face long lasting loss of Jobseeker's Allowance and risk permanent loss. Twenty-three Tower Hamlets residents in this group have lost their entitlement for 26 weeks.

Our qualitative research captured experiences of sanctioning for residents claiming Employment and Support Allowance or Jobseeker's Allowance. In the main part, those on Employment and Support Allowance who were sanctioned due to a general lack of understanding or an inability to fully comply with the Work Capability Assessment process:

*"I did not appeal because nobody told me about appealing and then it was too late."* (White British, IB reassessed for ESA, WCA, sanctioned)

In nearly all these cases, these residents were sanctioned despite having severe mental and/or physical health disabilities and were some of the most vulnerable subjects of the study. Residents from this group were more likely to live in single person households and tended to report that they did not have relatives nearby who might be able to provide support to offset some of the more severe impacts. In a number of cases, the significant drop in income and general experience of sanctioning exacerbated their mental health conditions:

*"I have felt depressed, suicidal"* (Mixed race, disabled, benefit uprating, WCA, sanctioned)

In one case, a 50 year old resident had been surviving on £20 per week Disability Living Allowance payment for the last five months while DWP continued to dispute a Work Capability Assessment decision that had been overturned on appeal. For this resident the experience had led him to despair:

*"It has made me despair basically, it has made me even more withdrawn from society"* (White British, disabled, IB reassessed for ESA, WCA)

In all the cases captured in the study, ESA sanctioning had the greatest impact on residents over and above impacts of other reported reforms.

Those who had experienced sanctioning while claiming Jobseeker's Allowance were all work focused but there were two main differences in experience. The first group

often had experienced short or one-off sanctions which had increased their work search activities leading to them being able to find work and sign off benefits. This group tended to report the greater negative impacts of other reforms such as the Benefit Cap or the Social Sector Size Criteria which had given them a further impetus to find paid employment. The second group had experienced a series of sanctions, reporting very negative experiences of Jobcentre Plus and had decided to sign-off from benefits all together without employment.

Some advice centres said that giving their clients the skills in order help them avoid sanctions was becoming a key part of their delivery as groups not used to claiming active benefits were at risk of sanctions.

*"Our employment team help them with those job searches, help them to make sure they are doing enough job searches, on one level to help them genuinely look for work, but on another level just helping them to avoid being sanctioned." (Advice Centre)*



## Case study - Adejola

### **Welfare reform experienced – Sanctioned**

Adejola is a 45 year old man who lives alone in a one bedroom flat that he rents from a Housing Association. He has lived in Tower Hamlets for twelve years and has two teenage daughters who live with their mother in Barnet. Adejola has moved in and out of work temporary work since he lost his job at a camera shop in 2010 but has not worked for the past 15 months.

Adejola was receiving New Enterprise Allowance and had progressed well to setting up a business making films of weddings and other special occasions. He had two weddings booked for this summer and was awaiting a loan to help him buy equipment. In February he was referred to the Work Programme, which meant he was no longer eligible for New Enterprise Allowance. Adejola did not think this was fair, as he was progressing well with setting up his business, and he did not attend his Work Programme appointment. This resulted in him receiving a sanction for 13 weeks. Without benefit income, Adejola borrowed money from his elderly mother – *'I felt very bad, it's not good - she's a pensioner, I should be helping her, it's not right.'*

He had also put off paying bills for gas, electricity and his phone. Since he received the sanction he had not been able to visit his daughters, as he could not afford the bus and train fares.

After he received his sanction, the Jobcentre referred him to the food bank. He was grateful for receiving the food, but did not like having to go there. *'I felt kinda like embarrassed because I had to go to a place and I feel like I am begging for food, you know what I mean? I feel worthless really.'*

Adejola had been told that he could only receive parcels from the food bank three times and was worried about what he would do if he was sanctioned again in the future.

## 4 Impacts on demand for support

Organisations delivering services to those affected by welfare reform were asked whether welfare reform had led to changes in demand for support. Almost universally, services reported that demand for services had increased. This was across diverse services and for a range of issues. The reforms that were reported as creating the largest increases in demand for support were:

- Cuts to LHA leading to evictions from the private rented sector
- Lone parents moving into work due to the Benefit Cap or claiming Jobseeker's Allowance
- Work Capability Assessment decisions
- Changes to Housing Benefit for those in the social rented sector

Which reform was generating the most increase for demand was closely linked to the service provided or customer group targeted by the organisation. For example, the Housing Options team within the council and some advice agencies saw cuts to LHA leading to evictions as the biggest issue. Those providing childcare and support for parents suggested it was the pressure on lone parents to move into work. Organisations providing services to disabled people and some social landlords were spending significant resource on supporting residents to appeal Work Capability Assessments:

*"A lot of our advice appointments are around ESA appeals, also getting feedback around processes. People want extra support with the ATOS process - advocacy is getting more involved."* (Advice service for disabled people)

Social landlords were often spending significant resource helping their tenants to avoid arrears after being affected by changes to Housing Benefit. This included both encouraging them to bid for smaller properties and encouraging them to take part in employability activities.

In some cases increases in demand were small, but more commonly service providers reported seeing increases in demand ranging from 20 to 50%. Participants in the workshop with advice providers were concerned with how they would meet demand with future welfare reform, given that they were unable to meet demand at current levels.

*"We're busy enough as it is, we've lost resource, helping with ESA appeals, DHP is ending, PIP is coming, Universal Credit is coming." (Advice workshop participant)*

## **Changing services to meet demand**

Delivery organisations were adopting a range of strategies in the face of increased demand, usually within the context of decreased resource available to help. Community advice organisations reported that queues for drop-in advice sessions were starting at 7.30 in the morning and that it was impossible to support everyone who arrived. This queuing system potentially excluded lone parents with school aged children, as well as older and disabled people who could not wait in line. In some cases staff were working longer hours to try to meet demand.

*"People are robbing Peter to pay Paul, especially if Paul has got bailiffs knocking on the window, so we lost members of staff, so we have had to reduce the advice service offered, but the demand for advice has gone up ... it means I have to work late. It is unsustainable; I can't guarantee that the quality of the service will be maintained." (Advice worker, social landlord)*

Some service providers reported that as well as more people seeking support, cases were becoming more complex and time-consuming. One provider reported that knowing that they were unable to help everybody who approached them for support meant that they were seeing fewer people overall, but spending more time on each case.

*"In an odd sort of way if you think you can't support everybody who wants an appointment, you end up just focusing on a few cases, because you're not even going to see 20%. I think we actually support fewer people now, but they take a lot longer." (Advice workshop participant)*

Many providers were prioritising residents in the greatest need, but this meant that preventative support and early intervention was not occurring because it was very difficult for residents to be seen until their situation was in crisis. Other agencies with limited capacity to increase support were making links with other organisations in the borough and signposting residents to these services. Where partnerships and referral routes had strengthened, delivery organisations felt that this had been a positive impact.

Some services had changed radically as a result of welfare reform, for example social landlords reported that instead of merely chasing people for arrears they were working to provide debt and employability services. Other services, such as parental engagement teams in schools, were providing welfare advice as this was a priority

need for the people they supported. A legal advice centre had changed the focus of its drop in sessions to focus entirely on welfare reform.

*"All our drop in legal advice sessions are now on welfare benefits, whereas before we would help people with a variety of things. Everything else is pushed to the evening and staffed by volunteers. The profile of our work has dramatically changed. We have focused on training law students to increase our capacity. ... a lot of the changes are yet to come and whether we can do further major changes, we'll see."* (Advice workshop participant)

This focus from delivery organisations in the borough on supporting residents affected by welfare reform was not without cost, as resource was diverted from other activities in order to meet this need.

### **Changes in those seeking support**

Delivery organisations were asked whether there had been changes in the types of residents seeking support as a result of welfare reform. Many organisations were still supporting the same groups of residents as they had been for many years. These were, depending on the type of service provider, workless households, disabled people, and large families. However, some providers reported that new groups of residents were seeking support as a result of welfare reform.

- The Housing Options team in the council reported that previously most families facing homelessness were family exclusions, for example when adult children needed to leave their parents' home. However, it was now established families who had been evicted from private rented accommodation.
- Community advice centres reported that they were now supporting low income working families whereas they had previously only supported workless families. This was because these families faced insecure employment and moves into and out of the benefit system as well as eviction from the private rented sector.
- A number of delivery organisations including advice centres and social landlords reported that older, often white British, residents were seeking support for the first time. This was because they were being found for work in Work Capability Assessments and made to search for work for the first time in many years, as well as requiring support with the social sector size criteria.
- Some social landlords reported that they were actively engaging for the first time residents affected by the benefit cap, largely Bangladeshi or Somali one parent households with three or more children. This was because these households had

previously had their rent fully covered by Housing Benefit and were classified as 'good payers'.

## 5 Responding to welfare reform

### Making ends meet

Residents were responding to welfare reform in a variety of ways. These included coping with lower income through economising, borrowing money and putting off paying bills and trying to avoid the reform through looking for work or trying to move home. Almost all respondents had sought help from advice agencies, as well as seeking support from within their social networks.

### Economising

All residents that we spoke to were economising due to a reduction in income. In some cases, such as many of those affected by changes to Housing Benefit, residents were dealing with large reductions in income. In other cases, residents were affected not by reductions in income but by the fact that benefits have not been uprated in line with inflation and the cost of living had increased. This method of responding to welfare reform was confirmed by some service providers. For example: *"Social landlords quite often portray themselves as the worst hit but it's people's shopping baskets that are worst hit."* (Advice centre)

The two main ways that residents were economising were through using less gas and electricity and spending less money on food. Some residents had made relatively small changes to their gas and electricity usage, such as ensuring that they switched off lights when they were not using a room. More commonly, however, residents reported taking radical action to reduce this expenditure and this was having a significant effect on their standard of living. For example, some residents no longer used any heating, or only used heating at the very coldest times when their children were home. For example,

*"I can't put the gas on, I have no hot water. My budget is getting really, really tight. It is a struggle:"* (White British, social housing, social sector size criteria, JSA)

Residents had also reduced the amount of money they spent on food. As with economising on gas and electricity, some residents had taken relatively small actions to save money – such as bulk buying – but more commonly residents had made large changes which had a negative effect on their household's wellbeing. Parents

always reported putting their children's need to eat above their own. However, even single respondents reported skipping meals. For example:

*"I'm not eating properly, you're constantly working out numbers just to get cheaper food. I'm having one meal a day."* (White British, social housing, social sector size criteria, JSA)

Some residents reported buying a vastly reduced range of food and relying almost entirely on staples such as bread. For example:

*"Nowadays I hardly make a shopping list. I just buy bread and butter. I have eight people in the house so I used to buy lots of things but now I go shopping and only get one or two bags."* (Bangladeshi, social housing, non-dependent deductions, benefit cap, DLA reassessment, loss of carer's allowance, husband claims ESA)

Discretionary purchases, such as clothes and shoes, were almost always being put off. Parents sometimes reported being unable to buy clothes and shoes for their children. For example:

*"I could not afford to buy my son new shoes."* (Lone parent, African British social sector size criteria, benefit cap).

### **Borrowing money**

It was very common for residents to report that they had borrowed money. However, only one respondent reported taking out a payday loan. Almost always residents had borrowed money from family and friends. In most cases, residents had borrowed small, but regular amounts of cash, such as £5 for groceries. This money was rarely repaid, or repaid only in part. In other cases residents reported that relatives would buy them groceries or cook meals for them. In a small number of cases, however, residents had borrowed several thousand pounds from friends and family. For example, one respondent, who did not speak English and lived without benefit income for six months as she did not understand why her benefit had stopped, reported that she owes £5,000 to friends and family. She said:

*"I borrowed from next door neighbours, from parents at my children's school, £300 from some, £200 from some, my daughter gave me £200 once. I have nobody else."* (Lone parent, Bangladeshi, ESA, social housing, ESA stoppage)

### **Not paying bills**

As well as owing money to family and friends some residents reported that they had put off paying rent and utilities. This was less commonly reported than borrowing

money, and those residents who did disclose debts often had large debts. It may be that debt is more common than indicated by this research and that respondents were not willing to disclose that they had debts. Residents typically put off paying water bills, mobile phone bills and gas and electricity bills. Creditors had taken actions such as installing prepaid gas and electricity meters, cutting off mobile phones and using debt recovery agencies. For example:

*"I have a £2300 outstanding water bill. Over £2000 gas bill. About £1900 electricity bill. So now they've put a gas and electricity meter in my house. It's really tough and we don't know what to do."* (Bangladeshi, social housing, non-dependent deductions, benefit cap, DLA reassessment, loss of carer's allowance, husband claims ESA)

It was common for residents affected by changes to housing benefit to have built up rent arrears. All of those in social rented accommodation reported that Discretionary Housing Payments had prevented arrears from accumulating, and in many cases had been backdated to clear arrears. Those in private rented accommodation who had accumulated rent arrears, however, had been evicted by their landlords and were currently in temporary accommodation.



## Case study - Dimeji

### **Welfare reforms experienced – Ending of Income Support eligibility, Social Sector Size Criteria**

Dimeji is 56 years old and lives with the youngest of her four children in a four bedroom flat in Bethnal Green. Dimeji's three eldest children, aged 29, 32 and 33 had moved out of home in recent years, and Dimeji and her 11 year old son still live in the family home where she has lived for the past 25 years.

Three years ago, Dimeji's eligibility for Income Support ended and she began claiming Jobseeker's Allowance. Last year she was referred to the Work Programme, which she found 'useless'. At the time of interview, however, she had recently secured a temporary job working as an administrative assistant for a Housing Association.

Dimeji's Housing Benefit was reduced by £51 per week because she had two spare bedrooms. She was struggling with this reduction in income and had mostly coped by putting off paying bills and had paid for groceries with a credit card, which she had not paid off. She had accumulated debts with TV licencing, her water and energy suppliers and her mobile phone.

Despite being written to by the council and her housing provider about moving to a smaller property, Dimeji had not tried to do so. However, at the time of interview she was seeking advice on how to move to a smaller property and how to manage her debts.

## **Awareness and use of food banks**

A small number of residents we spoke to, who were not recruited through the food bank, had heard of food banks through the news but had not been able to find details of a food bank in Tower Hamlets. From interviews with advice agencies, this is not surprising, as food bank assistance in Tower Hamlets is heavily targeted and not widely advertised.

