

PLACE AND EXTERNAL RELATIONS SCRUTINY PANEL

Day: Tuesday
Date: 7 November 2023
Time: 6.00 pm
Place: Committee Room 1 - Tameside One

Item No.	AGENDA	Page No
1.	APOLOGIES FOR ABSENCE	
2.	DECLARATIONS OF INTEREST To receive any declarations of interest from members of the Scrutiny Panel.	
3.	MINUTES To approve as a correct record, the Minutes of the proceedings of the Place and External Relations Scrutiny Panel held on 12 September 2023.	1-4
4.	ECONOMY, EMPLOYMENT & SKILLS The Panel to meet Councillor Jack Naylor, Executive Member (Inclusive Growth, Business & Employment); Nicola Elsworth, Assistant Director; and Sarah Jamieson, Head of Economy, Employment & Skills; to receive an update on strategic priorities, work streams, local delivery and support for business and employment.	5-20
5.	RESPONSE TO ASB POLICY The Panel to receive the formal response submitted to the Executive Member (Towns & Communities) on the draft Anti-Social Behaviour (ASB) Policy.	21-24
6.	CHAIR'S UPDATE The Chair to provide a verbal update on activity and future priorities for the Panel.	
7.	DATE OF NEXT MEETING To note that the next meeting of the Place and External Relations Scrutiny Panel will take place on Tuesday 9 January 2024.	
8.	URGENT ITEMS To consider any additional items the Chair is of the opinion shall be dealt with as a matter of urgency.	

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Place and External Relations Scrutiny Panel 12 September 2023

Commenced: 6.00pm

Terminated: 7.45pm

Present: Councillors Reid (Chair), Alam (Deputy), Chadwick, Ferguson, Glover, Gwynne, A Holland, McLaren, Robinson, Roderick

15. DECLARATIONS OF INTEREST

There were no declarations of interest submitted by members of the Scrutiny Panel.

16. MINUTES

The minutes of the meeting of the Place and External Relations Scrutiny Panel held on 25 July 2023 were approved as a correct record.

17. CRIME AND DISORDER

The Panel welcomed Councillor Vimal Choksi, Executive Member (Towns & Communities); Julian Jackson, Director of Place; Emma Varnam, Assistant Director, Operations and Neighbourhoods; and Mike Walsh, Superintendent, Greater Manchester Police (GMP), to receive an update on the implementation and effectiveness of the GMP neighbourhood model; and activity of the Community Safety Partnership.

Superintendent Walsh provided an update on the neighbourhood model that was launched by GMP in March 2023. Information was specific to the designated team of 2 inspectors, 6 sergeants and 32 PCs in neighbourhood policing. The Police, together with partners, will work individually and collectively to fight crime and solve local problems.

It was reported that there is a drive for the Police to deliver outstanding services and neighbourhood policing is at the heart of this in Tameside. By effectively going back to basics, it is envisaged that communities and members of the public will benefit from a greater commitment, consistency and visibility of the Police. The neighbourhood teams will also benefit from the support of Prevention Hubs and Neighbourhood Crime Teams.

The Prevention Hubs will work with partners to address repeat offending and demand, with the neighbourhood crime and policing teams working together to target offenders. The Panel heard that capacity and resources for neighbourhood policing has been ring fenced, with a focus community led policing and putting victims at the heart of planning and delivery.

The Panel received information that was specific to the operational structure of the four neighbourhoods in Tameside (North, South, East and West). Performance data was shared and broken down by areas with examples of recent activity for:

- Total Arrests / Total Recorded Crime / Neighbourhood Crime
- Residential Burglary
- Hate Crime
- ASB Incidents
- Stop Searches including positive outcome

Councillor Choksi introduced the second part of the item that covered the Community Safety Partnership and key activity. An overview of the Community Strategy 2022 -2025 was provided with reference to key priorities and how they align with those set at a Greater Manchester level.

Detail was provided on the role and responsibilities of the Community Safety Partnership (CSP), with reference made to a revised action plan that focuses on strategic priorities and the re-shaping of the CSP work shop and subgroups.

