

London Borough of Barking and Dagenham

Notice of Meeting

THE EXECUTIVE

Tuesday, 17 August 2004 - Civic Centre, Dagenham, 7:00 pm

Members: Councillor C J Fairbrass (Chair); Councillor C Geddes (Deputy Chair); Councillor J L Alexander, Councillor G J Bramley, Councillor H J Collins, Councillor S Kallar, Councillor M A McCarthy, Councillor M E McKenzie, Councillor L A Smith and Councillor T G W Wade

Also Invited: Councillor W F L Barns, Councillor M A R Fani, Councillor Mrs K J Flint, Councillor D S Miles, Councillor Mrs J E Rawlinson, Councillor Mrs V M Rush (for Item 4)

Declaration of Members Interest: In accordance with Article 1, Paragraph 12 of the Constitution, Members are asked to declare any direct/indirect financial or other interest they may have in any matter which is to be considered at this meeting

06.08.04

Graham Farrant
Chief Executive

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AGENDA

1. **Apologies for Absence**
2. **Minutes - To confirm as correct the minutes of the meeting held on 3 August 2004 (circulated separately)**

Business Items

Public Item 3 is a business item. The Chair will move that this be agreed without discussion, unless any Member asks to raise a specific point.

3. **The Experiences of Lesbian, Gay Men, Bisexuals and Transgender (LGBT) People in Barking and Dagenham (Pages 1 - 7)**

Discussion Items

4. **East London Transit (Pages 9 - 15)**

5. **Performance Monitoring (Pages 17 - 20)**
6. **Budget Monitoring Report 2004/05 - April to June 2004 (Pages 21 - 31)**
7. **Any other public items which the Chair decides are urgent**
8. **To consider whether it would be appropriate to pass a resolution to exclude the public and press from the remainder of the meeting due to the nature of the business to be transacted.**

Private Business

The public and press have a legal right to attend Council meetings such as the Executive, except where business is confidential or certain other sensitive information is to be discussed. There are no such items at the time of preparing this agenda.

9. **Any confidential or exempt items which the Chair decides are urgent**

THE EXECUTIVE**17 AUGUST 2004****JOINT REPORT OF THE DIRECTOR OF CORPORATE STRATEGY AND THE
DIRECTOR OF EDUCATION, ARTS AND LIBRARIES**

THE EXPERIENCES OF LESBIAN, GAY MEN, BISEXUALS AND TRANSGENDER (LBGT) PEOPLE IN BARKING AND DAGENHAM	FOR DECISION
<p><i>This report will assist the Council and its strategic partners in meeting the service needs of the LGBT community as well as the objectives of the new European Union (EU) Employment Directive on Sexual Orientation</i></p>	
<p><u>Summary</u></p>	
<p>This report is based on a survey carried out in the borough in 2002/2003. The survey explored the experiences of LGBT people living and working in the borough and identifies key issues and concerns which will help to inform policy and service planning.</p>	
<p>The survey was carried out because of the need for Public Authorities to address LGBT issues. This has become increasingly prominent on the Government's agenda, especially with the implementation of the EU Directive on Sexual Orientation and the recent proposals on gender recognition, partnership rights (Civil Partnership Bill) and tackling homophobic crime.</p>	
<p>The report was prepared through the active participation of 42 local lesbians, gay men, bisexuals and transgender people and professionals working in the field of LGBT support. The report highlights 12 key issues, one of which is employment.</p>	
<p>The recommendations in the Report cannot be delivered by the Council alone. The implementation requires co-ordinated multi-agency action through the Barking and Dagenham Partnership. As such, it is recommended that the report be formally referred to the Partnership for action.</p>	
<p><u>Recommendations</u></p>	
<p>The Executive is asked to:</p>	
<ol style="list-style-type: none"> 1. Approve the contents of the report. 2. Agree the LGBT Strategic Statement of Intent; based upon the recommendations contained in the 'Breaking the Silence' Report 3. Endorse the establishment of an LGBT consultative mechanism and proposals to continue work with the local LGBT communities through the Council and the Partnership; and 4. Recommend that the Report and its Executive Summary be formally referred to the Barking and Dagenham Partnership 	

<u>Reason</u>		
In order to respond proactively to the European Union Directive on sexual orientation and deliver on existing policy commitments in the Council's Corporate Equalities and Diversity Policy Framework.		
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Bill Coomber	Corporate Equalities and Diversity Adviser	Tel: 020 8227 2216 Fax: 020 8227 2206 Email: bill.coomber@lbbd.gov.uk

1. **Background**

1.1 In June 2002, the Assembly agreed the Council's Corporate Equalities and Diversity Policy Framework, which included a Corporate Equalities and Diversity Policy Statement and 5 specific policy statements covering the following areas:

- Race
- Gender
- Disability
- Sexuality
- Older People

1.2 The policy statement on sexuality recognises the effects of homophobia in society and the discrimination and repression of lesbians and gay men in their daily lives. In addition, it makes the following specific commitments:

- *'To strive for the provision of equal access to its services and equal treatment of people who use its services and its employees who are lesbian and gay'*
- *To meet the specific needs of lesbians and gay men arising from the discrimination that they face. The Council recognises that lesbians and gay men have a range of different needs and concerns. It accepts its responsibility to identify these concerns and needs through consultation and research.'*

1.3 In order to implement these policy commitments, the Council needs to engage with local LGBT people and become aware of their needs and concerns. The 'Breaking the Silence' report was commissioned by the Council's Corporate Equalities and Diversity Team to enable the Council to establish contact and build up a knowledge of the views of this particular community and , in doing so, begin to fulfil its agreed policy commitments and tackle homophobic discrimination.