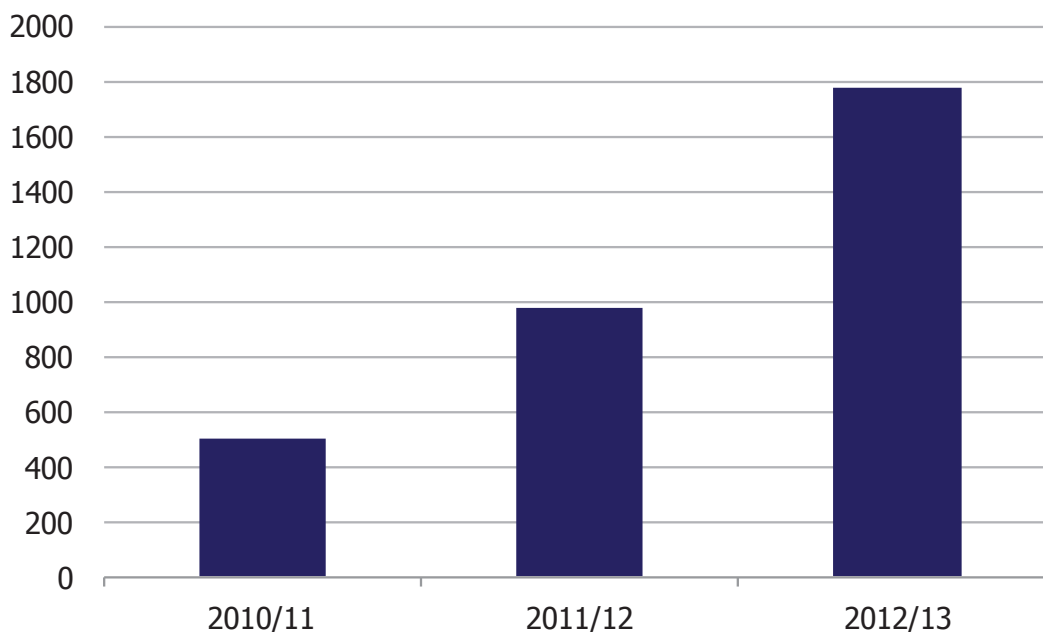
We interviewed five residents at the Tower Hamlets food bank. These residents had all experienced a sanction or benefit stoppage. This is in line with interviews with advice agencies who told us that they refer residents who have received sanctions to the food bank. In several of these cases, residents had gone without ESA or JSA for three months. All of these residents had been referred to the food bank after presenting at an advice agency, housing provider or social worker. They were happy

with the support they had received through the food bank, but worried about what they would do in future if their benefit income was stopped and they were not able to access the food bank again.

Figure 4.1, below shows that the number of referrals to the Tower Hamlets has risen steadily from 500 in 2010/11 to 1,777 in 2012/13.

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**Figure 4.1 Number of food bank referrals**



Source: Tower Hamlets Council

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## Changing circumstances – employment and housing

The policy intent of the welfare reforms discussed in this report is to encourage claimants to move into employment and/ or cheaper accommodation. We did find residents responding through trying to do both of these things, though usually unsuccessfully. Service providers reported that residents had put off longer term solutions to their problems, such as moving into employment or to cheaper accommodation because at present Discretionary Housing Payments were solving their immediate problems. *"DHP has shielded people and delayed them from looking at longer term solutions that are more sustainable."* (Social landlord)

### Looking for work

Those who reported looking for work fell into three broad groups: those who had been moved onto Jobseeker's Allowance from an inactive benefit; those affected by the benefit cap, and working families in private rented accommodation. Previous

research has shown that claimants who move from inactive to active benefits respond by seeking work, largely because of the push of the Jobseeker's Allowance regime.<sup>10</sup> Residents in this study who had moved from Income Support onto JSA reported that they were actively job seeking as they did not want to keep claiming JSA.

*"It is very hard, it is stressful. When I sign [on] I feel like to cry because you have to show 16 job minimum you have applied [for] and now you have to show the computer account with them"* (Lone parent, Bangladeshi, owner occupier, JSA)

Those who had moved from Incapacity Benefit onto JSA were split between those who wanted to find work and those who were appealing the decision that they were fit for work. Almost all of those affected by the benefit cap were hoping to find work. This is unsurprising given that the very large financial incentives that these households faced if they moved into work or, rather, the large loss of income that these households faced if they did not move into work. Usually these households were headed by someone on an inactive benefit, typically a lone parent on Income Support. For example:

*"I want to work. It is a struggle time to time ... I'd rather work for myself and my kids than rely on the government."* (Private rented, lone parent, Income Support, Somali, never worked)

In one case, a resident in private rented accommodation, where the other partner worked part time in low paid work, was seeking work in order to increase the family's income and become more attractive to private landlords.

*"It's difficult because of the timing and because of my career gap, but I'm still applying."* (Private rented, partner in work, Bangladeshi, LHA cuts)

We spoke to three residents who had moved into work as a result of welfare reform. However, almost all respondents who told us they were looking for work had significant barriers to work and employability support needs. These are considered in more detail below.

Some social landlords reported that the use of Discretionary Housing Payments was disrupting the message to tenants affected by Housing Benefit changes that they would need to find employment if they were to stay in their properties.

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<sup>10</sup> Lane, P. et al (2011) *Lone Parent Obligations: work, childcare and the Jobseeker's Allowance regime*, DWP Research Report Series.

*"DHPs disrupt the message. We were saying to people you need to find work. But then we got the message about getting DHP claims in, and that whole push [about employment] has been delayed. We haven't had the rent arrears that we feared, but are we just storing up the problem for a later date? The message going out to claimants is mixed."* (Social landlord, Housing Workshop)

## **Moving home**

Residents reporting that they were trying to move home generally fell into two groups: those who were currently in temporary accommodation having been evicted from private rented housing and those in social housing who were affected by the social sector size criteria. We did not speak to any residents who had chosen to and successfully moved home as a result of welfare reform.

Almost all residents we spoke to were looking to move home were hoping to move into social rented accommodation within Tower Hamlets. Some residents in private rented accommodation were willing to stay in private rented within Tower Hamlets but, as discussed above, found it difficult to find landlords who would accept tenants who claimed Housing Benefit. Respondents had a strong preference to remain in Tower Hamlets because of their strong links to the local area including children attending local schools. In two cases, residents affected by the social sector size criteria were open to moving out of Tower Hamlets, in both of these cases this was because they had family outside of London that they wanted to move closer to. Residents who were in social housing and bidding for smaller properties reported that bidding was competitive. For example:

*"It's the only way out. I bid for something but I don't think I'll get it because fifteen other people bid for it as well."* (White British, social rented, social sector size criteria, JSA)

Although we did not speak to any residents affected in this way, service providers told us that some residents affected by the social sector size criteria were prevented from moving to smaller accommodation because they were in rental arrears.

Residents in temporary accommodation who were hoping to find social rented accommodation in the borough also reported that they had not so far been successful. This is in line with interviews with Tower Hamlets Housing Options staff who reported that most families moving into temporary accommodation from the private sector were unlikely to find social housing in Tower Hamlets. More generally, organisations supporting residents affected by the benefit cap and/or in private rented accommodation reported that it was difficult to support these families to move out of the borough while Discretionary Housing Payments were available.

*"It is difficult to have conversations with people about the decisions they are going to have to make in the long term when they know that DHP is available to them."* (Housing workshop participant)

Other service providers reported that they were dealing with the immediate crises facing their clients and putting off discussions of long-term solutions. This was also linked to a lack of capacity due to increased demand for services and reduced resources.

*"We have the time to fire fight ... I don't want to get my clients breaking down in front of me because we have to talk about you moving to Stoke on Trent. You don't want to do it, I've got an hour, I can just about speak to someone on the DWP ESA helpline, I might be able to squeeze 15 minutes to speak to social fund repayments. There is crisis after crisis after crisis."* (Advice worker, social landlord)

Some delivery organisations reported that even when these conversations occurred, residents found it difficult to believe that moving out of borough was their best option because Tower Hamlets has historically been able to meet the needs of its residents, such as finding accommodation close to schools and families.

## **Where have residents gone for support?**

Given that we recruited most participants through advice centres, it is perhaps not surprising that they were well connected to support. However, even residents recruited through schools had accessed advice and guidance after signposting through talks on welfare reform at school. A number of residents recruited through advice centres had found them through picking up a leaflet while queuing for help at the Citizens Advice Bureau (CAB). Several respondents reported that they had queued but been unable to receive support from the CAB but then gone on to receive support elsewhere. Most commonly, residents had heard of advice centres through recommendations from friends or family. Many residents were accessing specialist advice such as support in residents' home languages or with a specific issue such as mental health. This support was accessed through specialist organisations. More generally, residents often reported receiving advice on a number of different issues from the same service provider, including benefit advice, form filling, debt, financial and budgeting skills.

Residents appeared to be less likely to seek help from advice centres on finding work or moving to cheaper accommodation. Some respondents reported that they had accessed or sought to access employment support through Jobcentre Plus or the Work Programme. Residents tended not to be satisfied with the employment

support that they had accessed through these sources. Most of these residents required intensive support including ESOL, basic skills and work experience. Some lone parents had reservations about using formal childcare that could be overcome through support, such as not knowing that you could receive financial support for childcare fees or that children could receive halal food at nursery. However, the support that these residents reported experiencing was restricted to help with job searching. Some residents on Jobseeker's Allowance reported that they felt that advisers at both Jobcentre Plus and Work Programme providers were unfriendly or rude. For example:

*"The people [at Work Programme provider] were not friendly, they were uptight, you could tell they were under pressure. They want you to tick the box that you've been there... that is not a proper objective to achieve."* (Lone parent, social rented, African British social sector size criteria, benefit cap).

Some delivery organisations supporting lone parents reported that the employment support available to lone parents was insufficient for their needs.

*"These lone parents don't have the skills or experience to find work. The measures put into place to support these women are meaningless. ... They need skills, English, confidence, work experience."* (Advice workshop participant)

Some residents reported seeking support from Tower Hamlets council for finding cheaper accommodation. These residents were unhappy with the service they had received, however, this was because the council recommended moving to smaller accommodation or to a cheaper area out of borough and the residents were not willing to consider these options.

Another key source of support was through family and friends. As discussed above, many residents borrowed money from family and friends. However, residents also reported receiving help from their family and friends with form filling, translation of letters and suggestions of where to seek further advice. Many respondents reported receiving emotional support from within their social networks and this was helping them to cope with the emotional stress they were under as a result of welfare reform. These experiences were making residents feel that living near to their family and friends was more important than ever. As one resident said: *"It takes years to build up those networks."* (White British, social rented, social sector size criteria, ESA). Indeed, some respondents reported wanting to move within Tower Hamlets to an area closer to key members of their support network. Although changes to housing benefit are aimed at encouraging residents to move to cheaper

accommodation, the experiences of welfare reform and the support from family and friends was making some residents more determined to stay where they were.

## The role of additional financial support

### Discretionary Housing Payments

4,828 DHP awards were made by Tower Hamlets Council during 2013-14, benefiting 2,480 households. Total spending on DHPs was £2.96m (including £0.89m from the Mayor's Homeless Fund), with an average award of £613.

The vast majority (90 per cent) of DHP spend went towards supporting residents hit by the Bedroom tax or the Benefit Cap. Of all awards:

- 48 per cent were given to support those affected by the Bedroom Tax, accounting for 33 per cent of all DHP spend during 2013-14.
- 36 per cent of awards were provided to support those subject to the Benefit Cap, accounting for more than half (57 per cent) of total DHP spend.

### **80% of all households affected by the Benefit Cap in March 2014 had also received a DHP award.**

Those affected by LHA reforms comprised a small minority of DHP spend – accounting for 4 per cent of spend and 3 per cent of awards. LHA levels reflect the maximum Housing Benefit that can be awarded in respect of most private sector tenancies if the rent charged is higher than the LHA, a DHP can be considered.

Over one third (37 per cent) of awards were given to provide 'help pending a move' – that is, to help with short term rental costs until the claimant is able to secure alternative accommodation. Just under one third (30 per cent) of awards were to provide 'help pending employment' (ie to help with rent while the claimant seeks employment).

Of the 2,480 claimant households receiving DHP, 15 per cent (379) were in receipt of certain disability benefits<sup>11</sup>.

Ethnicity data about DHP claimants are limited because around one third of claimants did not provide information about their ethnic group. However, where

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<sup>11</sup> These include Disability Living Allowance/Personal Independence Payment, Attendance Allowance and those still on Incapacity Benefit. Note: Those in receipt of ESA are not included here as disabled.

available, the figures indicate that those affected by the Benefit Cap and Bedroom Tax have very different ethnic profiles. Specifically, Benefit Cap claimants were more likely to be Bangladeshi than Bedroom Tax claimants, who were more likely to be from White ethnic groups.

### **Crisis and Support Grants**

6,391 residents were supported through Crisis and Support Grants administered by Tower Hamlets Council in 2013/14. This is substantially more residents than were supported through the previous system of Crisis Loans and Community Care Grants in 2012/13 (4,460 residents). Indeed of the 139 authorities who responded to a recent FOI request on their local schemes, Tower Hamlets is one of only ten that will support more people through its local scheme than were supported under the previous Social Fund.

Of those awarded support, 2,678 received grants for daily living expenses (two fifths of all awards), with an average award of £65. It is likely that many of these were households experiencing financial impacts from welfare reforms, and Crisis and Support Grants will have played an important role in supporting those families. However we did not find in our research any households who had received support.

### **Preparing for Universal Credit**

Residents were prompted with a description of changes to benefits under Universal Credit including monthly payments and managing claims online. They were asked if they had heard of these changes and then further questioned on how they would manage with them.

Residents were split between those who had heard of the changes to be brought in with Universal Credit and those who had not. A small number of residents were knowledgeable about different aspects of Universal Credit and reported that they had been on a course where it had been discussed. More commonly, residents were aware of just some aspects, such as monthly payments or that a number of benefits were being rolled into one.

Residents were asked a series of questions around internet usage and their confidence in managing their claim online as well as how confident they would be managing a single monthly payment.

Only one resident reported that they would be comfortable managing a monthly payment without any support. All other residents felt that it would be difficult to



manage and that they would require support. As found in other studies,<sup>12</sup> many residents used different benefit payments as a budgeting tool, for example using Child Tax Credits to pay for certain bills and Jobseeker's Allowance for others. Moving to a single, monthly payment would require new budgeting skills. Several respondents mentioned that beyond needing help with budgeting, a single, monthly payment made them nervous, as they had previously experienced problems with individual payments but had been able to survive because they had payments from other benefits. They worried that if similar problems occurred under Universal Credit they would be left with no money.

Residents were much more mixed in their views of online claiming. Respondents ranged from those who did not have a computer at home and did not know how to use one to those who were confident using the internet and had access at home. Older residents were more likely to not know how to use computers and not have access to the internet at home or via a smartphone. The activity most associated with being confident claiming online was online shopping – even in cases where residents did not have internet at home. Some residents did other online activities such as emailing, job searching and even online banking, but did not feel confident to manage a benefit claim online. In some cases this was due to not feeling their English was good enough, but in others this was due to a lack of confidence in computer skills. Some residents who did not have a computer at home, or did not have a good enough computer at home, reported that they would not like to manage their claim in a public place, such as a library. Among those who reported that they would require support to manage a claim online, some suggested they would use their children while others said they would use advice agencies that helped them to manage their benefit claims already. Some residents who used the internet for emailing and social networking said that they would not trust online banking and felt similarly about managing a benefit claim online.