Members received a number of examples of the strategy in action covering the allocation and breakdown of community safety grants; green space neighbourhood watch groups; and anti-violence and weapon seizure campaigns. It was also reported that Tameside Council has worked alongside Greater Manchester Police and the Violence Reduction Unit (VRU).

The Panel received an update on the development of new anti-social behaviour (ASB) policy for Tameside and planned next steps. A draft version of the policy can be shared with the Scrutiny Panel for review and comment, to inform the final version. Shared learning available from a recent focus report of the Local Government and Social Care Ombudsman (LGSCO), titled - Out of Order – learning lessons from complaints about antisocial behaviour, has been fully considered.

Councillor Choksi, Superintendent Walsh and officers responded to a number of questions from the Panel on:

- Effectiveness of the neighbourhood model, in particular the ability to deliver key priorities, where improvements are identified and measuring the difference and outcomes locally.
- Becoming community led/informed and how community concerns feed into this work.
- Putting victims at the heart of this work and methods to monitor and test outcomes.
- Confidence of the public in reporting crimes.
- Statutory roles and responsibilities for the Council.
- Confidence in community safety priorities being delivered.
- ASB policy development and specifics on ASB case reviews.
- Impacts and monitoring of community safety grants.
- Fixed Penalty Notice data published to the Council's website relating to litter and dog fouling.

Actions: The points for action include:

- A working group to be established to review local arrangements, systems and outcomes for community safety.
- The Chair to circulate the Draft ASB Policy to panel members for review and comments. With a collective response of the Scrutiny Panel to be submitted to the Executive to support the final document.
- Community safety grants – assurance on the approach to which community grants are monitored and audited. In particular the checks that a grant is used for the purpose intended and any residual amount returned or reallocated.
- ASB case reviews – numbers from the past few years, learning from this and related information being made publically accessible. Ensuring residents are aware of their right to request a case review if unhappy with outcome/resolution.
- The current approach/policy of the Police in dealing with and responding to issues and offences related to off road bikes in Tameside. A further concern was a possible growing number of electric scooters and electric motorbikes on pavements and public footpaths, around foreseen dangers to safety and accidents occurring.

18. RESPONSE TO LGSCO FOCUS REPORT

The Panel welcomed Councillor Vimal Choksi, Executive Member (Towns & Communities); and Emma Varnam, Assistant Director, Operations and Neighbourhoods; to receive a response to the Local Government and Social Care Ombudsman Focus Report, Out of Order – learning lessons from complaints about antisocial behaviour, published August 2023.

19. RESPONSE TO LGSCO FOCUS REPORT

The Panel received a response of the Executive to the Local Government and Social Care Ombudsman Focus Report, Not in my back yard – Local people and the planning process, published August 2023.

20. CHAIR'S UPDATE

The Chair advised members of the upcoming Scrutiny Mid-Year budget meeting, with a date to be confirmed shortly and circulated by email.

21. DATE OF NEXT MEETING

To note that the next meeting of the Place and External Relations Scrutiny Panel will take place on Tuesday 7 November 2023.

22. URGENT ITEMS

The Chair reported that there were no urgent items for consideration at this meeting.

CHAIR

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Economy, Employment & Skills

