

London Borough of Barking and Dagenham

Notice of Meeting

THE EXECUTIVE

Tuesday, 14 December 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

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

3.12.04

John Tatam
Director of Corporate Strategy

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AGENDA

- 1. Apologies for Absence**
- 2. Minutes - To confirm as correct the minutes of the meeting held on 23 November 2004 (Pages 1 - 5)**

Business Items

Public Items 3 to 10 and Private Items 21 to 24 are business items. The Chair will move that these be agreed without discussion, unless any Member asks to raise a specific point.

Any discussion of a Private Business Item will take place after the exclusion of the public and press.

- 3. Barking Town Centre Interim Planning Guidance (Pages 7 - 11)**

Appendices 1 and 2 are circulated separately for Members of the Executive, and are available on the Internet, in the Members' Rooms and at public libraries.

4. **The Delivering Sustainable Communities Summit (Pages 13 - 15)**
5. **Annual Report on Equalities and Diversity in Employment (Pages 17 - 37)**
6. **71 Kier Hardie Way - Uplift of Restrictive Covenant (Pages 39 - 41)**
7. **Future Funding and Maintenance of Certain Amenity Greens within the Borough (Pages 43 - 47)**
8. **Improving Recruitment and Retention of Social Workers - Children's Services (Pages 49 - 55)**
9. **Progress Report on the Education of Looked After Children (Pages 57 - 61)**
10. **Registration of Social Workers by the General Social Care Council (GSCC) (Pages 63 - 66)**

Discussion Items

11. **Review of the Race Equality Council and Ethnic Minority Partnership (Pages 67 - 72)**
12. **Education, Arts and Libraries Capital Programme Realignment of Funding for 2004/05 (Pages 73 - 79)**
13. **Implementing E-Government Statement (Pages 81 - 83)**

Appendix 1 is circulated separately for Members of the Executive, and is available on the Internet, in the Members' Rooms and at public libraries.

14. **Housing Landlord Anti-Social Behaviour Strategy (Pages 85 - 94)**

Appendix A is circulated separately for Members of the Executive, and is available on the Internet, in the Members' Rooms and at public libraries.

15. **Fluoridation of the Local Water Supply (Pages 95 - 109)**
16. **Naming of Supported Housing Units - Bevan Avenue and Ravensfield Close (Pages 111 - 112)**
17. **Anti-Social Behaviour Policy and Procedures**
18. **Any other public items which the Chair decides are urgent**

19. **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. The list below shows why items are in the private part of the agenda, with reference to the relevant legislation (the relevant paragraph of Part 1 of Schedule 12A of the Local Government Act 1972).

Discussion Items

20. **Progress Update on the Chadwell Heath Cemetery Extension Project and the Contaminated Land Inspection Programme (Pages 113 - 117)**

Concerns a Contractual Matter (paragraph 8)

Business Items

21. **The Management Team Away Day (Pages 119 - 120)**

Concerns a Contractual Matter (paragraph 7)

22. **Replacement of Revenues IT Systems - Selection of Preferred Supplier (Pages 121 - 125)**

Concerns a Contractual Matter (paragraphs 7, 8 and 9)

23. **Procurement of Capital Projects at Becontree Primary and William Bellemy Infant Schools (Pages 127 - 132)**

Concerns a Contractual Matter (paragraphs 7 and 9)

24. **Major Adaptation - Disabled Facilities Grant Application (Pages 133 - 136)**

Concerns an Individual Resident (paragraph 4)

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

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THE EXECUTIVE

Tuesday, 23 November 2004
(7:00 - 7:50 pm)

Present: 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 and Councillor T G W Wade

Also Present: Councillor Mrs M M West, Councillor W F L Barns and Councillor F C Jones

Apologies: Councillor L A Smith

194. Minutes (16 November 2004)

Agreed.

195. School Exclusions

Noted a report providing details regarding the performance of Borough schools in relation to school exclusions and provision for excluded pupils.