Those organisations providing digital inclusion support in the borough reported that they were not able to meet demand for these services. It is likely that demand for these services will rise further after the introduction of Universal Credit.

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<sup>12</sup> See, for example: Hall, S. et al (2012) *Qualitative research to explore the information needs of tax credits customers during their transition out of the tax credits system*, HMRC Research Report Series.

## Summary

Residents were responding to welfare reform through economising, borrowing money and putting off paying bills and to a lesser extent through trying looking for work or trying to move home. Almost all respondents had sought help from advice agencies, as well as seeking support from within their social networks. Across Tower Hamlets, 6,391 residents were supported through Crisis and Support Grants administered by Tower Hamlets Council in 2013/14. This is substantially more residents than were supported through the previous system of Crisis Loans and Community Care Grants in 2012/13 (4,460 residents). [Line on DHPs] Almost all residents we spoke to said that they would require support with budgeting under Universal Credit and many would also require support with online claiming.

## 6 Conclusions and recommendations

The impacts of welfare reform are being felt by residents across the Borough, with up to half of all families seeing their incomes fall. Many of these families continue to cope, although impacts will grow as rises in rents and prices outpace benefit income. However we identify three key groups that are struggling now:

- Families where one member is disabled or has a health condition – many of whom are in the social rented sector, often in rent arrears, and are a long way from work;
- Lone parent families – again, who have often been out of work for a long time; and
- Families on low incomes in the private rented sector, in and out of work, and particularly larger families.

Many of these households are already in contact with the Council or other services and are receiving some support – to budget, to increase income (including through work) or simply to cover the losses in the short term through discretionary support. However, the impacts of reform will continue to grow in the future, as the gap between living costs and benefits income further widens and new reforms – in particular the rollout of Universal Credit and the Personal Independence Payment – put new demands on families and on support services.

As the Fairness Commission has set out, a holistic response is needed for families in crisis, that works across local organisations and support services.

### Responding to welfare reform – objectives

In developing its response to welfare reform, we consider that there are three key objectives:

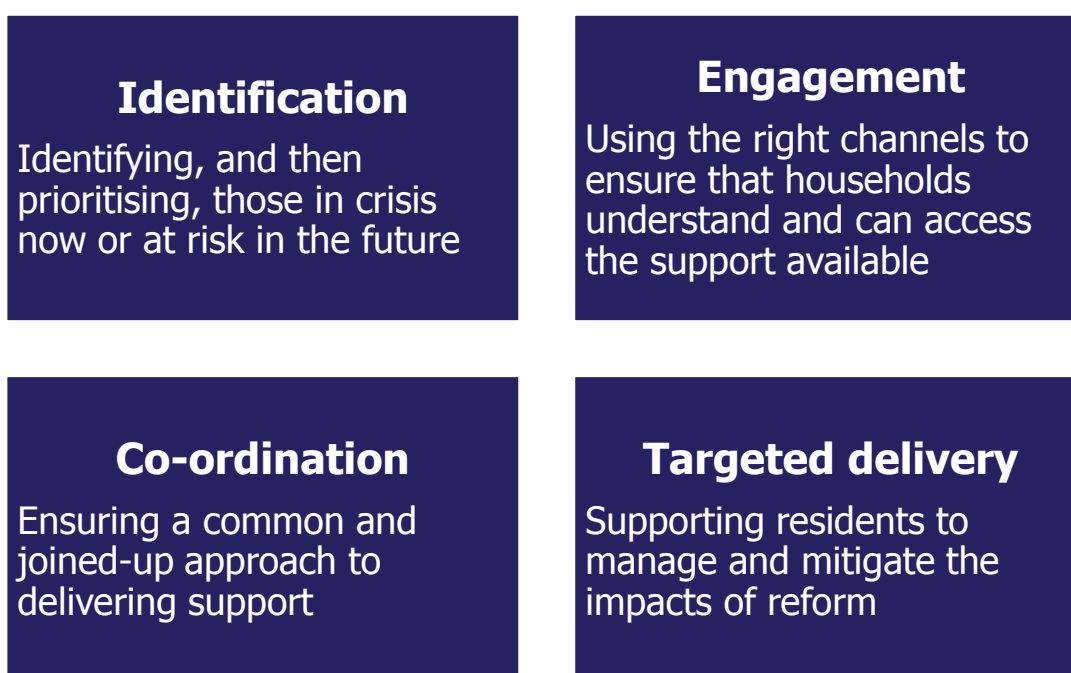
1. To ensure that **all households** have access to the right information on welfare reforms that may affect them, and know where they can go for support
2. For those **in crisis now**, to ensure that they have access to timely, appropriate and joined-up support – to:

- a. Increase their income – in particular through finding or increasing employment;
  - b. Reduce their outgoings – in particular by reducing their rent;
  - c. Cope in the short term – including transitional support to deal with shortfalls, moving home, problem debts; and
  - d. Manage in the longer term – for example through budgeting, housing, skills and other support.
3. For those **at most risk**, ensure that they have access to the right support to mitigate those risks – through many of the steps above – and to build resilience for the future.

It is important to note that there was strong support from stakeholders and agencies on the work that the Council had done so far to support residents in understanding potential impacts and sources of support. This included the establishment of the Welfare Reform Task Group and its oversight of the response to reforms in the Borough.

We set out twelve recommendations below for the design and delivery of future support. These are based around four 'blocks', set out in **Figure 5.1**:

**Figure 5.1 – Developing Tower Hamlets Council's welfare reform strategy**



These four areas are taken in turn below.

We recommend that for those proposals that are taken forward, the Council or the Welfare Reform Task Group establishes small 'task and finish' group involving relevant lead officials and partners (housing associations, Jobcentre Plus, advice agencies, etc) to lead their development.

Lastly – housing affordability in the Borough is at the root of many of these challenges. Tower Hamlets has a strong record in developing new housing, and the Fairness Commission has made recommendations for how this can be further enhanced. The Borough and its partners will need to continue to explore how to deliver on this – in the meantime the recommendations below are intended to help support residents in the short to medium term.

### **Identifying residents in need of support**

#### **Issue**

We found that residents impacted by reforms come into contact with a range of different council and local services: Housing Options and Benefits Services; specialist support like the Family Intervention Service, Parenting Team or Multi-Agency Safeguarding Hub; Jobcentre Plus, the Work Programme, Skillsmatch and Raising Aspirations; the Tenancy Talks Service and employment and benefits advice from social landlords; local voluntary and community services; and outreach and support provided through Children's Centres, schools, health services, food banks and more.

It is likely, then, that there are opportunities to identify and refer individuals for further support who are 'in crisis' or 'at risk' – but also that there are risks of duplication and even confusion and disorientation.

Workshops with delivery organisations and stakeholders raised two linked issues:

- First, the need to ensure that staff in different organisations in frontline roles knew how to assess needs and then take appropriate action; and
- Secondly, the need for this to be underpinned by effective processes for data gathering and sharing. This means moving on from using aggregate data to monitor impacts, to using individual contact and data to target support.

We therefore propose that the Council and partners look to develop a common approach across agencies to identifying and referring priority groups impacted by welfare reforms.

## Recommendations

<p><b>1. Tower Hamlets Council and its partners should develop a common approach to identifying and referring those likely to be 'in crisis' or 'at risk' due to welfare reforms</b></p>
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This common approach should be applied as far as possible across all of those services listed above – i.e. Tower Hamlets Council services, employment services, housing, voluntary sector partners and so on.

In order to do this, the Council and partners should develop a common set of 'asks' of data to be collected where residents impacted by reforms come into contact with support. This should be relatively light touch, and could include:

- Some key characteristics of the family – in particular, any disability or health condition, the number of children if any, whether they are single or in a couple
- The size of the financial shortfall from welfare reforms – i.e. the shortfall between previous and current benefits
- Which reform(s) are causing this impact
- The financial impact so far – including debt, rent arrears, Council Tax arrears
- Housing tenure
- Labour market status – whether they or anyone in their family is in work
- Their potential resilience – in terms of their ability to increase their income, gain employment, reduce expenditure, move home and so on

Ideally these common 'asks' should be applied across services and agencies – including those claiming Discretionary Housing Payments and Crisis and Support Grants; those contacting housing and benefits services; social and children's services; employment services like Skillsmatch and Raising Aspirations; and those engaging with non-statutory services like financial mentors, social landlords and advice agencies.

Developing this common approach to triage – collecting information, assessing needs and referring on – should allow the Council and partners to identify those most in need and ensure that they are then referred on to appropriate support (Recommendation 4 below addresses referrals and signposting).

**2. This common approach should be underpinned by data-sharing between partners and enhanced monitoring, to ensure that the right groups are being supported**

Stakeholders reported that information on household impacts was often being collected already – for example, social landlords and the Council reported having quite detailed records on the financial impacts of the size criteria and the characteristics of households affected. However it was not clear that information was being systematically shared between partners – and specifically with the Council and then the Task Group – to ensure that there was a shared understanding of impacts and of who was being supported and how.

Improved data sharing could help to identify the numbers of residents with different characteristics and their impacts. In particular, our research suggests that those facing the largest impacts are lone parent households, large families in the private rented sector, and those with family members with a health condition or disability. However the number of households with these characteristics and impacted by reforms could not be quantified.

Data sharing could also quantify those with particularly low resilience to cope – because of distance from the labour market or their (in)ability to move home. Our research suggests that this is particularly the case for many residents in social housing, and those with poor qualifications and/ or poor English.

Lastly, it could also be used to better monitor impacts on services – both referral patterns and then take-up of services, including employment services, debt and tenancy support services.

## **Engaging with priority groups**

### **Issue**

Stakeholders and agencies interviewed felt that the Council had done very well in communicating the impacts of welfare reforms. As one put it,

*"I think that the different organisations, the voluntary sector and the local authority have really worked hard to get information to families and offer some really constructive support"*

Our interviews with residents also found that most were relatively well-engaged – they were in contact with support services – and this applied even for those recruited directly through schools or food banks.

However there were common concerns that residents only engage with services when they have reached a crisis point – and many do not engage for cultural or other reasons (including poor health, poor mobility, language and literacy issues). There was a strong view from many of those interviewed and in workshops that there was greater scope for voluntary organisations to identify and engage those further from mainstream support and less likely to engage with Council services (or to only do so too late).

## Recommendation

### **3. Work through communities and local services, including faith groups, to engage those further from support**

Given that the Council and local services appear to be engaging with residents relatively effectively, we recommend building on this to explore how key groups can be engaged earlier in order to reduce the risks of them reaching crisis.

Tower Hamlets has a strong voluntary sector with existing strong networks and there are a number of initiative and projects in place already. So in our view, engagement activity should build on these foundations.

One option would be to develop 'community champions' and peer mentors to provide information and signposting to vulnerable residents, and to refer on those most at risk. These have been used in some local areas (for example Manchester City) and could build on the Community Money Mentor project in Tower Hamlets which has trained two hundred local residents.

There was quite strong support for this from stakeholders. As one Housing Association said,

*"Having local champions is good because it builds skills that make them more employable. Having a cohort of people trained to deliver advice, by speaking with residents and allaying fears, who are trusted, that would be an incredible piece of work if we could do it"*

We would recommend that this is closely targeted at those areas and groups identified as at highest risk of being impacted. In particular this means the three broad groups that we identified: those with a health condition or a disabled person in the family; lone parent households; families in the private rented sector. However beyond this, in particular it would suggest that priorities are:

- Older people in social housing, impacted by the size criteria and/ or changes to disability benefits, usually out of work and often White British



- Lone parents who are out of work, usually with three or more children, and often from Bangladeshi or Somali communities
- Larger families in the private rented sector, with low or no incomes – again often Somali or Bangladeshi

Faith groups did not appear to be playing a prominent role in supporting residents affected by welfare reform. In our view, there would be value in exploring the scope of working with faith groups to engage and identify families.

## Co-ordinating delivery of support

### Issue

Advice agencies considered that services were generally well joined-up – or at least, better joined-up than other London Boroughs – but that there was still scope to improve how support was integrated and aligned around the needs of households. As one put it:

*"A fully signposted, clear pathway for residents isn't there yet."*

Improving how support is co-ordinated across services – including housing, family support (including through family intervention services), Jobcentre Plus and local advice agencies – was raised as a priority within workshops and interviews, and separately by Children's Centres consulted by the Council.

There is a spectrum of potential approaches to co-ordinating support for residents, all of which are being used or piloted within the Borough. We consider that these can be grouped into four:

- **Signposting** and **referring** to specialist support – for example, we found that Benefits Services routinely signpost residents to specialist support with debt, housing or employment; however, these referrals did not seem to be routinely followed up to identify whether issues have been resolved or actions taken
- **Linking services** to provide joined up support – the Raising Aspirations project in East India and Lansbury Ward, and the Troubled Families initiative, are both built on assessing and understanding families or individuals' needs, developing action plans and then linking up support across services
- **Co-locating services** that are complementary – in particular, the Council are developing a 'No Wrong Doors' model, in conjunction with Jobcentre Plus and other agencies, for the Housing Options Service – which will co-locate housing,

employment and training/ skills support for residents with the greatest housing needs

- **Integrated case management** through a single key worker – a number of projects join up support across different areas of need – for example the Troubled Families initiative; social landlords’ work to provide employment and training support; the REAL service supporting disabled people – however this is not always a multi-agency, case-managed approach – as one interviewee put it, support should be: *"multi-disciplinary, multiagency work; it is about joining up what is going on for a family, with housing, with social workers, schools, everything. It should be a bit more joined up."*

## Recommendations

### **4. Co-ordinate referrals and signposting for residents, by mapping agencies and services that can provide specialist support, and ensuring that referrals are logged and followed up**

We recommend that particularly for those identified as priority groups for support, the Council ensures that referrals are logged and that there is light touch follow-up with agencies to identify whether claimants have received support and/ or resolved their issues. This should include common protocols where suggested, and training on good referrals.

### **5. Explore the scope for greater co-location of services – particularly to bring in support on debt and financial inclusion and from health services**

The Fairness Commission concluded that “where organisations work together in a ‘community hub’ model to provide a range of support based on the needs of an individual or a family, that support is more effective.”

We similarly found strong support – from the Council, Jobcentre Plus, Housing Associations and voluntary groups – for exploring greater co-location of services to join up support for residents. We consider that there would be value in exploring the scope to extend the “No Wrong Doors” work being undertaken by the Council, in particularly to include support from:

- Voluntary agencies that provide support on debt and financial inclusion; and
- Health services that engage residents on Employment and Support Allowance or Disability Living Allowance.

**6. Consider piloting an integrated case management model with a lead professional/worker for those in crisis – with an assessment of its fiscal and economic costs and benefits**

Many of those interviewed who had significant needs were in contact with multiple agencies and often reported that they did not know about reforms impacting on them, or that they did not understand the information that they had received.