- 1.4** The race Equality Scheme (RES) is a three year programme and we have recently ended Year Two (2003/04 - Community Involvement). The scope of the Year Two RES Action Plan was extended to address 5 other equalities issues in addition to race. These are gender, sexuality, faith/belief, age (young and old) and disability. Bringing forward the study into needs and concerns of the LGBT community is one of the ways in which the Race Equality Scheme is being developed into a Generic Equality Scheme, as we continue to streamline our approach to equalities and diversity as a whole.
- 1.5** The inclusion of the policy statement on sexuality in the Council's Equalities and Diversity Policy Framework anticipated that these issues would form an increasingly prominent element in the Government's equalities agenda. That prediction has proven correct with the implementation of the EU Directive on Sexual Orientation which makes it unlawful to discriminate in employment on grounds of sexual orientation. Proposals have also recently been launched on gender recognition and partnership rights. The DfES now expects school bullying strategies to include homophobic bullying and the police have recently given much greater attention to homophobic crime.

2. The Methodology

- 2.1** This report is the result of consultation with a sample of 42 lesbians, gay men, bisexuals and transgender people living or working in the borough and targeted professionals working in the field of LGBT support.
- 2.2** 92 local lesbians and gay men were initially contacted through the internet, a local support group, a lesbian and gay youth group based in Romford, a transgender support group based in Dagenham and friendship and personal contacts. Most participants were asked to complete an 81 question survey (35 responded) and (7) of them were interviewed face-to-face.
- 2.3** Gay men were over-represented in the research, due to their high usage of the internet, and the easier access that this affords us. Lesbians are harder to reach, albeit the fact that there are lesbian websites for chat/meeting people, there are not so widely used and it is more difficult to make contact with lesbians locally.
- 2.4** The internet is developing as a crucial tool for contacting and interviewing lesbians and gay men, especially those who do not access lesbian and gay venues and those who treat internet usage as part of their regular life. It also guarantees the safety of consultees in that it maintains confidentiality and interviews can be carried out in real time.
- 2.5** One of the key issues arising from the survey is that the Council needs to develop the use of the Internet as one of the tools in engaging with the local LGBT communities. The advantage being that it will facilitate contact with those people who wish to engage with the Council, but want to maintain confidentiality and do not wish to be visible.

3. What Kind of Population?

- 3.1** National statistics suggest that there are approximately 5-10% of LGBT people in Britain. The transgender community is far more difficult to estimate. However, there is an estimated 5,000 post-operative transgendered people nationwide.
- 3.2** The report suggested that the local LGBT communities appear isolated and most social activities and friendships networks are based outside the borough. Only 18% of those surveyed had six or more LGBT friends in the area and more than half had no or just one LGBT friend in the borough.
- 3.3** The absence of a strong LGBT infrastructure and social scene in Barking and Dagenham is a contributing factor to the isolation and exclusion of LGBT people in the borough. The Project Co-ordinator of Caress (a local LGBT support organisation) described the situation locally as: *'a lonely community. When people attend the LGBT support group for the first time they are incredibly nervous, but slowly come out of their shells.'*

4. Responding to the EU directive on employment issues

- 4.1** On 1 December 2003, the new EU Directive on Sexual Orientation came into force. The new regulations made it unlawful to discriminate in employment or training on grounds of sexual orientation. The legislation means that employers now risk legal action from people who:
- Have been treated less favourably - in for example, recruitment, promotion, training or dismissal, because they are Lesbian, Gay, Bisexual or Transgender (LGBT) or because they are assumed to be from this community or associated with it.
 - Are disadvantaged as a group by workplace practices and policy because of their sexual orientation.
 - Have been offended - even if unintentionally or unwittingly - by homophobic/transphobic actions or comments.
- 4.2** In response to the new EU Directive, officers are undertaking a number of initiatives. Based on the Stonewall Guidance, on creating a workplace culture that values people and all their differences, officers have:
- Began reviewing the Council's recruitment policies, procedures and practices in relation to LGBT issues
 - Reviewed the Council's harassment and bullying procedure to ensure that confidentiality is maintained when reporting a homophobic crime
 - Began mainstreaming LGBT issues into a Corporate training programme which will include training members and all staff on LGBT issues
 - Convened a Working Group to examine the broad range of LGBT staff issues. This Group consists of the LGBT Staff Group, Trades Unions representatives and relevant Council officers.

5. Follow up on wider work with the LGBT Communities

5.1 One of the major bonuses arising from the project is that it has drawn together local LGBT people who wish to establish a consultative mechanism to facilitate further engagement with the Council and other strategic partners on their concerns and service needs. This is a development which the Corporate Equalities and Diversity Team have sought to facilitate and support and there has also been strong interest by other local agencies, such as the Police and the PCT, to access such a structure. The council in partnership with other agencies now needs to build on this initiative

6. The Twelve Areas of LGBT Inclusion Identified in the Report - A Strategic Statement of Intent

6.1 The report identifies 12 key areas of LGBT inclusion. These are the areas where local authorities and other public sector bodies impact upon the lives of LGBT people.

6.2 These 12 key areas provide the overall framework for the detailed list of recommendations contained in the Report. In adopting the recommendations, the Council and the Partnership are also requested to endorse the following:

'Breaking the Silence' Report - Strategic Statement of Intent

Barking and Dagenham needs to become a place where the voices, experiences, needs and concerns of lesbian, gay men, bisexual and transgendered (LGBT) people are heard and responded to. We need to ensure that we are not discriminating against LGBT people in any way. Barking and Dagenham Council must be seen to be a good employer and an employer of choice. The Council and its strategic partners need to ensure that the concerns and needs of the LGBT communities are fed into and inform its policy and service planning.