196. Barking Town Centre - Adoption of "Barking and Dagenham Code"

Received a report introducing the "Barking and Dagenham Code" which aims to set standards for surface materials, construction details, street furniture, etc. and provide a coordinated and distinctive look for the Barking Town Centre. The report also outlined details of four pilot areas, including the area around the Broadway Theatre, which is currently underway.

Agreed to adopt the "Barking and Dagenham Code" in order to establish standards for public realms and provide a coordinated and distinctive look for the Barking Town Centre.

197. Best Value Review Improvement Plan - Second Quarterly Progress Report

Noted the progress report on the implementation of the Regeneration Best Value Review Improvement Plan, which included the achievements to date against the twenty targets identified by the Review.

198. 71 Kier Hardie Way - Uplift of Restrictive Covenant

Deferred.

199. Final Report of the Health Scrutiny Panel's Review of Speech and Language Therapy Services

Noted the report of the above Scrutiny Panel, which will now be submitted to the Assembly on 5 January 2004.

200. Children and Families - Fostering and Adoption

Received a report reviewing the current policy of payments to Kinship Carers under Fostering Regulations, the Council's position on Supported Residence Orders / Special Guardianship and the current policy in relation to applicants seeking to adopt children from overseas.

The report also sought approval of a specific package of care to enable a profoundly disabled looked after child to move from residential care into a family placement.

Agreed to:

1. The revised schedule of allowances for Kinship Carers and Supported Residence Orders/Special Guardianship in line with the minimum recommendations made by the Fostering Network in order to comply with recent legal advice;
2. The suggested policy in respect of applicants seeking to adopt children from overseas in line with the British Association for Adoption and Fostering recommended levels; and
3. The specific package of support, outlined in paragraph 3.6 of the report, to enable a disabled looked after child to move from residential care into a family placement.

201. * Star Rating for Social Services

Further to Minute 166 (26 October 2004), noted that the Commission for Social Care Inspection has given the Council a 1 star rating for the year ending March 2004, which included improvements in Adult services moving up to promising prospects and Children services remaining as serving some people well and promising prospects.

202. * Head of Human Resources

Agreed to rename the post of 'Head of Organisational Development and Employee Relations' to the 'Head of Human Resources' in order to attract quality candidates to this position.

203. Private Business

Agreed to exclude the public and press for the remainder of the meeting, as the business was confidential.

204. Big Lottery Fund Award - Dagenham Park Sports Facility

Received a report advising of the success in achieving a significant grant award from the 'Big Lottery Fund' to support an investment at Dagenham Park School to replace existing PE provision with a state of the art sports, dance and fitness studio.

Agreed, in order to replace existing PE provision at Dagenham Park School with a state of the art sports, dance and fitness studio, to:

1. In principle, accept the Big Lottery Award of £2.773m with the conditions as outlined in the report, subject to final consent once the full costs can be reported;
2. In principle, meet the shortfall in cost of £1.7m by virement from the projects in the capital programme as detailed in paragraph 4.3 of the report, as it is anticipated that these projects will be funded from 'Building Schools for the Future';
3. Authorise officers to begin the process of securing both consultancy and construction of this facility through the publication of OJEU Notices;
4. Appoint Councillors Alexander and Smith to contribute to the contract packaging and specification of the project and in the subsequent evaluation and awarding of contracts in accordance with the Council Constitution's Contracts Rules (paragraph 3.6);
5. Note the risk on the Council's Capital Programme if the total scheme costs exceed the allocated budget, as all cost overruns would fall on the Council;
6. Note that officers are to undertake further work in order to achieve funding from Section 106 planning gain and report back to the Executive on progress;
7. Note that officers are to report back to the Executive setting out the full financial implications of the project prior to the Council making a final commitment to the scheme; and
8. Add this project of £4.3m to the Capital Programme, phased as set out in paragraph 4.1 of the report, subject to the project being reappraised through the Capital Programme Monitoring Office process.

205. Community Music Service - Extension of Facilities

Received a report setting out the issues surrounding the proposed expansion of the Community Music Service's accommodation located at Fanshawe Crescent on the site jointly used by the Adult College of Barking and Dagenham.