PLACE AND EXTERNAL RELATIONS SCRUTINY PANEL

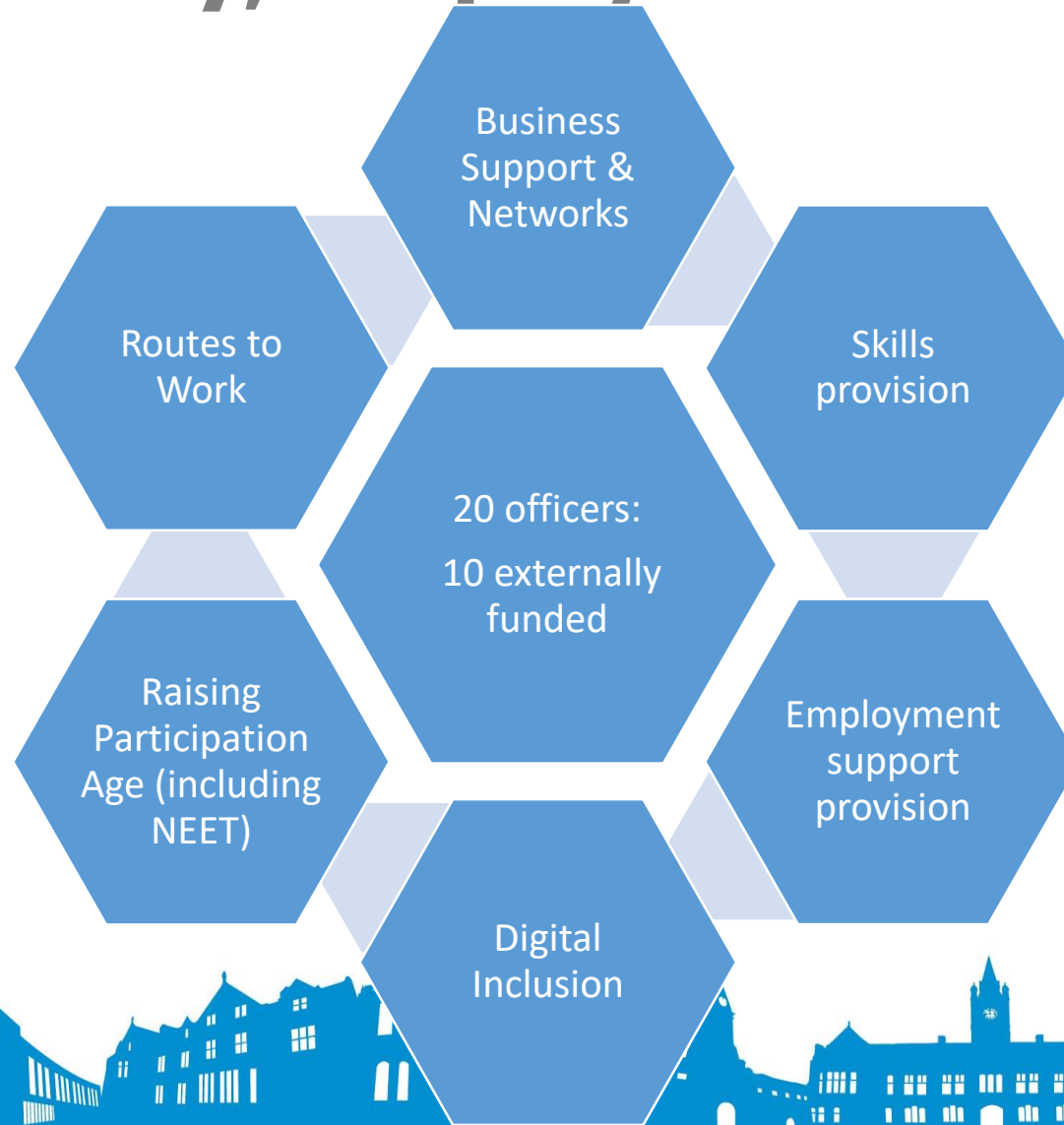
7 NOVEMBER 2023

Page 5

Agenda Item 4



Economy, Employment & Skills



Why do we need Economy, Employment & Skills?

Tameside has the lowest level of attainment of NVQ Level 4 (or equivalent) in GM and the highest percentage of residents paid below the living wage (not minimum wage)

Unemployment is relative to UK figures 3.7% vs 3.8% however this remains a significant number of working age adults (over 5,000)

Economically inactive residents are 10.2% vs UK 11.6% (however Manchester is 8.3%)

A recently commissioned survey of 1,200 residents, asked about employment, provided the following insight:

- One-quarter of respondents say they find it difficult to access employment in their local area
- A lack of jobs, and a lack of jobs that match their skills are the main reasons people feel accessing employment is difficult
- Salaries of jobs that are advertised that would not cover expenses/cost of living is also seen as a barrier
- **Disabled respondents, those earning less than £30,000 per year and those who are unemployed** are more likely to feel there are barriers to accessing higher paying employment opportunities.
- **The majority of those lacking the skills to access better employment have not accessed any related support services**
- 60% of respondents are doubtful they will be able to access a role that offers a higher salary within 12 months