We would recommend piloting a model that goes beyond signposting, linking and co-locating services for those most in need, but instead has a single lead professional empowered to join up support across agencies and services – including employment, housing, skill, health and debt. These lead professionals would put in place a single action plan with clear timescales and then support residents to achieve it.

There is likely to be a clear fiscal case for engaging more systematically with those facing larger reform impacts: by avoiding evictions and expensive re-housing in Temporary Accommodation, and by supporting residents to move into work, interventions can deliver clear savings that could exceed the costs of intervention. So we would recommend also looking to quantify these benefits as well as the costs of support. There are opportunities to engage with central government on this through its work on public services transformation and localism, and clear(er) processes for how costs and benefits should be captured and estimated. Residents who might particularly benefit from this approach include clients with long term sanctions, mental health conditions and Employment Support Allowance claimants.

## **Targeted support around particular needs**

### **Issue**

Residents reported that they felt that they needed support in three key areas:

- Help with moving to cheaper accommodation
- Help with personal finances, including budgeting and managing debt
- Help with finding employment or increasing their earnings

These three areas are taken in turn below. Overall, almost all residents reported that they wanted to continue to live in Tower Hamlets; while for most this also involved finding work (even if this was sometimes in the longer-term).

## Recommendations – Housing

### **7. Provide case-managed 'resettlement support' for those relocated out of the Borough**

Those supporting residents who had moved outside the Borough reported that many did not view this as permanent, had not moved their children's school(s) and often were not looking to find work in their new area. This was also borne out in our interview with a resident living outside the Borough – who had a strong view that the family would eventually be found social housing in Tower Hamlets.

There are currently over 500 homeless families in temporary accommodation being housed out of Borough, with 20 housed out of London – all receive ongoing housing management support. Of this figure approximately 300 are due to welfare reform. However for those who are not statutory homeless and have to relocate as a result of welfare reform, where those moves are likely to be permanent (as they will in many cases for large families) the Council and partners should ensure that households have both:

- Clear messaging on what will (and will not) happen next; and
- Appropriate resettlement support with work, education, health services, budgeting and so on.

### **8. Explore the scope to make Discretionary Housing Payments – and potentially Crisis and Support Grants – conditional**

There were strong views from workshop participants that the use of Discretionary Housing Payments (DHPs) was 'masking' the true impacts of reform and that residents were not addressing their underlying issues. However we found mixed views on introducing conditions to the award of DHPs – with some strong support from housing services and those working directly with households impacted by the benefit cap and LHA reforms; but concerns from other Council staff and some voluntary organisations (that conditions may not be applied fairly or may not be understood).

A number of London Councils have used conditions in the award of DHPs to create stronger incentives for residents to take steps to reduce their housing costs or increase their other income. There has not been any evaluation of their effectiveness, but we know from the use of conditionality in the benefits system that conditions can work where they are:

- Clearly communicated and understood;

- Agreed upon – as a commitment between two parties – and owned by the claimant;
- Are specific and achievable – not vague aspirations; and
- Are matched with appropriate support.

We recommend that the Council explores the scope to introduce conditionality to DHPs. This would need to be matched with the right support to meet conditions, develop action plans and review progress – simply introducing conditions alone is unlikely to change behaviour without matching this with more targeted support.

**9. Make it easier for residents in social housing to move – in particular by using discretion on rent arrears**

A number of participants in workshops stated that social housing residents with rent arrears either could not move, or thought that they could not move, without first paying off their arrears. Others stated that this could be ignored at the discretion of the landlord.

This issue creates two problems: tenants are less able to manage arrears, and likely to see them grow. Making it clearer and simpler for residents to suspend arrears where they wish to move – and potentially in some cases to waive them – could provide an incentive to re-house, help free up social housing and better support those residents impacted.

## **Recommendations – Employment**

**10. Take forward the Fairness Commission’s ‘re-imagined’ labour exchange by piloting specialist, personal adviser-led employment support for those affected by welfare reform – working in partnership with Jobcentre Plus and local colleges**

Supporting residents to find and then keep work will be the most effective way to mitigate the impacts of welfare reform. It was common for residents who were out of work to state that they wanted work but would need support in order to achieve this. Specifically, residents reported that they would need help with improving their skills and their work experience in order to compete in the job market. Many residents interviewed had not worked for many years, or ever, and felt that they would need significant help.

Residents with low level English language skills reported that they needed support to improve their English, sometimes just with a particular aspect of English, such as

reading or writing. Some residents reported that they needed help with learning to use computers and the internet.

The Fairness Commission has had similar findings – that those further from work faced multiple barriers including poor English skills, ill health or disability, poor work experience, low skills, a lack of access to childcare and poor access to networks. The Commission concluded that those with more complex needs were often not well-served with mainstream programmes, which did not provide personalised support that helps to address their barriers, and that a ‘re-imagined’ labour exchange is needed to support these groups.

Both Skillsmatch and the Raising Aspirations pilot go some way to addressing these issues, and have been developed, or adapted, in response to welfare reform. For example Skillsmatch has also restructured its service and developed a pre-employment project to particularly helping residents impacted by welfare reforms.

We would recommend building on this, by working with Jobcentre Plus to explore the scope for a pilot that would develop the ‘re-imagined’ labour exchange and focus on supporting residents most at risk – in particular lone parents, older residents with health conditions, and those with high housing impacts.

This should build on the range of evidence on ‘what works’ for supporting those furthest from work. This suggests that **personalised, adviser-led, case management support** should be central<sup>13</sup> - the precise nature of this support will vary according to the characteristics and needs of those being supported, but common features include: setting goals and developing action plans, regular engagement, support with building confidence and dealing with setbacks, support with looking for work and preparing application forms and for interviews, and helping people to access other more specialist support when they need it.<sup>14</sup> This additional support can often include training, work experience placements, financial incentives and support to overcome specific barriers to work.

For those groups identified in this research, the evidence suggests:

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<sup>13</sup> See for example Hasluck, C. and Green, A. (2007) *What works for whom? A review of evidence and meta-analysis for the Department for Work and Pensions*, Department for Work and Pensions Research Report 407; Martin, J. and Grubb, D. (2001) “What Works and for Whom: A Review of OECD Countries’ Experiences with Active Labour Market Policies”, *Swedish Economic Policy Review*, Vol. 8, No. 2

<sup>14</sup> Sienkiewicz, L. (2012) *Job profiles and training for employment counsellors*, European Commission Mutual Learning Programme for Public Employment Services, European Commission

- For **disabled people**, that personalised and specialist support is most effective in overcoming barriers to work<sup>15</sup>. 'Supported Employment' principles seem to be effective for a range of groups<sup>16</sup>. This model typically focuses on placing individuals with a supportive employer and then working with them intensively to sustain employment, rather than training people first and then placing into work. This also points to the importance of engaging with employers in a different way – not just to place individuals in specific vacancies, but also to build larger scale relationships that are focused on both meeting recruitment needs and placing disadvantaged jobseekers.
- For **lone parents**, the most commonly cited factor that reduces the probability of return to work is the presence of pre-school aged children<sup>17</sup>, so cost and availability of childcare are likely to be particularly important. In common with other groups effective case management and support to look for work is key.<sup>18</sup> Previous programmes have also emphasised the importance of friendly, informal, flexible and accessible advisers<sup>19</sup>. The implementation of lone parent work-focused interviews in Jobcentre Plus also underlined the importance of a menu of additional forms of support for lone parents that advisers can refer to, particularly around employability and confidence, finding good quality employers, financial returns from work and childcare<sup>20</sup>.
- For **the lowest qualified**, the evidence suggests that having low qualifications is often an indicator of other underlying disadvantages – like poor work histories, disability, older age, being a lone parent and so on.<sup>21</sup> It is not necessarily the case, therefore, that a lack of qualifications itself is the main problem: even among those with poor qualifications, other barriers are often highlighted as the reason for being out of work, like a lack of work experience.<sup>22</sup> Support for those who are disadvantaged and who lack qualifications needs to do more than just

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<sup>15</sup> Rangarajan, A, Wittenburg, D., Honeycutt, T. and Brucker, D. (2008) *Programmes to Promote employment for disabled people: Lessons from the United States*, Department for Work and Pensions Research Report 548

<sup>16</sup> Bond, G., Drake, R. and Becker, D. (2008) "An update on randomised controlled trials of evidence-based supported employment", *Psychiatric Rehabilitation Journal*, 31

<sup>17</sup> Ibid

<sup>18</sup> Avram, S., Brewer, M. and Salvatori, A. (2013) *Lone Parent Obligations: an impact assessment*, Department for Work and Pensions Research Report No.845, p.3:

<sup>19</sup> Griffiths, Durkin and Mitchell, 2006, pp.5, 103

<sup>20</sup> See for example Collard and Atkinson (2009) *Making decisions about working in one-earner couple households*

<sup>21</sup> Research on these links, in the context of the characteristics of other disadvantaged groups, is well summarised in Hasluck, C. and Green, A. (2007) *What works for whom? A review of evidence and meta-analysis for the Department for Work and Pensions*, Department for Work and Pensions Research Report 407

<sup>22</sup> See for example Anderson, T. and Pires, C. (2004), *Lone Parents and Work Based Learning for Adults*, Department for Work and Pensions Research Report 188

address skills – it must also build on what works more generally, and be joined up with wider support.

**11. Explore the scope for the Council and Partners to expand the provision of work focussed training and ESOL, and that residents are referred as appropriate**

Our research has found a clear issue around workplace skills and readiness to take up jobs. Previous Local Economic Assessments have also identified skills mismatches at entry level as a significant barrier – with demand for entry-level jobs far outstripping the supply of those jobs. In addition we found in our research strong demand from residents for language support (English for Speakers of Other Languages).

Tower Hamlets has good provision in these areas and should seek to protect and expand them. Adult Skills Budget funding can be drawn down to provide accredited training to claimants of JSA and ESA. We would recommend exploring the scope to work with colleges and training providers to provide short, focused training to priority residents on employability, confidence and motivation, jobsearch techniques, budgeting and financial management and other areas that may support employment and generally greater resilience. This could have a particular focus on those most likely to benefit from this support – such as older residents in social housing; those with health conditions and lone parents.

In addition we would recommend that the Council, Jobcentre Plus and local colleges/training providers look at the scope to develop flexible, responsive English language support at entry and pre-entry level for those most affected by welfare reforms.

## **Preparing for Universal Credit**

### **Issue**

Lastly, with Universal Credit likely to be rolled out from late 2015 it will be imperative to ensure that plans are being made to support residents with needs around financial inclusion, digital inclusion and personal budgeting.

The Government has called for 'Expressions of Interest' for further pilots of new Local Support Services to support Universal Credit, with pilot sites testing how support for residents can be joined up across agencies and services. It is likely that one pilot will be in London, and almost certainly in an area that has already piloted an aspect of the local support services framework.



Alongside this, the Government is calling for 'informal trialling sites' to volunteer to test specific aspects of UC preparation – in particular around triage; digital inclusion; budgeting support; and partnership working.

Our research suggested that most residents were familiar and comfortable with using the internet for financial transactions, but may need support to access the internet (as they did not have it at home) and would likely need support with the complexity of submitting a claim online. The Fairness Commission has also addressed digital exclusion in its report, calling for Tower Hamlets to become an 'online borough', with support for excluded residents to develop their IT skills and use online resources.

Personal budgeting appeared far more challenging – with almost all respondents saying that they would not be able to manage their incomes monthly without additional support.

## Recommendation

<p><b>12. Focus on testing approaches to supporting residents to manage their finances monthly in preparation for Universal Credit – and consider becoming an 'informal trialling site'</b></p>
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Given that the Borough will be developing its plans on digital inclusion in response to the Fairness Commission, and we have set out recommendations on partnership working and improving identification of need, we consider that the key priority in preparing for Universal Credit is around budgeting support.

The Borough should look to test approaches to supporting residents that build on the effective community outreach programmes already in place like Money Mentors. For example this could include working in partnership with London Community Credit Union to extend access to its jam jar accounts, developing money management tools, or further improving financial education. Digital inclusion support will also be a priority need for some Universal Credit claimants.

As part of this, the Borough should also consider becoming an 'informal trialling site' – which would give it access to a restricted online resource to share practice with other areas.

## 7 Appendix I – Breakdown of interviews with residents

**Table 7.1 Research respondent demographics**

		Number of research respondents
<b>Geographical area</b>	Bethnal Green	10
	East India/Poplar/Limehouse	10
	Isle of Dogs	3
	Mile End	3
	Shadwell	2
	Stepney	5
	Whitechapel	1
	Out of borough	1
<b>Gender</b>	Female	21
	Male	14
<b>Age</b>	16-25	1
	26-35	7
	36-45	10
	46-55	11
	56-65	6
<b>Ethnicity</b>	Bangladeshi	11
	Black – African (not Somali)	3
	Black – Caribbean	1
	Latin American	2
	Mixed Race	2
	Pakistani	1
	Somali	4
	White	11
<b>Household Type</b>	Couple household no children	2
	Couple household with children	8
	Single household with children	11
	Single household no children	9
	Homeless	2
	Other - non-relatives	1
	Other - parent(s) with adult child	2
<b>Housing Tenure</b>	Owner Occupied	3
	Private Rented	4
	Rented from LA/HA	28
<b>Current Benefit type</b>	Carers Allowance	3

	Employment and Support Allowance	14
	Income Support	4
	Jobseekers Allowance	6
	Not on out of work benefits	8
<b>Working households</b>	Non-working household	29
	Working household	6

**Table 7.2 Reported Welfare Reform impact**

	<b>Number of reported instances</b>
Social Sector Size Criteria	7
Benefit Cap	7
Benefits non-uprating	17
Disability Living Allowance transferred to Personal Independence Payment	2
Transferred from Incapacity Benefit or Income Support to Employment Support Allowance	7
Transferred from Incapacity Benefit to Jobseeker's Allowance	11
Housing Benefit Reduced due to Non-dependent Deductions	2
Housing Benefit too low to cover private rent	4
Jobseeker's Allowance / Employment Support Allowance Sanction(s)	8
Tax Credit Reductions	2
Transferred from Income Support to Jobseeker's Allowance	3
Other / indirect welfare reform impact	10
<b>TOTAL</b>	<b>71</b>

**Table 7.3 Number of reported Welfare Reform impacts**

	<b>Number of interviewee respondents</b>
One reform	12

Two reforms	14
Three reforms	7
Four reforms	1
Five reforms	0
Six reforms	1
<b>TOTAL</b>	<b>35</b>

# Equality Analysis (EA)

## Section 1 – General Information (Aims and Objectives)

### **Name of the proposal including aims, objectives and purpose:**

This Equalities Analysis examines the administration of Discretionary Housing Payments (DHP's) to residents.

DHP's have been in existence since 2001, they replaced the previous Discretionary Payments scheme.