Following initial consultation with local LGBT people, it is intended that action be prioritised in the following areas:

1. Improving Community Safety

- We need to mainstream action on homophobia into all local crime and disorder work
- We need to encourage the reporting of homophobic and transphobic crime, including same sex domestic violence
- The Council needs to respond to homophobic and transphobic incidents in the same way as all other incidents involving harassment and violence
- We need to build trust and understanding across the communities so that homophobic and same sex domestic violence is not tolerated

2. Overcoming parenting discrimination

- We must ensure that staff dealing with children and parents locally are trained on issues that LGBT parents and children may face
- The council should consider applications from LGBT people to become adoptive and foster parents where as with any parent they would provide a suitable

environment for the care and nurture of a child.

- LGBT parents and their children can experience discrimination which impacts upon their external perceptions of their parenting ability
We need to encourage and build capacity at a local community level to support these families.

3. Overcoming financial discrimination

- The Council will support and implement any legislative changes which provide those in same sex relationships improved rights in pension schemes
- The Council should support the Civil Partnership Bill and the Gender recognition Bill which will allow legal recognition of same sex couples and afford transsexual people the same rights and responsibilities appropriate to their gender

4. Overcoming employment discrimination

- The Council can respond positively to the EU Equal Treatment Directive which came into force in December 2003 by reviewing and revising our employment policies procedures and practices.

5. Equality and Service Provision

- The Council should utilize information from the Census to establish a clear baseline of information of co-habiting same sex relationships within the Borough.
- The Council and other agencies should consult with LGBT communities and feed the results into policy and service planning
- LGBT issues should be tackled in all equalities and diversity work/action plans and publications.

6. Promoting Health and Wellbeing

- The Council needs to work with external partners to promote the sexual and other health needs of lesbians, gay men, bisexuals and transgender people and secure sufficient resources to promote health.
- The Council needs to ensure that LGBT people are not invisible in Health Services and that organisational policy in relation to mental health and other health needs reflect these communities.

7. Growing up Safe and Secure

- Schools and colleges play a critical role in determining the experience of LGBT young people. Local counselling, support and Youth Services need to be flexible and responsive to the needs of LGBT young people
- The LEA should issue guidance on preventing and dealing with homophobic harassment and bullying, and consider a range of issues affecting LGBT students
- The council will encourage other educational establishments to develop similar guidance
- The guidance should include the issue of schools and colleges working with LGBT parents and dealing with the potential homophobia that affects them
- LGBT young people should be consulted to identify adverse impact of policies, services and procedures

8. Greater Security in Housing

- Housing policies and procedures within the Local Authority and RSL Accommodation need to be assessed to ensure they are not inadvertently discriminating against same sex couples.
- The experience of discrimination for young people needs to be considered by staff working within Homelessness Services, and appropriate training needs to be in place to address this positively.

9. Inclusion and Regeneration

- The social regeneration agenda needs to include the needs and experiences of LGBT people.
- Economic skills and development should encourage diverse and inclusive community for the future of Barking and Dagenham

10. Celebrating Diversity, promoting Culture

- Arts, Sports and Cultural policies, strategies and events need to reflect positively the experiences and needs of LGBT people.

11. Supporting Stronger Communities

- The Council needs to support and build LGBT capacity within the Local Voluntary Sector and Community Groups wherever possible
- Homophobia in service delivery should be challenged through the voluntary and community sector contracting process.

12. Establishing Partnership Rights

- The Council and other local agencies should support the GLA's Partnership Register and encourage local use where appropriate
- The Council should encourage the support and development of Civil Partnerships of the same sex couples and ensure that the community priority of "increasing rights and responsibilities" reflects their needs and aspirations
- There needs to be a recognition that stable partnerships in the borough requires a stable LGBT infrastructure

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THE EXECUTIVE**17 AUGUST 2004****REPORT FROM THE DIRECTOR OF REGENERATION AND ENVIRONMENT**

EAST LONDON TRANSIT	FOR DECISION
<p><i>This issue is reserved to the Executive as it concerns issues of a strategic nature that will have a significant effect on one or more Wards.</i></p>	
<p>Summary</p>	
<p>This report seeks the Council's formal endorsement of proposals by Transport for London (TfL) to develop the first phase of East London Transit as a bus based Intermediate Mode System from Ilford, via Barking Town Centre, to Barking Riverside and Dagenham Dock. The report outlines TfL's proposed route and technology, it highlights issues which Officers believe Councillors need to consider in reaching a decision and concludes that on balance the Council should offer conditional support for the project.</p>	
<p>Recommendation</p>	
<p>The Executive is recommended to agree to the principle of East London Transit, subject to the following conditions :-</p>	
<ul style="list-style-type: none"> (a) TfL must ensure that any bus based system developed is capable of being upgraded to a tram within 10 years subject to increasing demand. (b) In developing a bus based system, TfL must ensure that no works compromise a future upgrade to tram. (c) TfL must ensure that the bus technology used is constantly upgraded to remain leading edge. (d) TfL must fund and work with the Council, using all available technology to enforce parking restrictions along the route. (e) TfL must ensure that the frequency of service is at least every five to eight minutes to ensure that a modal shift from private cars to public transport is achieved. (f) TfL must fund the relocation of the Barking Town Centre Street Market to London Road including the costs of any revised traffic management scheme and alterations to the public highway in line with the Barking Town Centre Public Realm Town Code. 	