Agreed, in order to resolve issues that are preventing the development of improved facilities for the Community Music Service, which is included in the Capital Programme 2004 / 2005, to:

1. Notify the Barking Amateur Boxing Club of the Council's wish to end their occupation of the gymnasium at the Adult College, allowing one full academic term as the period of notice. £10,000 will be made available to the Club to assist with relocation costs payable from the capital project budget;
2. Build additional accommodation for the Community Music Service on the gymnasium site; and

3. Offer temporary accommodation at the River Community Hall following its closure (see Minute 208).

206. John Perry Primary School - Erection of a Single Storey Children's Centre with Associated Community Facilities, Car Parking and Landscaping

Further to Minute 323 (9 March 2004), received a report seeking to award a contract to construct a single storey building to provide a Children's Centre on the site of John Perry Primary School.

Agreed to the placing of an order with Lakehouse Contracts Ltd. for the sum of £1,239,344.76 to undertake the erection of a single storey Children's Centre with associated community facilities, car parking and landscaping at John Perry Primary School.

207. Progress on the Former Leisure and Environment Services Department Reorganisation - Proposed LSMR Posts

Further to Minute 352 (30 March 2004), received a report outlining progress on the reorganisation of the former Leisure and Environmental Services Department, now known as the Regeneration and Environment Department. The report also sought approval for changing and creating LSMR posts.

Agreed, in order to enable the recruitment and filling of posts in the Regeneration and Environment Department, to:

1. The changes and grading of posts to LSMR with an effective date of 1 December 2004; and
2. Give delegated authority to the Director of Regeneration and Environment to approve the backdating of appointment (net of any interim honorariums already paid) from 1 April 2004 for those individuals that are already undertaking the full duties of the post.

208. Community Halls

Received a report proposing that the timescale for Community Associations to take on full delegated management of Community Halls is extended until September 2006 and detailing the revised savings that can be achieved in the financial year 2005 / 2006. The report also gives a summary of the work undertaken so far with the Community Associations.

Agreed, in order to assist the Council in achieving its Community Priority of "Developing Rights and Responsibilities with the Local Community" and in achieving its Medium-Term Financial Plan, to:

1. Extend the time by which the Community Associations have to sign a lease on the individual halls to the end of September 2006;
2. The closure of River Community Hall on 2 January 2005; and

3. Officers to continue to support the Community Associations to build their capacity and empower them to undertake the future management of their respective halls, thereby keeping more halls open within the community.

* Item considered as a matter of urgency with the consent of the Chair under Section 100 (4)(b) of the Local Government Act 1972.

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THE EXECUTIVE**14 DECEMBER 2004****REPORT OF THE DIRECTOR OF REGENERATION AND ENVIRONMENT**

BARKING TOWN CENTRE - INTERIM PLANNING GUIDANCE	FOR DECISION	
<p>This report presents the Barking Town Centre Interim Planning Guidance to the Executive for final approval and adoption.</p> <p><u>Summary</u></p> <p>This report presents the final version of the Barking Town Centre Interim Planning Guidance (IPG) for Executive approval and adoption.</p> <p>The IPG will be used as the Council's and developers' guidance tool for future land uses and development with the Town Centre. The document expresses the Council's future intentions and expectations on how development should be carried out.</p> <p>The document has been prepared in consultation with the community and other Council departments and is derived from the <i>Barking Framework Plan (2003)</i> and more recent national and regional planning guidance.</p> <p>This report also summarises who and how the community were consulted; what the main issues raised in those consultations and how those issues have been addressed in the IPG.</p> <p><u>Recommendations</u></p> <p>The Executive is asked to approve and adopt the Barking Town Centre Interim Planning Guidance.</p> <p><u>Reason</u></p> <p>The Executive should agree to the above recommendation because the document has achieved support for it's vision and objectives through extensive internal and consultation and is based on the agreed <i>Barking Framework Plan, 2003</i>.</p>		
Contact Officer: Gordon Glenday	Group Manager - Sustainable Development	Tel: 020 8227 3929 E-mail: gordon.glenday@lbbd.gov.uk

1. Introduction**What is the document about?**

- 1.1 The Barking Town Centre Interim Planning Guidance (IPG) provides guidance on future uses and development in the Town Centre. It will ensure the Council maximises the benefits of regeneration, and effectively copes with the growth and

changes likely to be experienced over the next 5-10 years. The IPG is attached in Appendix 1.