Business Support

Linking businesses to support and developing networks

- Project Manager & Partnership and Engagement Officer (funded by UKSPF until March 2025) work directly with businesses and providers including:
 - Business Growth Hub
 - MIDAS
 - Build a Business
 - Enterprising You
 - GM Chamber of Commerce
- An events schedule is being delivered, with networking in Tameside previously being an issue this has grown in the last 12 months from approx. 5 businesses attending to 100 at the last Medium & Large Business event with Andy Burnham addressing the group.
- Events include:
 - Monthly SME business drop in (last Thursday of every month in the People Place)
 - Quarterly Medium & Large business networking
 - Net Zero event
 - Creative Industries sub group

Page 8



www.tameside.gov.uk/tamesidemeansbusiness

Business Support

Case Studies

Funded recruitment:

- Having established a positive working relationship with Ashton-under-Lyne-based Candy's Cupcakes, the team liaised with co-owner Candice Bannister and played a prominent role in the ever-growing cupcake business utilising the Youth Employment Support scheme and taking on one of our cared for young leavers

Apprenticeships:

- Following extensive discussions with Jonny Turner, owner of Ashton Old Baths-based Brand Twelve, they were supported to put together a job specification for a Content Writer apprentice role at the organisation.
Having worked alongside one of the Council's external partners Business Growth Hub to get Jonny the ideal candidate, the apprentice will start with Brand Twelve week commencing 4th September 2023.

Networking Engagement:

- After visiting Stalybridge-based Stamford Group, one of the largest employers in the borough, they signed up to our Tameside Means Business Networking Event.
- With Stamford targeting improvements in their staff wellbeing area following an employee survey, the Council's Active Workplace & Health and Wellbeing Officer, Marie Hare, is working alongside them following my introduction.

Employment & Skills Support

Direct delivery and local stewarding of provision

- Employment support for residents is wide ranging and delivered by a range of providers, funded in different ways but primarily under DWP national provision or GMCA devolved monies such as AEB (Adult Education Budget) and UKSPF (UK Shared Prosperity Fund)
- GM Work & Skills Local Leads meet bi monthly to discuss provision, share challenges, celebrate success and review gaps in support
- The Tameside Work & Skills Integration Board, chaired by Economy, Employment & Skills, has 130 members, meeting monthly to reduce duplication and ensure professionals can navigate the provision available.

Page 10
Events to support residents to access employment include:

- Bi annual Jobs Fairs (Spring & Autumn)
 - Employer lead events – eg Co-Op Live recruitment on 7 November in the Restaurant at Tameside One
 - Joint events with Libraries & Culture, eg TechKnow digital event
-
- Direct delivery includes
 - Routes to Work
 - Tameside In Work

Autumn Jobs Fair

Hundreds attend Tameside Jobs Fair

Over 300 jobseekers came through the doors at Dukinfield Town Hall to pursue the next chapter in their employment journey at this autumn's Tameside Jobs Fair.

With over 60 local employers and providers in attendance, across a range of sectors, residents had a wealth of vacancies and opportunities to explore and consider. There were also lots of opportunities to look into volunteering and community work as well as finding out more on different training avenues, like apprenticeships and work placements. As usual the local education and council teams were on hand to support residents with skills, job application support and CV advice.

One employer who is an avid supporter of the jobs fair said on the day that they had unearthed some "gems" who they would actively look to recruit.



For further information please contact: Aaron Middlehurst (Project Manager), Economy, Employment & Skills. Email: aaron.middlehurst@tameside.gov.uk

Digital Skills Support

Reducing digital exclusion

Our Digital Inclusion Officer is funded by GMCA Local Authority Grant Programme through AEB funds.

This role works across the Borough and across our teams to support residents to overcome digital barriers

Events include:

- Digitober (October Digital Skills events across our Libraries)
- TechKnow Summer Festival

Page 12

The officer has built links and embedded support included the establishment of Databanks which are now available across Tameside for residents to access. These are points which can support people who do not have data to get online and are aged 18+ from a low income household. Sim cards are pre-loaded with 6 months' worth of data. Databank points in Tameside include Hattersley Hub, Tameside Community Computers CIC, Ingeus, The Bread and Butter Thing.

All Tameside Libraries are also now Databanks.