- (g) In implementation of the ELT route from Fanshawe Avenue Roundabout through the pedestrianised parts of Barking Town Centre as far as the former Westbury Public House TfL must design and implement any revisions to the Public Realm (public highway) in line with Barking Town Centre Public Realm Town Code.
- (h) In the detailed design of the scheme in and around Barking Town Centre TfL must take account of the major regeneration schemes.

Reason

This has significant regenerative effects for Barking Town Centre and London Riverside and contributes particularly to the Council’s Community Priorities of *“Regenerating the Local Economy”* and *“Making Barking and Dagenham Cleaner, Greener and Safer”*.

Wards Affected

Abbey, Gascoigne and Thames Wards

Contact

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Jeremy Grint	Head of Regeneration Implementation	Tel: 020 – 8227 2443 E-mail: jeremy.grint@lbbd.gov.uk
Mike Mitchell	Head of Environmental Management	Tel: 020 – 8227 2677 E-mail: mike.mitchell@lbbd.gov.uk

1. Background

1.1 Councillors have received numerous reports and several presentations on proposals to develop East London Transit as an Intermediate Mode Transit system linking Ilford, Barking Town Centre, Barking Reach (now known as Barking Riverside) and Dagenham Dock, with later phases linking to the Thames Gateway Bridge, Romford and Rainham. Transport for London (TfL), the developers of the scheme, have now advanced the project to a point where phase one is fully capital funded and they have an agreed route. TfL have also reached a position where they can recommend technology for the system. This is to be bus based as opposed to light rail (tram). TfL are seeking the Council’s endorsement of the route and technology as a pre-requisite for taking the project into development stage.

2. The Route

2.1 The proposed route alignment is shown on the plan attached as Appendix A. The route runs from Ilford Town Centre, south along Ilford Lane and Fanshawe Avenue. It turns West at the Fanshawe roundabout and travels through Barking Town Centre along Station Parade and Ripple Road, where it uses the currently pedestrianised area. On leaving the pedestrianised area, the route follows Ripple Road to Movers

Lane. After turning south into Movers Lane, the route proceeds to the A13/ Movers Lane / River Road junction. This was designed to accommodate ELT. The route continues south into River Road and turns east into Bastable Avenue. Initially, the route will continue along Bastable Avenue to Renwick Road. Later, an element of the route will break out into the Barking Riverside development. The route continues along Renwick Road, turns East into Choats Road, to Dagenham Dock, North into Chequers Lane and terminates to the South of Dagenham Dock Station. Initially, the majority of the route will be on existing public highway, the exceptions being in Barking and Ilford town centres. Later phases, particularly within Barking Riverside and Dagenham Dock, will be on segregated alignments.

3. The Technology

- 3.1 Transport for London are proposing to develop ELT as a bus based system, initially using the latest design of low floor models using either diesel or dual diesel and electric traction. Furthermore, TfL have stated that the technology used will be kept updated such that the system remains at the leading edge of bus technology. Transit stops would be designed to a high specification. Apart from allowing level boarding on to transit vehicles by the provision of raised platforms, stops would include high quality shelters, ticket machines, CCTV surveillance and real time passenger information. Transit priority would also be built into existing signal controlled junctions to reduce delays to services.

4. Key Issues

- 4.1 The Council has endorsed, in principle, the development of East London Transit and it remains Council policy to support the project in principle. However, Officers believe that the following points need to be considered in supporting the current proposals in detail.
- Overall, there is a general fear that the ELT project has been reduced in its aspirations. The Council's original aspirations were for a tram-based system and, indeed, it remains our objective to achieve tram technology on this link. Officers are concerned that bus based technology will have a number of disadvantages compared to tram based technology. Above all, there is a concern that a bus based system will not be distinctive enough to achieve the required modal shift from car based travel to public transport envisaged in the business plan and will not, therefore, deliver the key strategic public transport link between Barking Town Centre, Barking Riverside and Dagenham Dock. TfL dispute this concern and believe that the envisaged technology will suffice.
 - The proposed system is based largely on the existing highway network and is not segregated, except in Barking Town Centre and, later, on Barking Riverside. For the system to be effective priority measures will be introduced at traffic control signals but, in addition, parking restrictions will be required in residential streets such as Movers Lane, Ripple Road and Bastable Avenue. Enforcement of these parking restrictions will rest with the Council.

- There are a number of key 'pinch points' on the route, particularly in the vicinity of Ripple Road / Westbury where parking restrictions would either be flouted or businesses would face a reduction in "stop and buy" trade.
- The route alignment through Barking Town Centre will result in the loss of the fully pedestrianised street scene and the necessary relocation of part of Barking Market. The Barking Town Centre Partnership is about to commission an investment options study for the whole of the East Street/North Street/London Road area and this will include proposals for the resiting of the part of the market affected by the ELT route. We will assess proposals with the aim of selecting the option that best protects the viability of the market.

4.2 Transport for London have emphasised that tram based technology is not on offer at present and the Council needs to consider whether it supports the current proposals or not.

5. Financial Considerations

5.1 Transport for London have advised that they now have the funding of £20million in place to pay the full capital costs of this first phase of the ELT project, based on the technology outlined above. As such, no capital costs will fall on the Council.

5.2 There is a risk of increased Revenue costs falling on the Council. Such costs could include street cleansing and highway maintenance along the route. However, this report does not include the potential Revenue financial implications. If the Executive agrees to the principle of the East London Transit, a report on the Revenue financial implications and how these will be financed needs to be considered by the Executive, before a final commitment is entered into.