How will it be used?

- 1.2 The document will be used for:
 - Pre-application discussions and as a material consideration in determining planning applications in the Town Centre.
 - Facilitate delivery of the Council's regeneration objectives.
 - Enable community benefits to be obtained.
 - Assist in achieving high quality private sector led development.
- 1.3 The IPG does not replace the adopted Unitary Development Plan, but given its extensive community consultation may be used as a material consideration in the determination of planning applications.

What was the preparation?

- 1.4 The IPG is largely derived from the Barking Framework Plan, which was agreed by the Council in 2003. Policy requirements are also taken from the national and regional planning guidance, particularly the London Plan adopted in February 2004. Best practice from other Councils have also been taken into consideration.
- 1.5 A consultation process has informed the preparation of this document. The main issues raised and how they were addressed in the IPG are outlined in section 2 of this report.
- 1.6 The Unitary Development Plan will be replaced by the LBBDD Local Development Framework (LDF), which will commence production shortly. The LDF will include an Area Action Plan for Barking Town Centre, and this will incorporate the objectives and standards set out in this IPG

2. Interim Planning Guidance

What are the key objectives?

- 2.1 The document sets out the vision for Barking Town Centre which will be:
 - Barking Town Centre is recognised as a strategic centre of economic, social and civic importance for existing and new communities in the London Riverside.
 - Reflecting innovative and sustainable solutions in buildings and public spaces.
 - The successful economy extends from the day into night providing activity and vibrancy.
 - Attractive streetscapes and interesting public spaces make the Town Centre a popular and safe meeting place.
 - A range of accommodation types are available, contributing to a mixed and balanced community.

- The excellent public transport linkages provides opportunity for the community to take advantage of the new jobs in the London Riverside and the community services, green open spaces and leisure facilities.

Developers will be required to demonstrate how it assists and contributes to achieving the vision for the area.

Key Areas

- 2.2 The document identifies key areas within Barking Town Centre that are either likely to experience change and/or areas that the Council wants to promote and guide change. These areas outline existing constraints and opportunities, and what the Council wishes to occur in terms of land uses and quality of development.
- 2.3 The key areas are:
- The retail core (the Station Quarter and East Street, London Road etc);
 - Land on both sides of the River Roding;
 - Business and industrial areas of Hertford Road and Gascoigne Road;
 - Abbey Fields; and
 - Housing
- 2.4 The IPG will also support the masterplanning process for London Road and the Station Quarter sites.

Core Policies

- 2.5 The main themes reflected in the core policies relate to:
- improving sustainability in design and construction,
 - achieving high quality urban design
 - achieving a compact city
 - improving accessibility and movement
 - capturing community benefits
- 2.6 Core policies are used to reflect policy changes between the UDP and more recent national and regional guidance.

3. Consultation

- 3.1 The consultation process occurred from July 1 to 28 September 2004, to accommodate for school holidays and to maximise the opportunity for people to have their say.
- 3.2 The consultation process also discussed some site specific redevelopment issues including London Road/ North Street site and the Station Quarter that are currently being pursued by the Council with the preparation of masterplans.

How we consulted the public

- 3.3 The consultation report outlines who and how we consulted. The following outlines the key methods that were employed over the consultation period to engage with the public and key stakeholders.