Tameside In Work

Support for employed residents

Funded by DWP as a Proof of Concept, running since January 2022, with a team of 4 (1 admin support) delivering across the Borough

- 315 residents supported to date, with 206 interviews and 124 accepted job offers
- Average salary increase from £9.17ph to £11.06ph
- Average weekly working hours increase from 21pw to 33pw
- Offer is flexible to the participant with outreach support

Page Challenges:

- Funding ends in January 2024
- A waiting list is in place due to team capacity

Learning:

- Confidence to tackle overwhelming application forms is often an 'unseen' barrier, support to consider jobs above current pay grades and to work through application forms is a common need.
- DWP perception of skills gaps is challenged by our feedback which shows under-utilised existing skills are more common than a lack of skills



TAMESIDE IN WORK
#inworkprogression

**Are you a Tameside Resident?
Are you in employment on low pay or
are self-employed?
Would you like free professional support
to upskill or increase your earnings?**

If you are interested in this opportunity sign up now!
Email tamesideinwork@tameside.gov.uk
Call 07849310786 Sign up at www.tameside.gov.uk/tamesideinwork

Tameside
Metropolitan Borough

NHS
Tameside and Glossop
Clinical Commissioning Group

Tameside In Work

Case studies

- A Kickstart participant is working less hours than in the initial 25 hour placement (now 18 pw) however as a parent of 3 young children her new role has allowed her to reduce her childcare costs and fits around school times resulting in a better financial position for her.
- A move into an apprenticeship has been supported, which in the long term will support future career progression.
- A 54 year old working in care, with unsociable long hours over 40 per week on minimum wage and with safety fears travelling on two buses late at night to get home, was supported to find a role closer to home. She then recontacted the service, feeling inspired to progress her career further, and is now awaiting a start within the NHS in a role close to home
- The team offered on site support to Pilgrims employees when 542 staff were notified of redundancy and replicated this in each Wilko store in the borough

Routes to Work

Supported Employment for residents living with disabilities who want to work

- Routes to Work provide enhanced person centred, one to one support to residents living with disabilities such as a Learning Disability, Autism or ADHD.
- Often they are assessed by Department for Work and Pensions as having limited capability for work and do not attend Job Centres, they engage completely on a voluntary basis.
- The Supported Employment model is to place the individual with the right employer suited to their strengths, train on the job and sustain in employment.
- The team are trained in Systematic Instruction, a structured approach to teaching individuals with learning disabilities with an emphasis on empowering the individual to make decisions themselves.
- Support is delivered on a person centred basis and will, if needed deliver 100% support to an individual, with a plan to carefully reduce this, enabling full independence in the workplace.
- Provision can include travel training to the place of work, on the job training, practical support and guidance to employers, and liaison with DWP to ensure smooth transition from benefits to paid employment.

Routes to Work Impact

Tameside Routes to Work Team outcomes

Lead by Joanne Spurgeon, the team consists of 2 employment officers and 1 employment support worker

- **23** Job starts in period April 22 – March 23
- **34** residents receiving support to achieve paid employment
- **27** residents receiving support to sustain paid employment
- **61** residents currently receiving support

The success levels can be compared against GMCA funded provision, ending this year, which supported people with Learning Disability and Autism to move into employment – achieved 5 job starts in period April 22 – March 23

Challenges & areas for development

- **23** waiting for support with a minimum wait time of 6 months – this is with minimal marketing
- Application & interview processes can be difficult to negotiate
- Work more closely with Adult Day Services and potentially reduce the pressures on that service through supporting more residents into employment

Routes to Work Case Study

<https://www.tameside.gov.uk/routestowork/casestudies>

Jack, 29, is delighted with his role as a Document Controller at BLM law firm and says the scheme has changed his life.



Jack said, “I have more confidence since working at BLM. It has given me a purpose to get up in the morning. Before having a job, I was bored at home. Now I am more independent and I love it.”

When asked about their experience in hiring through the Routes to Work Scheme, Christine Cheetham, Head of Corporate Services at BLM said: “As employers, we need to recognise the benefits that diverse talent can bring to our teams. It is key to understand the level of support required to ensure that the individual receives the right level of training and support they need. I would have no hesitation hiring through the scheme again. It has been a positive and rewarding experience.”