The DHP fund is cash limited. Local Authorities are provided with a fixed allocation each year from the Government to help people who qualify for Housing Benefit, but are having trouble paying their rent. When the money for the year runs out, no more payments can be made.

DHP's may be paid weekly, or as a lump sum and they can also be backdated.

DHP's have always been administered within the Benefits Service due to the fact that underlying eligibility is based on entitlement to Housing Benefit. Consequently staff involved in the administration are experienced in working to a fixed DHP budget and have thus ensured, in previous years that expenditure accords with the amount of available funding.

The DHP administrative framework is outlined below.

In order to qualify for DHP, the claimant must first have entitlement to Housing Benefit.

The claimant must then complete a DHP application in writing.

The DHP policy aims to ensure that all claims are considered individually, based on:

- representations made within the DHP claim
- household circumstances
- financial circumstances (income and essential expenditure)
- exceptional need
- hardship
- Availability of funds at the time of the application
- availability of any other form of discretionary funding
- period of award and sustainability – short term, long term, whether there is a future event likely to negate or reduce the need for an on-going DHP e.g. job offer, moving to alternative accommodation, reaching Pensionable age etc. (Particular emphases will be placed on the period for which we are likely to be able to sustain an award and what is

likely to happen when DHP is withdrawn.

### **Deciding the Amount of an Award.**

Having used the criteria set out above to determine that a DHP award would be appropriate, the next step is to decide:

- The weekly amount
- The award period

In reaching a decision, consideration will be given to any relevant factors including but not exclusively those set out in the main policy document. These can be summarised as:

- Availability of DHP funding (DHP budget)
- Financial circumstances (having regard to both available income and essential/necessary expenditure)
- Sustainability
- Any particular needs of the applicant, the applicant's family and any other person in the household

### **Notifying the outcome of a DHP application**

After the DHP claim has been considered. A notification of the outcome will be provided in writing to the DHP applicant.

In all cases the notification must include:

- The date of application
- The date of the decision
- The reasons for the decision
- The applicants rights of appeal and details of how to appeal

In addition, if the DHP is awarded the written notification must also include:

- The amount awarded
- The period covered by the award
- Advice regarding the applicant's options when the award expires

## **Appeals**

The first stage of the appeals process for DHP's is for the appeal to be reconsidered by a different Appeals Officer from the one who made the original decision.

The claimant will be notified in writing of the outcome of their appeal.

The second stage of the appeals process is for consideration by the Service Head for Customer Access. Second stage appeals will be prepared by the Appeals Team and submitted to the Service Head for Customer Access.

The written submission will:

- Explain the reasons for the decision
- highlight the grounds for appeal
- include all relevant documentation

The Service Head for Customer Access will decide the appeal and inform the Appeals Team of the decision.

The Appeals Team will then, notify the appellant of the outcome.

**Service area:**

Resources: Customer Access

**Team name:**

Benefits Services

**Service Manager:**

Steve Hill Head of Benefits Services

**Name and role of the officer(s) completing the EA:**

Lee Fearon Benefits Service Policy Manager

## Section 2 – Evidence (Consideration of Data and Information)

### **What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?**

The speed, scope and complexity of welfare reform brings with it challenges. However, we can draw on several sources of evidence in order to help consider impacts.

- Equality analysis on the impact of the reforms themselves
- Analysis of financial loss as a result of 2013/14 welfare reforms
- Available monitoring data for Discretionary Housing Payments

### **Equality analysis on the impact of the reforms themselves**

Additional DHP funding provided from April 2013 is designed to mitigate the unequal impact of welfare reform. It is therefore prudent to understand what, in equalities terms, this impact may be.

The Department for Work and Pensions, who are responsible both for welfare reform and the allocation of DHP, has undertaken equality analysis for the various measures introduced under the Welfare Reform Act 2012. This includes the benefit cap, social sector under occupation ('bedroom tax'), Disability Living Allowance reform and Social Fund Localisation, and is available as a series of publications<sup>1</sup>.

In line with our own analysis the groups identified as being most affected by the reforms – in particular the benefits cap (due to come into force between July and September 2013) which will have the most significant impact on Tower Hamlets residents, will be:

- single female parents
- those aged 25 to 44 as they are more likely to have young children; and
- BME residents

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<sup>1</sup> The Department for Work and Pensions *Welfare Reform Act 2012: equality impact assessments*  
<https://www.gov.uk/government/organisations/departments-for-work-pensions/series/welfare-reform-act-2012-equality-impact-assessments> Accessed 13/05/2013



## **Analysis of financial loss as a result of 2013/14 welfare reforms**

The 2013/14 welfare reforms will have a significant impact on our residents.

The reforms and estimated reductions in Benefits entitlement are summarised below;

### LHA Caps (including the extension of the Shared Accommodation Rate)

Estimated annual loss due to LHA caps is £ 3,200,000

### Social Sector Under Occupation Charge - Bedroom Tax

Estimated annual loss due to the bedroom tax £3,500,000

### Benefit Cap

Estimated loss due to Benefit Cap (from Sept) £4,000,000

The introduction of the Benefit Cap has been delayed. It was originally planned for April 2013 but will now be introduced by the end of September 2013. The delay and the fact that the number of families DWP expect to be affected by the cap constantly fluctuate, makes it difficult to estimate the annual reduction amount of Housing Benefit that will be incurred. Our original annual estimate based on the April introduction was £8 million. Therefore predicated on the assumption that introduction will be delayed until the end of September (a delay of 6 months), the revised annual estimate for 2013/2014, is £4m.

Estimates show the Benefit Cap average shortfall among those claims affected has been calculated at over £100 per week.

Estimates show the Social Sector Under Occupation Charge (otherwise known as the bedroom tax) will impact Social Housing tenants by £17 per week on average.

## **Available monitoring data for Discretionary Housing Payments**

The Discretionary Housing Payment scheme has since its introduction been an enabler to provide financial assistance to the most vulnerable tenants.

The Housing Benefits Service holds data on all applicants and this continues to be subject to analysis and informs the level of support that can be provided to residents throughout the year.

### *Disability*

DHP Awards – DHP applications from disabled claimants - current year 2013/14

Disabled claimants have made applications for 147 DHP periods in 2013/14.

This represents 17% of all DHP applications received this year, up to 24<sup>th</sup> May 2013.

The total DHP periods for which an award has been granted in respect of disabled claimants is 131 and the total DHP periods for which an award was unsuccessful in respect of disabled claimants is 12. There are 4 applications still awaiting determination.

This shows 89% of all applications for DHP's from disabled claimants have been awarded this year.

Only 8% have been unsuccessful and 3% are awaiting determination.

#### *Ethnicity*

The following data captures the ethnicity of DHP applicants in 2012/13 and those made in the current year to date 2013/14.

The analysis that follows is reported by DHP period (and not by DHP claim) in accordance with data requirements for the Department of Work and Pensions.

It should be noted that a large number of claims have either not supplied equalities data requested on their applications for DHP's or have asked that the information is not specified within their application.

### **2012/13**

#### DHP Applications by ethnicity 2012/13

<u>Ethnicity</u>	<b>Number of DHP periods</b>	
Asian Bangladesh	459	24.76%
Black African	48	2.59%
Black Caribbean	63	3.40%
Black Somali	54	2.91%
White British	232	12.51%
Not known /unreported	734	39.59%
Other reported	264	14.24%
<b>TOTAL DHP PERIODS</b>	<b>1854</b>	<b>100.00%</b>

While the proportion of applicants whose ethnicity is not known or unknown is high, the analysis demonstrates that DHP applications are being made from all ethnicity backgrounds, which is encouraging in terms of take up.

### **2013/14**

#### DHP Applications by ethnicity 2013/14

<u>Ethnicity</u>	<b>Number of DHP periods</b>	
Asian Bangladesh	192	21.97%
Black African	21	2.40%

Black Caribbean	18	2.06%
Black Somali	21	2.40%
White British	101	11.56%
Not known /unreported	314	35.93%
Other reported	207	23.68%
<b>TOTAL DHP PERIODS</b>	<b>874</b>	<b>100.00%</b>

Again for the current year, while the proportion of applicants whose ethnicity is not known or unknown is high, nevertheless the analysis demonstrates that DHP applications are being made from all ethnicity backgrounds.

The volumes of DHP applications has increased significantly by almost 50% per month (data for 2013/14 is provided from 1<sup>st</sup> April to 24<sup>th</sup> May 2013 – not quite two months). It should be noted that this increase has occurred before the introduction of the Benefits Cap.

#### DHP Awards and refusals 2012/13 and 2013/14

##### DHP Awards 2012/13

The total DHP periods for which an award was granted during 2012/13 is 1,341. This equates to 72% of all applications being successful. Further work is being undertaken to analyse these applications and the 513 or 23% that were not successful against equalities strands.

The total DHP periods for which an award has been granted for 2013/14 up to 24<sup>th</sup> May 2013 is 658. This equates to 75% of all applications being successful.

The total DHP periods for which an award was refused for 2013/14 up to 24<sup>th</sup> May 2013 is 208. This equates to 24% of all applications being unsuccessful.

A further 8 periods have been registered but are awaiting determination for 2013/14 (1%).

This analysis demonstrates that the successful/unsuccessful ratio remains similar despite the increase in DHP applications made in 2013/14 (72% last year, 75% for this year to date), equally the ratio for unsuccessful claims also remains similar (23% last year, 24% for this year to date).

### Section 3 – Assessing the Impacts on the 9 Groups How will what you're proposal impact upon the nine Protected Characteristics?

Discretionary Housing Payments provide claimants with further financial assistance, in addition to any welfare benefits, when the Council considers that help with housing costs is required.

DHPs can make an important contribution in preventing hardship by managing the transition for various customers or providing support where no other help is available.

DHPs are considered on a basis of need. The financial loss in Tower Hamlets could be as much as £14m per annum as a direct consequence of the reforms with further losses incurred through depressed wages and increasing costs, including rent costs.

The total available DHP funding of £2.2m falls significantly short of this loss and the financial need and vulnerability of Tower Hamlets residents.

DHPs will therefore

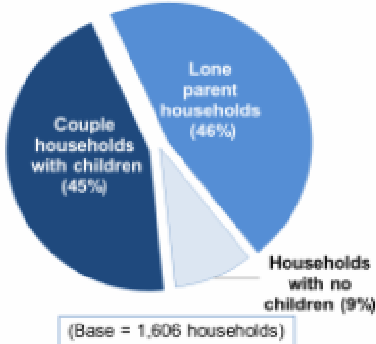
- be targeted to the most vulnerable households
- be limited to covering the essential costs of living
- assist in the transition over a limited period e.g. DHP's will not be used to support longer term shortfalls in rent – support may be offered to assist in finding employment and/or finding alternative accommodation etc.

DHPs should not be considered as a long term solution to the effects of the welfare reforms and can only be used to temporarily mitigate the financial impact for a limited period pending an alternative permanent solution.

It is likely, given our understanding of the way in which BME families and lone parents are particularly impacted by welfare reform changes, that these groups will be particularly dependent on DHPs and the policy has been drafted with an understanding of this in order to mitigate the impact of welfare changes on these already disadvantaged groups. Further analysis is given below.

Target Groups	Impact – Positive or Adverse  What impact will the proposal have on specific groups of service users or staff?	Reason(s) <ul style="list-style-type: none"> <li>• Please add a narrative to justify your claims around impacts and,</li> <li>• Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</li> </ul> <p>Please also how the proposal with promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul>																											
Race		<p>DHP's are more likely to be made to this group as BME residents are disproportionately impacted as a percentage of the overall Tower Hamlets population by the reforms.</p> <p>Breakdown of previous DHP applications by ethnicity:</p> <p><u>DHP Applications by ethnicity 2012/13</u></p> <table border="1" data-bbox="609 774 1518 1268"> <thead> <tr> <th><u>Ethnicity</u></th> <th colspan="2"><u>Number of DHP periods</u></th> </tr> </thead> <tbody> <tr> <td>Asian Bangladesh</td> <td>459</td> <td>24.76%</td> </tr> <tr> <td>Black African</td> <td>48</td> <td>2.59%</td> </tr> <tr> <td>Black Caribbean</td> <td>63</td> <td>3.40%</td> </tr> <tr> <td>Black Somali</td> <td>54</td> <td>2.91%</td> </tr> <tr> <td>White British</td> <td>232</td> <td>12.51%</td> </tr> <tr> <td>Not known /unreported</td> <td>734</td> <td>39.59%</td> </tr> <tr> <td>Other reported</td> <td>264</td> <td>14.24%</td> </tr> <tr> <td><b>TOTAL DHP PERIODS</b></td> <td><b>1854</b></td> <td><b>100.00%</b></td> </tr> </tbody> </table>	<u>Ethnicity</u>	<u>Number of DHP periods</u>		Asian Bangladesh	459	24.76%	Black African	48	2.59%	Black Caribbean	63	3.40%	Black Somali	54	2.91%	White British	232	12.51%	Not known /unreported	734	39.59%	Other reported	264	14.24%	<b>TOTAL DHP PERIODS</b>	<b>1854</b>	<b>100.00%</b>
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Disability		<p>DHPs will be used to assist disabled groups based on level of need. Even where disabled residents may be exempt from the reforms, those with a disability may be indirectly affected. The DWP expects approximately half of those households affected by the cap will contain somebody who is classed as disabled under the Equality Act<sup>2</sup>, so, it is important that the discretionary support provided reflects this.</p> <p>Disabled claimants have made applications for 147 DHP periods in 2013/14. This represents 17% of all DHP applications received this year, up to 24<sup>th</sup> May 2013. The total DHP periods for which an award has been granted in respect of disabled claimants is 131. The total DHP periods for which an award was unsuccessful in respect of disabled claimants is 12. There are 4 applications still awaiting determination.</p> <p>This shows 89% of all applications for DHP's from disabled claimants have been awarded this year. Only 8% have been refused and 3% are awaiting determination.</p>
Gender		<p>We do not envisage differential impact of the change in policy by gender, though lone parents are particularly affected by the benefit and cap and thus in need of these payments. Data in respect of lone parents indicates:</p> <p>Lone Parents have made applications for 148 DHP periods in 2013/14. This represents 17% of all DHP applications received this year, up to 24<sup>th</sup> May 2013. The total DHP periods for which an award has been granted in respect of lone parents is 115. The total DHP periods for which an award was unsuccessful in respect of lone parents is 33.</p> <p>This shows 78% of all applications for DHP's from lone parents have been awarded this year.</p> <p>Additionally, lone parent households make up 10.6%, which is the same as the national figure and below that for London where lone parent households account for 12.7% of all households (<a href="#">Source</a>: Tower Hamlets Census Second Release Headline Analysis).</p> <p>However, lone parent households make up 46% of all those affected by the benefits cap (source: Benefit Cap Analysis final report 26 11 12 – based on DWP September scan data – illustrated below). This implies that the number of lone parents who will claim DHP is likely to rise significantly once the cap comes in</p>

		<p><b>Figure 1 Benefit Cap households by type of household, Tower Hamlets</b></p>  <p>(Base = 1,606 households)</p> <p>Source: DWP Benefit Cap scan (September 2012) for Tower Hamlets</p>
Gender Reassignment		We do not envisage differential impact of the change in policy in relation to gender reassignment.
Sexual Orientation		We do not envisage differential impact of the change in policy in relation to gender reassignment.
Religion or Belief		We do not envisage differential impact of the change in policy in relation to religion or belief, except in so far as these interact with ethnicity which is covered above.
Age		<p>The Government's welfare reforms will affect working age residents (including their children) disproportionately because the majority of the reforms do not affect those of pension age.</p> <p>The Council estimates that over 5,000 children will be impacted by the benefits cap alone. This is part because due to the means tested nature of welfare provision, larger families will disproportionately affected. Parents whose children who are most in need of support, such as those who have specialist needs disabled, or sitting exams, are more likely to be awarded a DHP.</p> <p>Consequently our DHP policy framework highlights the following groups as higher need:</p> <ul style="list-style-type: none"> <li>• where the applicant has children who are due to undertake GCSE's or A levels</li> <li>• where there are disabled children or non-dependants in the household</li> <li>• where the family is vulnerable – do they access the Council's Children or Adult Services</li> <li>• if the child is sitting exams in the near future</li> </ul>

Marriage and Civil Partnerships.		We do not envisage differential impact of the change in policy in relation to marriage and civil partnership.
Pregnancy and Maternity		Pregnancy and maternity is a factor that would be taken into account in assessing the vulnerability of a claimant in regard to their need for DHPs
Other Socio-economic Carers		DHPs are particularly likely to be sought by those in poorer socio-economic groups due to their reliance on welfare benefits. The criteria are intended to support those most vulnerable within these groups. Caring responsibilities are another factor which is taken into account in assessing the vulnerability of the claimant.



## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

Yes?  No?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. AN EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

All DHPs are considered on the merits of each individual case. Claims are considered individually, based on:

- representations made within the DHP claim
- household circumstances
- financial circumstances (income and essential expenditure)
- exceptional need
- hardship
- Availability of funds at the time of the application
- availability of any other form of discretionary funding
- period of award and sustainability – short term, long term, whether there is a future event likely to negate or reduce the need for an on-going DHP e.g. job offer, moving to alternative accommodation, reaching Pensionable age etc. (Particular emphases will be placed on the period for which we are likely to be able to sustain an award and what is likely to happen when DHP is withdrawn.
- extensive experience of DHP administration by Benefits Service Appeals Officers

[DWP DHP good practice guide April 2013](#)

This document, which is written by the Department of Work & Pensions, provides clarification and guidance on the administration of DHP applications.

The Benefits Service has put into place monitoring arrangements to ensure on-going monitoring of who qualifies for DHPs and who is refused, reasons for DHP awards and equality characteristics which we will monitor including disability, gender and race. This monitoring information will be reviewed at regular intervals to ensure that the change in policy has not had a detrimental impact on any particular equality group and to enable us to understand the differential impact of benefit changes on these groups. **Alternative Options**

- The Discretionary Housing Payment fund is provided by central government and there are certain expectations about how we use it to support those with a shortfall in housing benefit. This limits the options we have available to us. Within this framework, we have sought to develop a policy which targets those most in need in line with other Council priorities.

- Inevitably, the DPH fund will not be able to support all those whose income is reduced due to benefit reform. The Council has an option to subsidise loss of Housing Benefit in all cases affected by welfare reform. This is not financially viable for the Council, however the Council has identified a further £1million in addition to the funding provided by government to support those hit by the benefit cap who are homeless in temporary accommodation.
- In addition to providing top up funding, options to enable people to move into employment or to identify alternative accommodation, including smaller accommodation in the case of the bedroom tax, are being actively pursued alongside the provision of financial support to the most vulnerable to minimise the call on the DHP fund and work with people to find their own solutions.

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?  No?

How will the monitoring systems further assess the impact on the equality target groups?

The DHP scheme will be subject to on-going analysis in order to ensure that the implementation of the proposals meet their outlined aims and to monitor any differential impact on equality groups and review the policy in this light.

Does the policy/function comply with equalities legislation?

(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes?  No?

If there are gaps in information or areas for further improvement, please list them below:

This policy actively supports both OTH objectives and the Public Sector Equality Duty, in mitigating against impacts which disproportionately affect certain communities and groups.

How will the results of this Equality Analysis feed into the performance planning process?

The results of this Equality Analysis have illustrated the need to fully imbed analysis of equalities impacts within our monitoring. This is reflected in the Action Plan below.



## Section 6 - Action Plan

As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<p><b>Example</b></p> <p>1. Better collection of feedback, consultation and data sources</p> <p>2. Non-discriminatory behaviour</p>	<p>1. Create and use feedback forms. Consult other providers and experts</p> <p>2. Regular awareness at staff meetings. Train staff in specialist courses</p>	<p>1. Forms ready for January 2010 Start consultations Jan 2010</p> <p>2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.</p>	<p>1.NR &amp; PB</p> <p>2. NR</p>	

## Section 7 – Sign Off and Publication

<b>Name:</b> (signed off by)	Claire Symonds
<b>Position:</b>	Service Head, Customer Access & ICT
<b>Date signed off:</b> (approved)	21 June 2013

## Section 8 Appendix – FOR OFFICE USE ONLY

This section to be completed by the One Tower Hamlets team

### Policy Hyperlink :

Equality Strand	Evidence
Race	
Disability	
Gender	
Gender Reassignment	
Sexual Orientation	
Religion or Belief	
Age	
Marriage and Civil Partnerships.	
Pregnancy and Maternity	
Other	
Socio-economic	
Carers	

Link to original EQIA	Link to original EQIA
EQIAID (Team/Service/Year)	

## Section 9 Report appendices

### Appendix I) Reporting Measures

Based on DWP Circular A11/2013, which sets out new measures introduced to monitor awards. Under these new provisions Local Authorities are expected to record DHP awards under the following categories:

- The Benefit Cap
- Removal of the spare room subsidy in social rented sector
- LHA reforms - including extension of the Shared Accommodation Rate
- A combination of reforms
- No impact - where an award is made to a recipient who is not affected by the reforms but is considered to be vulnerable

These categories are further broken down by the DWP into six separate classifications which set out the reasons for the award.

The classifications are:

- to help secure and move to alternative accommodation (e.g. a rent deposit)
- to help with short-term rental costs until the claimant is able to secure and move to alternative accommodation
- to help with short-term rental costs while the claimant seeks employment
- to help with on-going rental costs for disabled person in adapted accommodation
- to help with on-going rental costs for foster carer
  - to help with short term rental costs for any other reason.

In order to report these new award categories and classifications, the following codes have been set up for each of the five categories above and should be used when making awards.

#### **1. If you award a DHP due to the benefit cap, you need to select one of the following new reason codes**

BCAP\_A – To help secure and move to alternative accommodation.  
(e.g., rent deposit).

BCAP\_B - To help with short term rental costs until claimant secures alternative accommodation

BCAP\_C - To help with short term rental costs while the claimant seeks employment

BCAP\_D - To help with on-going rental costs for disabled person in adapted accommodation

BCAP\_E - To help with on-going rental costs for foster carer

BCAP\_F - To help with short term rental costs for any other reason

#### **2. If you award a DHP due to the claimant suffering hardship because they are affected by the bedroom tax, you need to select one of the following new reason codes –**

SSSC\_A – To help secure and move to alternative accommodation (e.g. rent deposit)

SSSC\_B - To help with short term rental costs until claimant secures alternative accommodation  
SSSC\_C - To help with short term rental costs while the claimant seeks employment  
SSSC\_D - To help with on-going rental costs for disabled person in adapted accommodation  
SSSC\_E - To help with on-going rental costs for foster carer  
SSSC\_F - To help with short term rental costs for any other reason

**3. If you award a DHP due to the LHA reforms (U35), you need to select one of the following new reason codes –**

LHA\_A – To help secure and move to alternative accommodation (e.g. rent deposit)  
LHA\_B - To help with short term rental costs until claimant secures alternative accommodation  
LHA\_C - To help with short term rental costs while the claimant seeks employment  
LHA\_D - To help with on-going rental costs for disabled person in adapted accommodation  
LHA\_E - To help with on-going rental costs for foster carer  
LHA\_F - To help with short term rental costs for any other reason

**4. If you award a DHP due to a combination of these reforms, you need to select one of the following new reason codes –**

CREF\_A – To help secure and move to alternative accommodation (e.g. rent deposit)  
CREF\_B - To help with short term rental costs until claimant secures alternative accommodation  
CREF\_C - To help with short term rental costs while the claimant seeks employment  
CREF\_D - To help with on-going rental costs for disabled person in adapted accommodation  
CREF\_E - To help with on-going rental costs for foster carer  
CREF\_F - To help with short term rental costs for any other reason

**5. No impact - where an award is made to a recipient who is not affected by the reforms but is considered to be vulnerable**

The existing codes used prior to 2013/14 will remain on system and can be used where an award is made to residents who are not affected by the welfare reforms (i.e. the “no impact” cases).

As LBTH does not currently award one-off DHP payments, the code “A” reasons will not need to be used unless there is a change in policy.

The introduction of the new codes will not only enable us to comply with DWP reporting requirements but also allows us to report broadly on expenditure in respect of each of the four criteria used by DWP to apportion funding. This may also be helpful in that not only will the DHP payments be transparent but if it is decided that in future we should redesign our local DHP policy to attempt to replicate the national funding arrangements then this should be easily achieved.



# Equality Analysis (EA)

## Section 1 – General Information (Aims and Objectives)

### Name of the proposal including aims, objectives and purpose:

*(Please note – for the purpose of this doc, ‘proposal’ refers to a policy, function, strategy or project)*

This Equalities Analysis examines the administration of the Crisis and Support Grants to residents, many of whom will be directly affected by welfare reform changes.

From April 2013, the council has been responsible for providing financial support to some of the most vulnerable residents of Tower Hamlets. The Mayor’s Crisis & Support Grants replace Community Care Grants and Crisis Loans, which used to be provided by Job Centres and the Department for Work & Pensions.

Funds for the Grants are very limited, and there are strict eligibility criteria to ensure we can support people in the greatest need. To apply, residents must be 16 or over, and must not be subject to any UK immigration control. Unless residents are applying through a council social worker or one of our partner agencies, they must live in Tower Hamlets and in a household that receives Housing Benefit and must not be subject to any DWP welfare sanctions.

Crisis Grants are designed to help people who have experienced a sudden crisis or who are at risk of one. They can help in the short term with living costs, such as food, heating and accommodation, or to support a resident that is a victim of crime or suffer another misfortune.

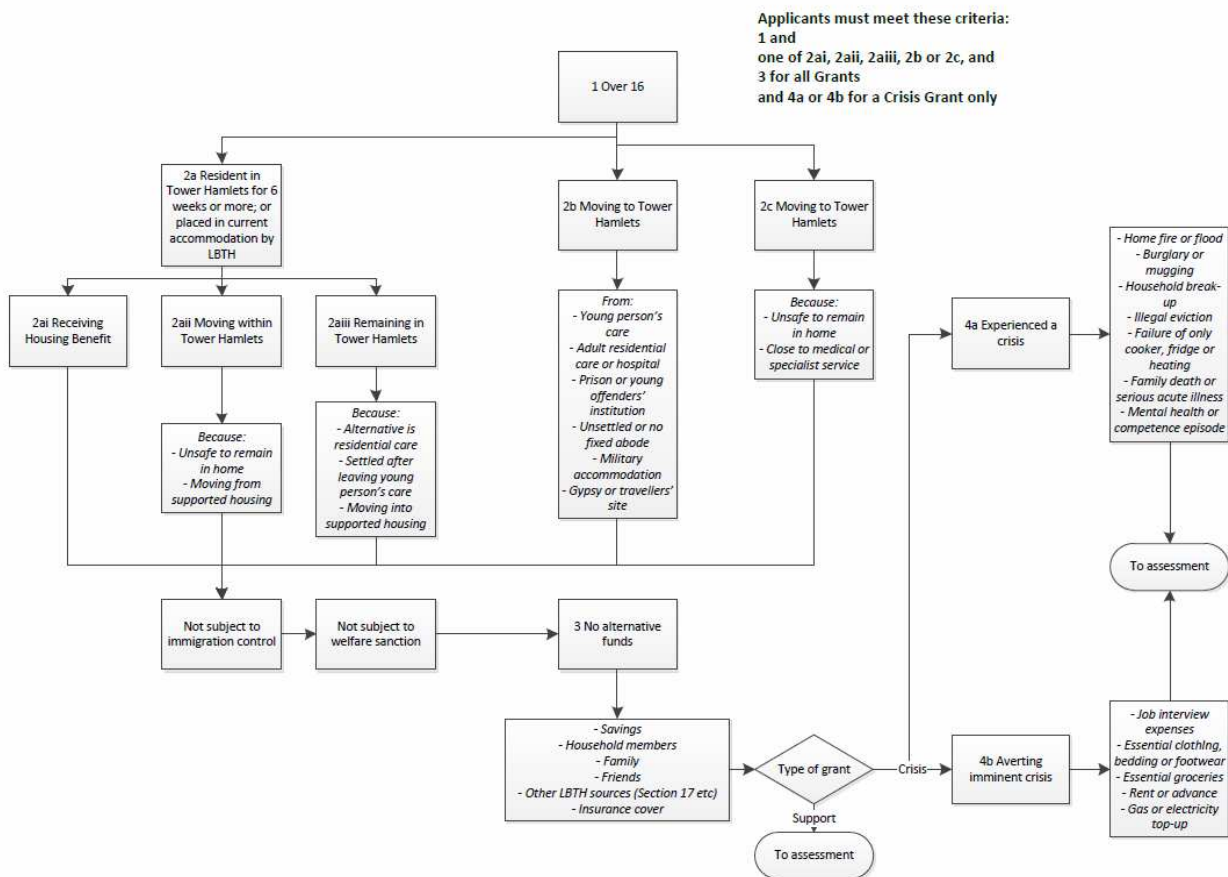
Support Grants provide help for the longer term, enabling people to live independently and safely in the community. They can be used to support care leavers, vulnerable residents moving to or from supported housing or if it is unsafe for a resident to remain in their current home.

The information below shows the types of application received during April 2013, the scheme’s first month of operation, the percentage of applications approved and the average grant amount.