5.3 Any increase in Revenue costs will need to be considered within the Budget Strategy and Budget Process for 2005/06.

6. Consultation

External

Barking Town Centre Partnership
Barking Riverside Ltd
London Riverside Ltd

Internal

Peter Blanchard, General Manager Street Care, RED
Mike Livesey, Head of Civil Engineering, RED
Philip Walcott, Management Accountant Strategic Finance (Regeneration)

Portfolio Holder

Lead Member for Regeneration (Councillor Kallar)

Ward Members

Abbey: Councillors Alexander, Bramley and Fani.

Gascoigne: Councillors Flint, McKenzie and Rush.

Thames: Councillors Barnes, Miles and Rawlinson.

Background Papers

Presentation by East London Transit to the Assembly 19 May 2004.

Response to London Riverside Integrated Transport Strategy Executive Report and Minute 360 13 April 2004.

Presentation by Neil Roth, Project Director for the East London Transit Project Assembly 2 July 2003 - Assembly.

Executive Report and Minute 95, 14 August 2001 East London Transport.

Transport for London, East London Transit Consultation, July 2001.

London Borough of Barking and Dagenham, Project Progress Report and Presentation, The Assembly, 4 April 2001.

London Borough of Barking and Dagenham, Progress Reports to Planning and Development Committee/ Technical Services Committee, 17/7/95 – 24/1/00.

London Transport Planning, East London Transit: - Summary Report (Draft), October 2000.

London Transport Planning/ MVA, Intermediate Mode Scheme: - Multi-criteria Assessment for East London Transit, June 2000.

London Transport Planning/ Steer Davies Gleave, Barking and Romford Intermediate Mode Project: - Alignment Study (Final Report), March 1999.

London Transport Planning/ Tony Young Consultancy, New Ideas for Public Transport in Outer London: - Barking and Romford Scoping Study, December 1997.

London Transport Planning, New Ideas for Public Transport in Outer London – Development of Barking Case Study: - Technical Summary Paper, February 1997.

London Transport Planning, New Ideas for Public Transport in Outer London – Development of Case Studies, September 1996.

London Borough of Barking and Dagenham, Unitary Development Plan: - policy T5, October 1995.

London Transport Planning/ MPBL, Barking Transit: - Barking Station – Dagenham Heathway: - Feasibility Study of an Alignment Option, April 1995.

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THE EXECUTIVE**17 AUGUST 2004****REPORT OF THE DIRECTOR OF CORPORATE STRATEGY**

PERFORMANCE MONITORING	FOR DISCUSSION	
<p>To update the Executive on 1st Quarter 2004/2005 Performance of:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Best Value Performance Indicators (statutory) <input type="checkbox"/> Council Scorecard Performance Indicators <input type="checkbox"/> PSA targets <p><u>Summary</u></p> <p>This report:-</p> <ul style="list-style-type: none"> • Provides background information on the monitoring of the Statutory and Council Scorecard Performance Indicators detailed in Barking & Dagenham's annual Best Value Performance Plan together with our PSA targets. • Presents a series of graphs reporting performance on a number of Performance Indicators highlighted by TMT for your consideration. <p><u>Recommendation</u></p> <ul style="list-style-type: none"> • The Executive are asked to discuss performance as highlighted by performance indicators presented. 		
<p>Contact: Sandra Twiddy</p>	<p>Performance and Improvement</p>	<p>020 8227 2484 (telephone) 020 8227 2806 (fax) 020 8227 2685 (minicom) e-mail: sandra.twiddy@lbbd.gov.uk</p>

1. Background

- 1.1 In June 2004, Barking & Dagenham Council published its fifth annual Performance Plan – Futures 2004/2005 - setting out how the Authority aims to improve its services over the next 12 months. The document was published on the Council's website on 30 June 2004 and also issued to all Members, Directors and Heads of Service in the *Managing the Council* folder.
- 1.2 The Statutory Performance Indicators are National Indicators which have been determined by ODPM (Office of the Deputy Prime Minister – the Government department overseeing Best Value) and the Audit Commission.

- 1.3 The Council is required by law to collect and publish this information. In the process of developing the scorecards, services have identified key indicators for measuring improvement. This year's plan lists the Council Scorecard Performance Indicators for 2004/05 (Chapter 2 – Managing the Council). Internal Audit has again carried out an audit of all the Council Scorecard Indicators to ensure they are robust and collectable.
- 1.4 A central system has been established to monitor each Performance Indicator, which is updated by departments on a quarterly, and in some cases monthly basis. TMT have again selected a number for your consideration for 1st Quarter 2004/2005.
- 1.5 The basket of performance indicators that will be presented contain statutory Best Value Performance Indicators, Council Scorecard Performance Indicators and progress on our PSA targets.
- 1.6 For presentational purposes, each Performance Indicator is being reported in a graphical format, which allows performance to be shown over time and compared with other Local Authorities. PI headings are traffic light colour-coded and "smiley faces" have been added to clearly express how we are performing. Those indicators that fall into the CPA basket and those that are considered High Risk are highlighted with a red tab at the top left hand of the graph.
- 1.7 For the national indicators, figures have been included for neighbouring Boroughs together with lines showing the top 25% of performing Councils both nationally and across London. *(Please note it is only possible to compare our performance with the previous year's top quartile targets as these are only released in the December of each year following the outturns for that year).* This will not be possible for the majority of Council Scorecard PIs, as they are unique to Barking & Dagenham.
- 1.8 For Social Services performance information, comparison is no longer made with top quartile data. Comparison is now made with Performance Assessment Framework (PAF) performance targets for England and Outer London. The "smiley faces" will not be shown on Social Services graphs. Instead we have used the "blobs" to indicate whether performance is good or bad. i.e. ● = poor performing ●●●●● = high performing. The Social Services graphs also show a darker grey band to highlight what is good performance.
- 1.9 The note section underneath the graph has been revised to enable Chief Officers to be consistent in the way they report the PI's performance. *(See new headings below).*