Jack’s newfound confidence is not limited to his working life; with help from his Employment Officers, he has also found new independence in his ability to travel to the office on public transport.

Raising Participation Age

Reducing young people Not in Education Employment or Training (NEET)

- Our statutory duty to track young people aged 16 & 17 or up to 24 with an Education Health & Care Plan (EHCP) is currently externally commissioned to Positive Steps, who also provide careers guidance in schools and to our priority cohorts including care experienced young people. The team contract manages this support.
- Work is delivered with a cross Directorate approach, working with colleagues from Childrens Services including Virtual School & College; Leaving Care; Youth Justice; as well as Greater Manchester wide services such as GM Bridge, our schools and Further Education colleges

Page 18

Additional delivery is provided by the team including:

- Digital Skills events for young people, such as the Tameside Hack coding event
- Young People's Job Fairs
- Employer specific events, such as the Co-Op Live event
- The weekly Young Person's Drop In, every Wednesday afternoon in the People Place at Tameside One
- Tameside Futures is due to launch imminently, funded by UKSPF to support a minimum of 258 young people who are NEET or at risk of NEET to progress

IF YOU ARE 16-24 YOU ARE INVITED TO OUR

YOUNG PERSON'S DROP IN

- FREE FOOD AND REFRESHMENTS
- SUPPORT AVAILABLE FOR 16+
 - » LOOK AT EDUCATION OPTIONS
 - » SORT YOUR BENEFITS & UC
 - » GET TRAINING
 - » FIND WORK
 - » BE HEALTHY

EVERY WEDNESDAY 1-4 PM

PEOPLE PLACE, TAMESIDE ONE, MARKET PLACE, ASHTON-UNDER-LYNE, OL6 6BH

Get in touch if you would like to meet us first at employmentandskills@tameside.gov.uk



Tameside
Metropolitan Borough

Raising Participation Age

Youth Employment Support

- Working cross Directorate with the DfE (Department for Education) and the Staying Close project, funding is available from COVID monies to reimburse employers who employ a care experienced young person, to a maximum of 6 months employment
- To date, 87 job interviews have been arranged, 70 attended with 60 job offers and 26 successful starts
- This model will be extended through Tameside Futures to all NEET young people who want to work and can demonstrate positive commitment to their aspirations. This will run until March 2025.

What's Next?

Call to Action

- Too many residents find it hard to navigate the support available, we'd like to continue to raise awareness of our events and support to address this
- The pandemic showed us we never know what's around the corner, we aim to continue to provide a flexible, approachable and professional team who will take on whatever challenge we face ... in the past few years this has included disbursing c£10m of business grants to supporting with large redundancies.
- Please make your residents and networks aware of our team or contact me directly for any support or advice
 - [Work, Skills and Business \(tameside.gov.uk\)](https://www.tameside.gov.uk/work-skills-and-business)
 - employmentandskills@tameside.gov.uk

Councillor Vimal Choksi
Executive Member
Towns & Communities

Julian Jackson
Director of Place

Chair of the Place and External Relations Scrutiny Panel

Councillor Claire Reid

Tameside One
Market Place
Ashton-under-Lyne
OL6 6BH

Email: claire.reid@tameside.gov.uk
Phone: 0161 342 2199
Ask for: Paul Radcliffe
Date: 10 October 2023

Dear Councillor Choksi,

Draft ASB Policy

I write on behalf of the Council's Place and External Relations Scrutiny Panel. Following a meeting on 12 September 2023, members received a draft version of the Council's Anti-social Behaviour (ASB) Policy. Thank you for sharing the paper with us and I can confirm that members have taken time to review the content and provide feedback that will hopefully help to inform and support the final document.

Anti-social behaviour impacts the lives of residents and communities across the borough and therefore must remain in place as a key priority for the Council and our Community Safety Partnership (CSP). For local residents and businesses, behaviour and offences related to ASB can have devastating and long-standing impacts. Scrutiny therefore welcomes the development of a local policy and the intention to remain focused on reducing the cumulative impact that ASB can have on victims.