- Website
- A Radio Interview
- Permanent Display Stands
- A Staffed Market Stall
- Leaflets
- Questionnaires
- Newspaper Adverts
- Formal letters of invitation
- Letter-drops to traders
- Statutory consultee letters
- Information Packs
- Public Forums
- General Forums
- Targeted Forums
- Individual Group / Stakeholder Meetings.
- Meeting Special Needs Meetings
- Hard to Reach Groups Meetings

3.4 A list of those who responded is also outlined in the consultation report (Appendix 2).

The Main Issues

3.5 Overall, there is widespread support for the vision and objectives of the document. Most people considered they will benefit from the regeneration of the Town Centre and from the objectives of the IPG. The main issues revolved around the following bullet points. For further detail, please refer to the Consultation Report in Appendix 2.

- Shopping and other uses
- Markets
- Trading
- East London Transit
- Barking Station
- Safety
- Public Realm and urban design
- Accessibility

How they were addressed in the IPG

3.6 Most issues raised have been addressed by inserting additional information into the IPG, particularly on issues surrounding access, safety, and landuses: For further detail on these changes, please refer to consultation report in Appendix 2.

3.7 The format has also changed slightly to reflect readers input and make it clearer with headings and map detail. A glossary has been inserted for easier understanding of some technical concepts.

Other Issues

3.8 Issues and concerns raised by the public that cannot be addressed by the IPG or further work is required are summarised below. This issues will be forwarded to the relevant departments to take forward.

- 1) Residents feeling isolated on Salisbury Avenue
- 2) Safety and Security
- 3) Civic pride
- 4) ELT
- 5) Evening Economy

4 Conclusions

4.1 The Executive Committee should approve and adopt the IPG for formal use in planning and regeneration of Barking Town Centre.

Background Papers

Appendix 1 - Barking Town Centre Interim Planning Guidance, 2004

Appendix 2 - Barking Town Centre Consultation Report, 2004

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THE EXECUTIVE

14 DECEMBER 2004

REPORT FROM THE DIRECTOR OF REGENERATION AND ENVIRONMENT

THE DELIVERING SUSTAINABLE COMMUNITIES SUMMIT	FOR DECISION
<p><i>This report seeks approval for attendance at a conference in accordance with the Conference, Visits and Hospitality Rules, which states that if the total cost is likely to exceed £1,000, the event must be approved by the Executive in advance.</i></p> <p>Summary</p> <p>This report sets out arrangements for the Council's representation at the Office of the Deputy Prime Minister's "Delivering Sustainable Communities Summit" in Manchester on 31st January – 2nd February 2005. The Summit, hosted by the Deputy Prime Minister, will be the largest of its kind ever to be held in the UK. 2,000 delegates, representing the public, private and community sectors, are expected to attend. The Summit is a unique opportunity for the Council to learn from best practice, keep abreast of national policy development and promote its regeneration programmes.</p> <p>The Executive's approval is required for the cost of exhibiting, Member and officer attendance and associated costs - overnight accommodation, travel and subsistence. The details of the three-day event are yet to be finalised, so a programme of the Summit is not currently available for distribution.</p> <p>Recommendation</p> <p>The Executive is asked to agree:</p> <ol style="list-style-type: none"> 1. Representation by the Lead Member for Regeneration, Councillor Kallar, the Director of Regeneration and Environment, Niall Bolger and officers from Regeneration Implementation (Jeremy Grint) and Planning (Peter Wright and Gordon Glenday); 2. Exhibition at the Conference and the attendance of officers from Regeneration Implementation (Rob Shooter, Lisa Clitheroe and Jo Sinclair) to run the Council's stand and respond to enquiries; and 3. Total costs of £11,800, covering the cost of exhibiting, delegate attendance and associated costs. <p>Reason</p> <p>Agreement will contribute to the Community Priority '<i>Regenerating the Local Economy.</i>'</p>	
<p>Contact Jeremy Grint</p>	<p>Head of Regeneration Implementation</p> <p>Tel: 0208 227 2443 Fax: 0208 227 5326 Minicom: 020 8227 3034 E-mail): jeremy.grint@lbbd.gov.uk</p>