Headings
<u>Improvement / Deterioration</u>
<u>Action taken / update since last quarter</u>
<u>Further Action</u>
<u>Corporate Impact</u>
<u>Additional Information</u>

- 1.10 For the majority of Council Scorecard PIs this is the third year of reporting. Targets have been set for the next three years for the majority of these and are presented on the graphs.
- 1.11 The annual deadline for the publication of the Best Value Performance Plan is 30 June. It is still a requirement that a summary of performance information should be published by 31 March. Our summary of performance information for 2003/04 appeared in the March 2004 Citizen.
- 1.12 The Government have specified 96 Best Value (statutory) PIs for 2004/05 compared to 98 in 2003/04 and 97 specified for 2002/03.
- 1.13 There has recently been a fundamental review of BVPIs which could represent a 20% increase in the number of statutory indicators we have to collect for 2005/2006 which contradicts the Treasury department's comment that a smaller number of clearer and tighter indicators would drive performance improvement more effectively. This revised suite of BVPIs is currently out with all authorities for consultation.
- 1.14 Barking and Dagenham have been selected to sit on the ODPM Best Value Performance Indicators sounding board along with only 13 other local authority representatives. The sounding board will have approximately six meetings over the next few months to look at the revised suite of BVPIs. This is the first time Barking and Dagenham have had the opportunity to influence the discussion and the decisions taken at this level.
- 1.15 TMT and Departments will be kept informed on the progress of these meetings and we will update Members and the next performance monitoring round.

2 Quarterly Monitoring

- 2.1 Each Performance Indicator contained in the Performance Plan is being monitored on a quarterly basis where possible. Some indicators can only be calculated on an annual basis and this is shown on the individual graphs. As the majority of the Council Scorecard PIs are strategic, they will only be reported annually unless otherwise stated at the front of the Council Scorecard section in the presentation. The 2003/04 Council Scorecard PIs have been reviewed for 2004/05. Please see chapter 2 of Futures 2004/2005 for more information.
- 2.2 Quarterly monitoring allows the Council to identify problem areas at an early stage and take remedial action to improve performance. It also identifies areas of good practice within the Council so that it can be shared throughout the organisation. The graphs are a useful visual aid to enable Members of the Executive to challenge Chief Officers on poor performance. The changes to the notes section should further assist Members in performing this role.
- 2.3 This quarterly process is now being used to monitor our Public Service Agreement (PSA) targets which were agreed with Government in 2003. From April 2003 the following council scorecard indicator, **CS17b: Percentage of PSA targets met on an annual basis** will be used to monitor its progress.

3 Comparing Performance

- 3.1 Guidance from the ODPM advises each Authority to compare performance with other Local Authorities. The monitoring system established allows the comparison of performance across a number of levels. National indicators provide the greatest opportunity for comparing performance as each Local Authority is collecting and reporting identical information.
- 3.2 *Neighbouring Boroughs.* Research undertaken by the Audit Commission has identified that people are particularly interested in comparing the performance of their Local Authority with neighbouring areas. In the Barking and Dagenham Performance Plan, the neighbouring boroughs of Redbridge, Havering and Newham have been selected for this purpose.
- 3.3 *Top 25% of performing Councils – both Nationally and London.* It is a requirement under Best Value that each Council must aim to perform within the top 25% of Councils within 5 years. For indicators relating to the quality of services, comparison should be made with the top 25% of Councils across the country. For indicators relating to the cost of the service, comparison should be made with the top 25% in London. The ODPM have determined that in most cases, a low service cost is preferable.
- 3.4 *Local targets – For the majority of Council Scorecard Performance Indicators* comparisons can be made both over time and against the target set. These are identified on the relevant graphs.

4 Conclusion

- 4.1 This is the latest report on the monitoring of Futures 2004/2005 Barking and Dagenham's Performance Plan. Subsequent reports to both TMT and the Executive will follow after each quarter and at year-end.

5 Background papers used in the preparation of the report

- Best Value Performance Indicators 2003/2004 (burgundy book)
- Futures 2004/2005 – Barking & Dagenham's Performance Plan
- Consultation on Best Value Performance Indicators for 2005/06.

THE EXECUTIVE**17 AUGUST 2004****REPORT OF THE DIRECTOR OF FINANCE**

BUDGET MONITORING REPORT APRIL TO JUNE 2004/05	FOR DECISION
<p><i>This report relates to the regular monitoring of the Council's budget.</i></p> <p><u>Summary</u></p> <p>The report updates the Executive on the Council's revenue and capital position from the beginning of April to the end of June 2004.</p> <p>For revenue, it highlights continuing pressures on Education totalling about £0.6 million and some pressures in Corporate Strategy. Remaining Council services are targeted to meet their budget requirements by the year end.</p> <p>In order to alleviate these projected overspends by the year-end the Director of Education, Arts and Libraries is to present a detailed report to the Executive shortly on the 2004/05 budget position. In the meantime, he is continuing to closely monitor the position. The Director of Corporate Strategy is also looking at his overall budget to address the projected overspend.</p> <p>For the Housing Revenue Account, minimal pressures currently exist which can be contained within the relevant working balance by the year end of £2.6 million.</p> <p>For capital, the latest position is that there has been a gradual spend of £9.3 million on the overall revised budgeted programme of £92.574 million, with a current projection of a total spend of nearly £82 million by the year end.</p> <p><u>Recommendation</u></p> <p>Members are asked to: -</p> <ol style="list-style-type: none"> 1. Note the current position of the Council's revenue and capital budget. 2. Note that the Director of Education, Arts and Libraries is to present to the Executive shortly a detailed report on the 2004/05 Education Budget position with a proposed Action Plan. 3. Agree that the Director of Education, Arts and Libraries ensures continued delivery of this proposed Action Plan and that the Director of Corporate Strategy similarly identifies an Action Plan. 4. Agree to receive further updates on their progress in future budget monitoring reports. 5. Note the position and projected out-turn for the Housing Revenue Account. <p><u>Reason</u></p> <p>As a matter of good financial practise, the Executive should be regularly updated with the position on the Council's budget.</p>	