Event	Applications				£ paid	
	Received	Approved	Refused	% approved	Total	Average
Daily living expenses	263	151	112	57.4	9,030	60
Essential journey	5	3	2	60.0	150	50
Moving home	39	23	16	59.0	3,585	156
New clothing	33	21	12	63.6	1,385	66
Replaced damaged items	147	56	91	38.1	11,750	210
Setting up home	50	23	27	46.0	24,905	1,083
Victim of crime	3	3	0	100.0	215	72
Other emergency	86	43	43	50.0	6,615	154
<b>Total</b>	<b>626</b>	<b>323</b>	<b>303</b>	<b>51.6</b>	<b>57,635</b>	<b>178</b>

Within this month Tower Hamlets received 626 applications for the Mayor’s Crisis & Support Grant. 51.6% of applications were approved and an average of £178 (total £57,635) was paid through the scheme.

The administrative framework for the Mayor's Crisis & Support Grant was set out in a paper presented to MAB in September 2012. The assessment criteria for the Grants have been agreed and are outlined below.



**Service area:**

Resources: Customer Access & ICT

**Team name:**

Customer Access & Revenues

**Service manager:**

Keith Paulin, Head of Customer Services

**Name and role of the officer(s) completing the EA:**

Wesley Hedger, Senior Strategy, Policy and Performance Officer

## Section 2 – Evidence (Consideration of Data and Information)

### **What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?**

The Department for Work and Pensions (DWP), who previously delivered the scheme, completed an Equalities Impact Assessment in October 2011. This EA analysed data collected by the department in 2009/10 for both Community Care Grants and Crisis Loans nationally. The DWP was unable to collect data on Sexual orientation, Religion or belief, Marriage and Civil Partnership or Pregnancy and maternity. The Equality Impact Assessment provided the following national picture;

#### *Gender*

The EA suggested that 58% of final decisions for Crisis Loans were made in respect to single males, 34% made in respect to single females and 8% made in respect to couples. The success rates were the same for single males and females (76%) and 74% for a couple. 49% of Community Care Grant final decisions made in respect to single females, 36% made in respect to single males and 15% made in respect to couples. The success rates for single females were higher (49%) than single males (42%) but lower than couples (53%).

#### *Age*

In 2009/10 a small proportion of Crisis Loans final decisions were made in respect of customers under 18 (3%) and over 45 (13%). The largest proportions (37%) of final decisions, nationally, were made in respect of customers between 18 to 24 years old. Customers 65 and over also have lower success rates. The DWP suggest that younger people were advantaged by the previous system and older people are disadvantaged, although it was not clear why this would be. However, success rates in Community Care Grants are higher for those customers aged 45 and over. Older people are currently advantaged by the system in respect of higher success rates and this may improve through a locally-delivered service.

#### *Disability*

In 2009/2010 31% of Crisis Loan final decisions were made in respect of disabled people and this represents an increase of 11 percentage points on the previous year. Overall success rates are very similar for disabled customers (76%) compared to non disabled customers (77%). With Community Care Grants the overall success rates were higher for disabled customers (48%) than for non-disabled customers (43%). Disabled customers are currently well served by the Community Care Grant system and there is no evidence to suggest that this will change in a locally-delivered system.

#### *Ethnicity*

79% of Crisis Loan final decisions are made in respect of white customers with some ethnic groups receiving less than 1% of the final decisions and this remains consistent with previous years. Nationally, the overall success rates are slightly higher for white customers than other groups. The DWP report suggests that “a locally-delivered system would be able to identify the most vulnerable people in their area and intervene based on a risk to health and safety which could address this issue”. The success rates for Community Care Grants were slightly higher for all ethnic minority customers (average of 46%) than white customers (average of 44%)

### **Equality analysis on the impact of the reforms themselves**

The DWP has provided limited performance information at a borough level. Data provided by the DWP illustrates the profile of Tower Hamlets claimants in 2009/10 and 2010/11;

- In 2009/10 and 2010/11, there were approximately 13,050 applications per year for Community Care Grants and Crisis Loans. 61% of all applications resulted in awards

and total expenditure was £1.74m per year.

- 70% of all applications were for Crisis Loans (over 9000 applications). The average award for a Crisis Loan was £54.50
- Although making up 30% of applications Community Care Grants make up over 70% of the total Social Fund budget (£1.24 million) allocated in Tower hamlets. The average award was for £316.
- 55.5% of the people who were awarded Crisis Loans were aged 18 - 34. 58% of loans awarded were to single male households. High proportions of households who were awarded Crisis Loans had no children under 16 (82%). This possibly reflects the fact that there are limited other sources of support available to single, childless people.
- 40.5% of people awarded Community Care Grants were aged 18 - 34. 66.5% of recipients of Community Care Grants were to single women households (52.5%) or couple (14%) households. 69.5% had no children under 16.
- Approximately 21% of funding awarded for living expenses in 2011/12 was for fourth or subsequent awards. The limiting of awards to 3 per rolling 12 month period is therefore would reduce expenditure. It is likely that these individuals / households receiving 4+ payments per year are the most vulnerable / people with chaotic lives, highly likely to be known to adults and/or children's social care and there may therefore be knock on implications for Council support and related services to these households.

The limited analysis provided by the DWP indicates that in Tower Hamlets many of the claimants are single individuals without children. This is possibly because people who are single, and particularly those under 25, have limited access to other types of welfare support. In contrast, Community Care Grants in Tower Hamlets have been more commonly sought by families with young children and by lone parents in receipt of Income Support. Single applicants over 50 suffering from health problems are the second largest group claiming Community Care Grants. Grants are often sought for vulnerable people that are in need of furniture/ appliances when secure accommodation is offered after a period of temporary or unsettled period of life or time in prison; families facing exceptional pressures and who have no money for replacement of white goods & furniture, and also to enable visits to a relative who is ill in hospital some distance away.

The local provision of the Mayor's Crisis & Support Grants has been administered by the local authority since April 2013. Unfortunately, due to the demands of establishing the Mayor's Crisis & Support Grants, equalities data is not currently being captured. There is a commitment to establish the appropriate mechanisms to collect the relevant data by September and it is suggested that a more complete Equality Assessment is completed once this data is available.

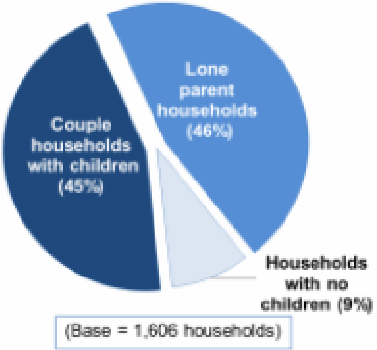
Based on the volume of applications in 2011/12, it has been projected that demand would be close to 9,000 within the current financial year, nearly two-thirds of which would be for Crisis Loans. It is also suggested that the average payment would be close to £54. Current management information data would suggest that we are broadly in line with this projection. However, data is only available for April 2013 and it is not possible to forecast using the limited level of data. We do not know if this was a typical month or how demand has/will change over time. We are, therefore, unable to confidently determine if the transition to the Mayor's Crisis and Support Grants has had a detrimental impact.

### Section 3 – Assessing the Impacts on the 9 Groups

How will the scheme impact upon the nine Protected Characteristics?



Target Groups	Impact – Positive or Adverse  What impact will the proposal have on specific groups of service users or staff?	Reason(s) <ul style="list-style-type: none"> <li>• Please add a narrative to justify your claims around impacts and,</li> <li>• Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</li> </ul> <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul>
Race	Unknown	DHP's are more likely to be made to this group as BME residents are disproportionately impacted as a percentage of the overall Tower Hamlets population by the reforms. As outlined above, equalities data is not available as the responsibility for Crisis and Support Grants transferred from the DWP to Local Authorities in April 201. The DWP have not provided a breakdown of previous demands on this service by Target Groups.
Disability	Unknown	DHP's are more likely to be made to this group as disabled residents and their carers are disproportionately impacted as a percentage of the overall Tower Hamlets population by the reforms. As outlined above, equalities data is not available as the responsibility for Crisis and Support Grants transferred from the DWP to Local Authorities in April 201. The DWP have not provided a breakdown of previous demands on this service by Target Groups.
Gender	Unknown	Women are disproportionately affected by the reforms and the economic downturn. For example lone parent households make up 46% of all those affected by the benefits cap (source: Benefit Cap Analysis final report 26 11 12 – based on DWP September scan data – illustrated below). This implies that the number of lone parents who will claim Crisis and Support Grants is likely to rise significantly once the cap comes in

		<p><b>Figure 1 Benefit Cap households by type of household, Tower Hamlets</b></p>  <p>(Base = 1,606 households)</p> <p>Source: DWP Benefit Cap scan (September 2012) for Tower Hamlets</p>
Gender Reassignment	Unknown	We do not envisage differential impact of the change in policy in relation to gender reassignment.
Sexual Orientation	Unknown	We do not envisage differential impact of the change in policy in relation to sexual orientation.
Religion or Belief	Unknown	We do not envisage differential impact of the change in policy in relation to age.
Age	Unknown	<p>The Government's welfare reforms will affect working age residents (including their children) disproportionately because the majority of the reforms do not affect those of pension age.</p> <p>The Council estimates that over 5,000 children will be impacted by the benefits cap alone. This is part because due to the means tested nature of welfare provision, larger families will disproportionately affected. Parents whose children who are most in need of support, such as those who have specialist needs, are more likely to seek help and therefore receive Crisis and Support Grants.</p>
Marriage and Civil Partnerships.	Unknown	We do not envisage differential impact of the change in policy in relation to marriage and civil partnership.
Pregnancy and Maternity	Unknown	Pregnancy and maternity is a factor that would be taken into account in assessing the vulnerability of a claimant in regard to their need for Crisis and Support Grants

Other Socio-economic Carers	Unknown	Crisis and Support Grants are particularly likely to be sought by those in poorer socio-economic groups due to their reliance on welfare benefits. The criteria are intended to support those most vulnerable within these groups. Caring responsibilities are another factor which is taken into account in assessing the vulnerability of the claimant.
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## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

Yes?  No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposals were added/removed?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. AN EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

The Discretionary Social Fund has been a core part of the welfare system for over 25 years. It was designed to meet the needs of the most vulnerable and people experiencing hardship and emergencies and is made up of regulated and discretionary schemes. It was the place of last resort within the previous social security system. In moving the administration of the scheme to local authorities the Government argued that the decision to make an award is usually in relation to very specific needs and requires a high level of discretion. This administration of this service is one of many operational challenges that the welfare reform programme has placed at the Council's door.

In developing the scheme Members made a number of decisions that provided the framework in which the scheme would work (MAB OCT 2012), these included that 1. That the conditions of accessing the Fund will include: An simple application process that will include strict eligibility criteria for local residents that will also restrict awards to a maximum of three awards in any one year and that scheme will run a Phone / online application. These were in line with how the DWP had run the scheme.

As this is the first year of the scheme's operation work in ongoing to ensure that all appropriate management information as well as equalities data is collected. The purpose of this is that all can reviewed at the end of the year in order that we can gain a greater understanding of who is benefiting from the fund and if there is any need to amend eligibility criteria.

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?  No?

How will the monitoring systems further assess the impact on the equality target groups?

The local provision of then Mayor's Crisis & Support Grants has been administered by the local authority since April 2013. Unfortunately, due to the demands of establishing the Mayor's Crisis & Support Grants, equalities data has not captured. There is a commitment to establish the appropriate mechanisms to collect the relevant data by August and it is suggested that a more complete Equality Assessment is completed once this data is available.

Does the policy/function comply with equalities legislation?  
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes?  No?

If there are gaps in information or areas for further improvement, please list them below:

This policy actively supports both OTH objectives and the Public Sector Equality Duty, in mitigating against impacts which disproportionately affect certain communities and groups.

How will the results of this Equality Analysis feed into the performance planning process?

The results of this Equality Analysis have illustrated the need to fully imbed analysis of equalities impacts within our monitoring. This is reflected in the Action Plan below.

## Section 6 - Action Plan

As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Incorporate equalities data into the Mayor's Crisis & Support Grants performance management system	<p>Include equalities questionnaire as part of the Mayor's Crisis and Support Grant application process by adding to on line form and at end of Contract Centre call via customer satisfaction survey</p> <p>Support practitioners, where applicable, to assist residents in completing the equalities questionnaire.</p> <p>Incorporate equalities data into the monthly performance management report.</p>	<p>Forms ready by the end of July for roll out in September 2013 – where possible include the nine Protected Characteristics</p> <p>Work with stakeholders such as support groups and the Welfare Reform Task Group</p> <p>Develop and produce a new performance monitoring report to include the nine Protected Characteristics, where applicable.</p>	<p>Customer Access</p> <p>Customer Access</p> <p>Customer Access</p>	
Analysis equalities data and complete an Equalities Assessment	Analyse first available quarter data (July-September quarter)	Updated EA October 2013	Customer Access/Resources SPP	
Review assessment criteria of the Mayor's Crisis & Support Grants	Assess management information for first two quarters (April-September)	Review criteria October 2013	Customer Access	

## Section 7 – Sign Off and Publication

<b>Name:</b> (signed off by)	Claire Symonds
<b>Position:</b>	Service Head, Customer Access & ICT
<b>Date signed off:</b> (approved)	21 June 2013

# Section 8 Appendix – FOR OFFICE USE ONLY

This section to be completed by the One Tower Hamlets team

**Policy Hyperlink :**

Equality Strand	Evidence
Race	
Disability	
Gender	
Gender Reassignment	
Sexual Orientation	
Religion or Belief	
Age	
Marriage and Civil Partnerships.	
Pregnancy and Maternity	
Other Socio-economic Carers	
<b>Link to original EQIA</b> <b>EQIAID</b> <b>(Team/Service/Year)</b>	<b>Link to original EQIA</b>

# Equality Analysis (EA)

## Section 1 – General Information (Aims and Objectives)

### **Name of the proposal including aims, objectives and purpose:**

This Equalities Analysis considers the proposals for deploying discretionary support to some of those residents of homeless temporary accommodation who will be directly affected by welfare reform changes.

Further detail on the mechanisms and overall level of support can be found in the body of the report.

A separate EA will be available for Crisis & Support Grants and Discretionary Housing Payments (DHP)

The aims and objectives of this discretionary support are to:

- Reduce arrears and avoid deprivation
- Help claimants through difficult personal events
- Safeguard accommodation

The people affected by these support proposals are:

- Non-working benefit claimants living in homeless temporary accommodation
- Landlords of existing temporary accommodation
- Working households (benefit dependent or not) in homeless temporary accommodation

The primary beneficiaries though will be those non-working benefit dependent households identified by the policy as being likely most vulnerable residents experiencing significant financial difficulty, many of whom will be impacted directly by welfare reform. They will either receive DHP or the Temporary Accommodation Support Fund to cover their rent over the shorter term.

Our analysis shows that the primary recipients of discretionary payments will be:

- single female parents;
- those aged 25 to 44 as they are more likely to have young children; and
- BME residents.