The Scrutiny Panel wishes to submit a collective response in support of the Council's ASB Policy. This letter therefore aims to provide a summary of collective points and I would be extremely grateful if you can take the appropriate action to record the responses and take forward any points you consider will strengthen the policy.

I have listed some of the main points below, which are to be viewed as individual responses from members, under the collective of the Council's Place and External Relations Scrutiny Panel.

- Tameside Council and the Community Safety Partnership are taking positive steps that affirm ASB as a priority issue. The ASB Policy not only highlights the importance and seriousness of related behaviour and offences, but is also underpinned by a commitment to reduce the incidence and impacts of ASB in Tameside.
- Anti-social behaviour is a significant contributing factor as to why people may not feel safe in their local area and therefore related issues must be treated with vigour and urgency they deserve.

- Within the section titled 'Policy Statement and Commitment', this could provide an opportunity to open with a pledge or aspiration for the borough e.g, In Tameside everyone has the right to live without fear of facing anti-social behaviour.
- Within the same section and in addition to the Corporate Plan reference, it feels important that a specific line is also added regarding the ASB commitments detailed within Priority 3 of our Community Safety Strategy. To also add greater emphasis that this requires a comprehensive and committed partnership approach in order to succeed.
- To consider whether the policy is clear in its understanding and methods to address the local issues that drive ASB. That while discouraging and deterring ASB, further opportunities can be explored to consider a range of proactive and preventative measures, informed by intelligence.
- That the ASB Policy and related projects remain focused on the ability to work with and for our residents and businesses to tackle related issues. Notwithstanding, the need to acknowledge and consider the broader/unwritten roles and responsibilities placed upon the conduct and behaviour of local citizens.
- The Anti-social Behaviour, Crime and Policing Act 2014 seeks to place victims at the heart of local responses to ASB and this is something that Scrutiny members want to ensure is working as effectively as possible in Tameside. Empowering victims, the awareness of rights and the swift action taken against perpetrators. Through ASB case reviews (Community Triggers), victims of ASB be offered the opportunity to review responses where problems continue, to ensure the Council and partners have done all they can to intervene and take further action where needed.
- Within the section titled 'Our approach and responsibilities', to avoid any possible doubt can the responsible authorities be named for the purpose of a local policy? Namely:
 - Tameside Metropolitan Borough Council
 - Greater Manchester Police (Tameside Division)
 - Greater Manchester Fire and Rescue Service
 - National Probation Service
 - Greater Manchester Integrated Care Partnership (Tameside Provider Partnership) – no longer CCG.
- For the purpose of clarity, under section 2 of the policy, to clearly present the tools and powers available to the Council and CSP in their leading roles in tackling ASB. While some detail on this is provided within the title of 'Actions we can take', there is a possible benefit to separate actual powers from the actions/options available. To incorporate the following tools and a brief summary:
 - Community Trigger
 - Community Remedy
 - Injunction
 - Criminal Behaviour Order
 - Police Dispersal
 - Community Protection Notice
 - Public Spaces Protection Order
 - Closure Power
- In addition to the sound monitoring equipment are there additional options for evidence to be gathered and reported with the use of visual monitoring? - e.g, cameras, CCTV, pictures, video.
- To consider whether appropriate to add or make reference to examples of ASB that may be closely or directly connected to issues of equality and/or protected characteristics – such issues will/may be considered and acted upon as a hate crime and referred to the responsible authority e.g, disability, gender, race, religion, sexual orientation etc.

- Detail on how ASB reporting and responses are to be measured and the impact or outcomes from this work – governance arrangements e.g monitored closely by CSP or a sub-group of. How we will learn from resolution and complaints.
- To incorporate a further statement or commitment regarding the ongoing education and awareness of ASB. Raising awareness of the harms caused by ASB, roles of education and youth provision/services to deter and deflect known behaviour within certain areas or age profiles.
- While the policy does mention social landlords and other departments like environmental health, are there any direct actionable links with private landlords?

I am keen to ensure the Scrutiny Panel remains suitably updated on key developments related to ASB and wider community safety initiatives.

If further clarity is needed on any of the above points, please do not hesitate to contact me.

Yours sincerely,

Councillor Claire Reid

Chair – Place and External Relations Scrutiny Panel

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