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1. Overview for Revenue Budget

- 1.1 At the end of June 2004, the Council has a net projected overspend for the year end of about £755,000. Current projections indicate that there are still significant financial pressures within the Education budget and that these may impact on the final position by the end of the current financial year. The position at the end of June is that for Education there is a projected overspend of £600,000. Additionally, Corporate Strategy has highlighted pressures of about £230,000. Offsetting these factors is currently a favourable position on interest on balances of £75,000.
- 1.2 As part of setting this year's budget an allocation of 3% for the employees pay award for 2004/05 was made in individual departmental budgets. Settlement on a three year pay agreement has now been reached with an increase of 2.75% in year one (2004/05) and proposals for the treatment of this over provision of the pay award, amounting to £240,000, will be considered as part of future monitoring reports.

2. Service Position

2.1 General

- 2.1.1 Details of each service's current financial position are provided in Appendix A. It is expected such variances will reduce as the year progresses and out-turns for the full year are currently expected to be within the budgets agreed, except for that identified above for Education and Corporate Strategy unless relevant action plans are not fully delivered.
- 2.1.2 At the Executive meeting on 20th July, Members approved roll forward requests from Directors for the revenue budget amounting to some £1.9 million. The items comprising this sum will be added to the relevant Departmental budgets and will be incorporated into the next monitoring report. It is important that Directors use these funds to deliver the relevant services associated with the agreed roll forwards.

2.2 Education

- 2.2.1 Members will recollect that as part of the outturn report for 2003/04, which was considered by Executive on 20th July, detailed information was supplied on the 2003/04 outturn position for the Education Department. The report highlighted that for 2003/04 there was an actual overspend of £1,080,000 for the Education, Arts and Libraries Department. Members reaffirmed their earlier decision that the 2003/04 overspend should be initially met from the Department's 2004/05 budget and that the Director reports back to the Executive on the 2004/05 budget position with relevant action.

The Director has commenced work on reviewing his budget and identifying the relevant service implications and action necessary. In the meantime earlier

forecasts for the 2004/05 position only indicate an anticipated overspend by the year end of £600,000 which arises from: -

- **SEN Transport (home to school) - £400,000** This has been demand-led, but is being partially abated by a reduction in the number of pupils educated outside the borough. A revised transport policy is also being developed reducing dependence on taxis and there will be a review of school bus routes.
- **Non-maintained School Fees - £200,000** The Authority has a statutory duty to place pupils at specialist establishments. The costs involved have risen steeply and are difficult to predict, although demand and costs are being carefully monitored and some in-house provision has been developed.

2.2.2 The Director of Education, Arts and Libraries advises that recruitment is now only confined to posts which have external funds approved and urgent Service needs. Additionally, there is in place a continued freeze on standards fund expenditure for the LEA block.

2.2.3 These measures are interim pending the full detailed report, which is due to be considered by the Executive shortly, on the 2004/05 budget and the relevant Action Plan required in addressing the overall position.

2.3 Corporate Strategy

2.3.1 The Director of Corporate Strategy advises that there is currently a projected overspend of around £230,000.

This mainly comprises:

- £80,000 from the staff savings option of £285,000 from the 2004/05 budget process, which is still subject to the redundancy/redeployment procedure.
- £120,000 from a shortfall in income in Legal Services from Land Charges, out of a total budget of £837,000. This has come about by the dramatic changes in the way customers now choose to access this service.

Income from land charges is dependant upon the way in which property searches are undertaken. There are currently three methods of undertaking a property search each one attracting a different fee level, which are:

- Paper Search = £171
- NLIS (Electronic) Search = £137
- Personal Search = £11

In 2003/2004 the total number of searches undertaken was split as follows: Paper Search (60%), NLIS (Electronic) Search (16%), Personal Search (24%).

In the current financial year (2004/05) the number of searches undertaken to the end of July is as follows: Paper Search (53%), NLIS (Electronic) Search (18%) and Personal Search (29%).

As can be seen there has been a movement away from paper searches into personal searches. The impact of this change has resulted in an increase in

searches at the lower fee level (£11) from those which were previously undertaken at the higher level (£171). The main reason for this change is due to the increased use of Personal Search agencies to undertake searches on behalf of clients.

- £30,000 from other supplies and service budgets.

2.3.2 The Director is reviewing all aspects of his budget to reduce the projected overspend and further updates will be provided on progress in future monitoring reports.

3. Housing Revenue Account (HRA)

3.1 The HRA working balance as at the 31st March 2005 was originally estimated to be £2.6 million. Although some early pressures have been identified within the newly created Neighbourhood Environmental Services Division, these are relatively small and can be contained within the overall budgets. It is, therefore, anticipated at this stage of the year that the working balance will remain at £2.6 million by the end of 2004/05.