The outcomes of this policy are to:

- Safeguard residents in their accommodation
- To alleviate poverty
- To avoid adverse rent collection performance

**Directorate:** Development and Renewal

**Service:** Housing Options

**Service manager:** Colin Cormack

**Name and role of the officer(s) completing the EA:** Lorraine Douglas/Colin Cormack

## Section 2 – Evidence (Consideration of Data and Information)

### **What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?**

The speed, scope and complexity of welfare reform pale by comparison to its impact and, whilst mitigations are worthy of exploration and application, said speed, scope and complexity limits the extent to which we are able to estimate the impact of the proposed mitigations. However, we can draw on several sources of evidence in order to help consider impacts.

- Equality analysis on the impact of the reforms themselves
- Analysis of financial loss as a result of welfare reform
- Available monitoring data for Local Housing Allowance Caps

### **Equality analysis on the impact of the reforms themselves**

The proposed discretionary support is designed to mitigate the unequal impact of welfare reform. It is therefore prudent to understand what, in equalities terms, this impact may be.

The Department for Work and Pensions, who is responsible for welfare reform, has undertaken equality analysis for the various measures introduced under the Welfare Reform Act 2012<sup>3</sup>. In line with our own analysis, the groups identified as being most affected by the reforms will be :-

- single female parents;
- those aged 25 to 44 as they are more likely to have young children; and
- BME residents.

As the impact of the welfare reform changes impacts the same groups in Tower Hamlets it follows that these are more likely to form the primary recipients of the discretionary support.

### **Analysis of financial loss as a result of welfare reform**

The cap on housing benefits will have the most significant impact on occupiers of homeless temporary accommodation – an average of £143 per week.

### **Available monitoring data for Local Housing Allowance Caps and Discretionary Housing Payments**

Relying on the DWP data, Housing Options estimate around 500 households (of the 1,900) in homeless temporary accommodation will be in a position where the cap will limit, in part or in full, their ability to pay their rent.

The amount being removed from the temporary accommodation benefit-funded economy is over £5M. The discretionary support proposals recognise the opportunity to draw down upwards of £1m in 2013/14 in support resources. Put plainly, the full year equivalent of assisting 1 in 5 households on average.

The primary aim of the Temporary Accommodation Fund is a net reduction in the cost of the

<sup>3</sup> The Department for Work and Pensions *Welfare Reform Act 2012: equality impact assessments*  
<https://www.gov.uk/government/organisations/departments-for-work-and-pensions/series/welfare-reform-act-2012-equality-impact-assessments> Accessed 13/05/2013

homeless temporary accommodation rent. There will be two distinct mechanisms through which this will be administered.

The first mechanism relies on exploiting the rent reduction opportunity of Non Secure Tenancies (NSTs), it being within the council's gift to do so as they are in council-owned stock. The second mechanism relies on not passing on all or part of the rent due to the occupying household. The extent of how much to pass on (or not) being dependent to each individual's circumstances.

### Section 3 – Assessing the Impacts on the 9 Groups

How will what you're proposal impact upon the nine Protected Characteristics?

By adopting the mechanism of reducing rents - leading to a net loss of income - or opting not to pass on all/part of the rent due - increasing net expenditure, - the outcome of each option is a near equivalent of making a discretionary payment. This is therefore how these proposals will be described below.

As referred to above, £5M is to be removed from the homeless temporary accommodation benefit economy annually. That is not a sustainable loss and, in the absence of other opportunities, the Service would need to move all of the 500+ households to cheaper accommodation. Doing so would put into tension the political and operational desires to house homeless households within the borough. Moving affected households though does satisfy that part of the statutory obligation that such accommodation needs to be *suitable and reasonable*, affordability being an essential factor in these obligations. That said, the location of any alternative accommodation requires similar *suitable and reasonable* considerations.

The discretionary payments then will prioritise those:-

- whose children are in the critical school years of 10 & 11 and 12 & 14
- need to remain in-borough for extenuating medical or social reasons
- cannot afford to live anywhere, the cap's impact on larger families in particular refers

In considering the "1 in 5" principle, it needs to be appreciated that around 400 households in homeless temporary will not receive discretionary payments. The groups most likely not to receive assistance are estimated to be the following:

- Families of older children who are not taking exams.
- Households that lack extenuating social and/or medical imperatives
- Those already living in lower cost areas



Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	Discretionary support is more likely to be made to this group as BME residents are disproportionately represented in the homeless temporary accommodation population and, in addition, are likewise disproportionately impacted as a percentage of the overall Tower Hamlets population by the reforms. However, support will not be provided on the basis of race.
Disability	Positive	The DWP suggests that roughly half of the households affected by the cap will contain somebody who is classed as disabled under the Equality Act <sup>4</sup> . Conscious that disability is disproportionately higher in homeless temporary accommodation households and many of these will have specific medical needs for in-borough accommodation, this group is likely to feature highly within those persons receiving the proposed support mechanisms. However, support will not be provided solely on the basis of disability.
Gender	Positive	Appreciating that a) the majority affected are lone parents and b) most lone parents are women, it is anticipated that the majority of those to receive assistance will be women also.
Gender Reassignment	Not known	The impact of discretionary payments is not known
Sexual Orientation	Not known	The impact of discretionary payments is not known
Religion or Belief	Not known	The impact of discretionary payments is not known
Age	Positive	<p>The reforms will impact children and those of working age who are not though working and it is this group who are most likely to have school age children. It should also be appreciated that larger families i.e. those with more children will be disproportionately affected, there being no sliding cap to accommodate larger families. Our proposals then will consider the following groups to be a priority :-</p> <ul style="list-style-type: none"> <li>• Where the applicant has children who are due to undertake GCSE's or A levels</li> <li>• Where the family is vulnerable – do they access the Council's Children or Adult Services</li> </ul>
Marriage/ Civil Partnerships.	Not known	The impact of discretionary payments is not known
Pregnancy and Maternity	Positive	This group may be prioritised for support - in the short term to mitigate against undue stress (if SHP is not payable) or if the mother anyway falls into one of the key groups for assistance.

## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

Yes?  No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposals were added/removed?

In reference to sections 2 and 3, the temporary accommodation fund is more likely to be taken up by certain target groups including:

- Race
- Disability
- Gender
- Age

This is because they are more likely to be in need of this support as they are more impacted by the reforms. The proposal is based on financial need and not on certain groups.

### Alternative Options

- The proposal is fundamentally about helping some of the 500+ households who are to be impacted by the benefit cap – around 100 of these possibly. Two realistic alternatives present, appreciating that the council would not be able to support, £ for £, all those in its temporary accommodation portfolio that are hit by the cap:-
  1. not offering assistance to any residents, which could be deemed as irresponsible if some groups can be helped.
  2. offering assistance to others than those suggested, or full assistance to all groups – which could increase the costs to the council substantially

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?  No?

How will the monitoring systems further assess the impact on the equality target groups?

All three discretionary payment schemes will be subject to ongoing analysis and audit in order to ensure that the implementation of the proposals meet their outlined aims. They will also need to be monitored to ensure that funding remains available throughout the financial year.

Discretionary Housing Payments and the Temporary Accommodation Fund will undergo an audit once the impact of the benefit cap can be assessed. This is likely to take place towards the end of 2013 as the cap will not be fully rolled out until the end of September 2013.

The audit will address the impact on the protected characteristics where relevant and useful.

Does the policy/function comply with equalities legislation?

Yes?  No?

If there are gaps in information or areas for further improvement, please list them below:

Full profile of those to be assisted, and those not so benefitting by having regard to the 9 Target Groups

How will the results of this Equality Analysis feed into the performance planning process?

The Action plan captures the intentions to analyse who is being assisted and, equally, who is not, in order to inform the extent or otherwise of any adjustments to the application of this discretionary support.

## Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>
Better analysis	Consider latest DWP scan and analyse against 9 Target Groups	June 2013 – analyse scan	LorraineDouglas	
Non-discriminatory behaviour	Apply adopted criteria to the capped households  Cease once level equivalent to £1M of support achieved  Analyse who is to benefit, and who isn't against 9 Target Groups	July 2013 – confirm who – total  By September 2013 Understand who is to benefit and action – transfer or rent-bridging  By December 2013 - complete analysis of the 100 helped and the 400 not helped	LorraineDouglas	
Responding to analysis	Consider that analysis and re-work mechanisms as appropriate	February 2014 - using analysis -inform recommendations to amend/abandon/continue support mechanism for 2014/15	LorraineDouglas	

## Section 7 – Sign Off and Publication

<b>Name:</b> (signed off by)	Colin Cormack
<b>Position:</b>	Service Head, Housing Options
<b>Date signed off:</b> (approved)	21 <sup>st</sup> June 2013

## Section 8 Appendix – FOR OFFICE USE ONLY


This section to be completed by the One Tower Hamlets team

### Policy Hyperlink :

Equality Strand	Evidence
Race	
Disability	
Gender	
Gender Reassignment	
Sexual Orientation	
Religion or Belief	
Age	
Marriage and Civil Partnerships.	
Pregnancy and Maternity	
Other Socio-economic Carers	

<b>Link to original EQIA</b>	Link to original EQIA
<b>EQIAID</b> (Team/Service/Year)	

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<b>Cabinet</b> 01 October 2014	 <b>TOWER HAMLETS</b>
<b>Report of:</b> Corporate Director Resources	<b>Classification:</b> Unrestricted
Exercise of Corporate Directors' Discretions	

<b>Lead Member</b>	Councillor Alibor Choudhury, Cabinet Member Resources
<b>Wards affected</b>	All
<b>Community Plan Theme</b>	One Tower Hamlets
<b>Key Decision?</b>	No

## Executive Summary

This report sets out the exercise of Corporate Directors' discretions under Financial Regulation B8 which stipulates that such actions be the subject of a noting report to Cabinet if they involve expenditure between £100,000 and £250,000.

## Recommendations:

The Mayor in Cabinet is recommended to:

Note the exercise of Corporate Directors' discretions as set out in Appendix 1.

### 1. REASONS FOR THE DECISIONS

- 1.1 Financial Regulations require that regular reports be submitted to Council/Committee setting out financial decisions taken under Financial Regulation B8.
- 1.2 The regular reporting of Corporate Director's Discretions should assist in ensuring that Members are able to scrutinise officer decisions.

### 2. ALTERNATIVE OPTIONS

- 2.1 The Council is bound by its Financial Regulations (which have been approved by Council) to report to Council/Committee setting out financial decisions taken under Financial Regulation B8.
- 2.2 If the Council were to deviate from those requirements, there would need to be a good reason for doing so. It is not considered that there is any such

reason, having regard to the need to ensure that Members are kept informed about decisions made under the delegated authority threshold and to ensure that these activities are in accordance with Financial Regulations.

### **3. DETAILS OF REPORT**

3.1 Financial Regulation B8 sets out the Cabinet Reporting Thresholds for the following financial transactions:

- Virements
- Capital Estimates
- Waiving Competition Requirements for Contracts and Orders (Subject to EU threshold)
- Capital Overspends
- Settlement Of Uninsured Claims

3.2 Under Financial Regulation B8, if the transaction involves a sum between £100,000 and £250,000 it can be authorised by the Corporate Director under the scheme of delegation but must also be the subject of a noting report to the next available Cabinet.

3.3 Appendix 1 sets out the exercises of Corporate Directors' discretions, under the stipulations in 2.2 above, that have taken place since the previous Cabinet.

### **4. COMMENTS OF THE CHIEF FINANCE OFFICER**

4.1 The comments of the Chief Financial Officer have been incorporated into the report and Appendix.

### **5. LEGAL COMMENTS**

5.1 The report sets out the individual exercises of Corporate Directors' Actions for noting by Cabinet, as required by Financial Regulation B8.

5.2 Internal guidelines have been published setting out the process by which Records of Corporate Directors' Actions are completed. These specify that the proposed action must be in accordance with the Council's Financial Regulations and its Procurement Procedures. There are limited circumstances in which waiver of the Procurement Procedure is permissible and the guidelines reinforce that waiver should not be sought as a substitute for proper planning. All proposed actions where the value exceeds £100,000 are required to be agreed with the Mayor prior to sign off and approval by the corporate director.

5.3 Each director's action requires prior authorisation by the relevant service head, the head of procurement, the chief finance officer and the monitoring officer before agreement by the corporate director. A template form is completed to record each director's action and these Records of Corporate Directors' Actions (RCDAs) must be maintained by the each directorate. The



legal implications of each of the individual decisions are provided as part of the decision making process and are recorded on the relevant RCDA.

## **6. ONE TOWER HAMLETS CONSIDERATIONS**

6.1 This report is concerned with the notification of officers' discretions under Standing Orders and has no direct One Tower Hamlets implications. To the extent that there are One Tower Hamlets Considerations arising from the individual actions, these would have been addressed in the records of each action.

## **7. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

7.1 There are no Sustainable Action for A Greener Environment implications arising from this report.

## **8. RISK MANAGEMENT IMPLICATIONS**

8.1. The risks associated with each of the Corporate Directors' discretions as set out in Appendix 1 would have been identified and evaluated as an integral part of the process, which lead to the decision.

## **9. CRIME AND DISORDER REDUCTION IMPLICATIONS**

9.1 There are no Crime and Disorder Reduction Implications arising from this report.

## **10. EFFICIENCY STATEMENT**

10.1 The works referred to in the report will be procured in line with established practices, taking account of best value.

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### **Linked Reports, Appendices and Background Documents**

#### **Linked Report**

- None

#### **Appendices**

- Appendix 1 – Exercise of Corporate Directors' Discretions under Financial Regulation B8

#### **Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000**

#### **List of "Background Papers" used in the preparation of this report**

- Record of Corporate Director's Actions

#### **Officer contact details for documents:**

- Sajeed Patni, Finance Business Partner – Education, Social Care & Wellbeing (ESCW) Directorate, Ext. 4960

- Stephen Adams, Finance Business Partner – Communities, Localities & Culture (CLC) Directorate, Ext. 5212

**Originating Officers and Contact Details**

<b>Name</b>	<b>Title</b>	<b>Contact for information</b>
Alimul Kadir	Accountant Financial Planning	Ext. 5224
Ruth Ebaretonbofa-Morah	Deputy Financial Planning Manager	Ext. 1698

**Appendix 1: Exercise of Corporate Directors' Discretions under Financial Regulation B8**

Corporate Director	Amount	Description of Exercise of Discretion	Justification for Action	Contractor's Name and Address (incl. postcode)	Contact
Communities, Localities & Culture 062-2014/15	£160,000	Increase in capital estimate adopted for Depot Adaptations. This approval is in excess of the noting report threshold of £100k.	Building and construction works necessary to support the relocation of the depot service.	N/A	Jamie Blake Ext. 6769
Education, Social Care & Wellbeing 036-2014/15	£200,000	Adoption of Capital estimate for Swanlea School – Smoke and Environmental Control System replacement.	Duty to maintain land or buildings.	N/A	Calvin Coughlan Ext. 4414
Education, Social Care & Wellbeing 037-2014/15	£150,000	Adoption of Capital estimate for John Scurr Primary School – Heating Pipework replacement.	Duty to maintain land or buildings.	N/A	Calvin Coughlan Ext. 4414

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