4. Interest on Balances

4.1 The current position is that this area of the budget is showing signs of better performance and that current projections show an anticipated favourable variance by the end of the year. As at the end of June this is about £75,000. The favourable position is arising due to an increase in interest rates, performance on investments being better than expected coupled with a larger investment base due to earlier Capital receipts being generated from land disposals and right to buy sales. This positive position will allow the strengthening of Council balances at the year end.

5. Savings and Growth – Budget Decisions 2004/05

5.1 The Savings and Growth items approved by Members as part of the 2004/05 budget process is being closely monitored by relevant Directors and the Director of Finance. Total savings for the EPCS block amounted to £ 3.479 million and growth of £2.583 million. A summary by Department on their performance to date for meeting these targets is shown at Appendix B. The latest position for 2004/05 is that the majority of the level of savings required and growth commitment is being contained within relevant Departmental budgets. Where specific savings items are not being actioned the relevant Directors are reviewing their budgets appropriately. Further updates will be provided in future monitoring reports.

6. Capital Programme

6.1 The Capital Programme is being actively managed by the Capital Programme Management Office (CPMO) team in the Department of Regeneration and Environment alongside financial input from the Finance Department. A Summary of the 2004/05 programme is shown in Appendix C.

6.2 As at the end of June approximately £9.3 million of this year's programme has been spent out of an overall budget for the year of around £92.6 million. It is quite usual

for the majority of spending on capital schemes to occur in the latter part of the year as a result of tender exercises, consultation etc.

- 6.3 The Capital Programme has slightly increased from the original programmed level of £91.772 million by around £0.8 million to £92.6 million, due to recent Executive decisions on profiling of schemes and new external funding. The current projections indicate that there will be an overall spend by the year end of some £82 million.
- 6.4 However, Members will be aware that at the Executive meeting on 20 July the carry forwards from the 2003/04 programme were approved and amounted to some £19.5 million. This approval is some five months earlier than last year and will assist greatly in improving the performance monitoring of the current year's programme.
- 6.5 This information is to be incorporated into future monitoring reports and it will, therefore, enable a much clearer picture of the progress of each scheme within the programme to be undertaken and a firmer position on the projected outturn of the overall programme to be established.

Background Papers

Oracle reports
CPMO reports

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REVENUE BUDGET 2004/2005**SUMMARY OF POSITION - APRIL TO JUNE 2004**

	<u>Original Budget</u>	<u>Working Budget</u>	<u>Projected Outturn</u>	<u>Projected Outturn Variation</u>
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
<u>Department</u>				
Corporate Strategy	1,543	1,543	1,773	230
Education, Arts & Libraries	132,778	132,778	133,378	600
Finance	-	-	-	0
Housing & Health	5,105	5,105	5,105	0
Regeneration and Environment	28,396	28,396	28,396	0
Social Services	66,380	66,380	66,380	0
Total for Department's	234,202	234,202	235,032	830
<u>Other Services</u>				
Corporate Management	5,533	5,533	5,533	0
General Finance	-25,965	-25,965	-26,040	-75
Contingency	863	863	863	0
Levies	5,535	5,535	5,535	0
Total for Other Services	-14,034	-14,034	-14,109	-75
Total Council Budget	220,168	220,168	220,923	755

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BUDGET SAVINGS AND GROWTH 2004/05
(EPCS SERVICES)

SAVINGS

BUDGET SAVINGS 2004/05		
SUMMARY		
Department	Amount £'000	Projected Outturn £'000
Corporate Strategy	713	593
Education, Arts and Libraries	45	45
Finance	340	340
Housing and Health	527	444
Regeneration and Environmental Services	1,768	1,768
Social Services	86	86
TOTAL	<u>3,479</u>	<u>3,276</u>

Comments:

Overall current projections by Directors indicate that there will be a shortfall of £203,000 in the agreed savings target of £3.497 million and this arises within the Housing and Health and Corporate Strategy Department's. This position mainly relates to staff saving options. Further work is being undertaken by Directors to ensure the full savings figure is delivered by the year end.

GROWTH

BUDGET GROWTH 2004/05		
SUMMARY		
Department	Amount £'000	Projected Outturn £'000
Corporate Strategy	0	0
Education, Arts and Libraries	240	240
Finance	230	230
Housing and Health	205	205
Regeneration and Environmental Services	1,280	1,280
Social Services	213	213
Corporate	415	415
TOTAL	<u>2,583</u>	<u>2,583</u>

Comments:

Directors currently anticipate the full use of the agreed growth in the budget of £2.583 million.

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CAPITAL PROGRAMME 2004/2005**SUMMARY OF EXPENDITURE - APRIL TO JUNE 2004**

	<u>Original Budget</u>	<u>Working Budget</u>	<u>Projected Outturn</u>	<u>Projected Outturn Variation</u>
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
<u>Department</u>				
Corporate Strategy	500	500	428	-72
Education, Arts & Libraries	28,215	29,563	23,390	-6,173
Finance	1,950	1,950	1,737	-213
Housing & Health	34,596	35,968	35,934	-34
Regeneration and Environment	13,276	12,088	10,141	-1,947
Social Services	8,250	8,250	6,181	-2,069
Total for Department Schemes	86,787	88,319	77,811	-10,508
<u>Accountable Body Schemes</u>				
Regeneration and Environment	4,985	4,255	4,128	-127
Total for Accountable Body Schemes	4,985	4,255	4,128	-127
Total for all Schemes	91,772	92,574	81,939	-10,635

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