1. Background

- 1.1 The ODPM is organising the 'Delivering Sustainable Communities Summit' to bring together key stakeholders in the delivery of the Sustainable Communities Plan. The Summit will discuss achievements and progress so far in delivery and follows on from the Urban Summit, held in Birmingham in 2002. Hosted by the Deputy Prime Minister, the Summit will be one of the largest of its kind to be held in the UK with over 2,000 delegates expected to attend from all over the country. It is a unique opportunity to share best practice, create opportunities for developing and sharing ideas and work with leading experts from a range of different fields.
- 1.2 The Summit has been organised to look at the impact of national and global trends on local communities through workshops, master classes, keynote speakers and a large exhibition display area. The exhibition will provide a space for delegates to gain more information, network, share experiences and develop contacts. This will also provide us with the opportunity to highlight our vision and future plans to transform Barking and Dagenham. We have created a package of materials to promote regeneration in Barking and Dagenham, which has already been successfully displayed at the Cityscape Exhibition and Thames Gateway Forum this year. The package includes an exhibition stand, audio-visual materials and new publications.

2. Attendance

The Lead Member for Regeneration, Councillor Kallar and Director for Regeneration and Environment, Niall Bolger, will lead the Council's delegation. Jeremy Grint (Head of Regeneration Implementation), Peter Wright (Head of Planning and Strategic Transportation) and Gordon Glenday (Group Manager, Sustainable Development, Planning and Strategic Transportation) will also attend. Three officers from Regeneration Implementation (Rob Shooter, Lisa Clitheroe and Jo Sinclair) will attend to organise and staff the Council's exhibition stand.

3. Financial Implications

The cost of representation and exhibition will be met from existing budgets. Total costs include delegates' attendance, plus overnight accommodation, travel and subsistence. There will also be costs two officers time and overnight stay to set up the exhibition stand.

		£
Attendance costs	Tickets x 5	3,250
	Accommodation x 8	1,715
	Travel x 8	420
Exhibition Stand	Hire of floorspace	5,495
	Transportation	1,000
Total (approximate costs only)		<u>11,880</u>

4. Consultation

Officers in Regeneration Implementation and Planning have been consulted. The draft report was also discussed at the programme management meeting of the Regeneration Board on 19th November 2014. The Lead Member for Regeneration has been consulted and has agreed to this report.

Background Papers

- Invite from London Government Association (LGA) via email
- ODPM website at www.ODPM.gov.uk

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THE EXECUTIVE**14 DECEMBER 2004****REPORT FROM THE DIRECTOR OF CORPORATE STRATEGY**

ANNUAL REPORT ON EQUALITIES AND DIVERSITY IN EMPLOYMENT	FOR DECISION	
<p><i>This Annual Report is presented to the Executive to provide information regarding the Council's performance in respect of equalities and diversity in employment for the year April 2003 to March 2004. It also proposes a number of actions for equalities and diversity in employment for the year April 2004 to March 2005.</i></p> <p><u>Summary</u></p> <p>In respect of our performance in the area of equalities and diversity in employment, this report is presented in the following sections:</p> <ul style="list-style-type: none"> • Section 1 – Background information • Section 2 - Statistical information regarding the workforce and our recruitment and selection activity in accordance with the Councils statutory obligations • Section 3 - 'Two Tick Employer Award' update. • Section 4 - Details of the actions taken in the year April 2003 to March 2004 • Section 5 - A number of actions to be taken in 2004/05, in accordance with the Council's 5 Year Equalities and Diversity in Employment Strategy and in response to the information presented in the report. <p><u>Recommendations</u></p> <p>The Executive is asked to:</p> <ol style="list-style-type: none"> 1. Note the contents of the Annual report on Equalities and Diversity in Employment; and 2. Agree to the actions for 2004 / 2005, in accordance with the Council's Strategy as detailed in Section 5 <p><u>Reasons</u></p> <p>Equalities and Diversity in Employment is one of the 5 key areas identified in the Council's Corporate Equalities and Diversity Policy Framework. It is essential that we continue to develop in this area, so that our practice remains in line with national and local developments and enables the Council to become a best practice employer of choice. We must therefore embark upon a planned programme of continuous improvement.</p>		
Contact Officer: John Tatam	Director of Corporate Strategy	Tel: 020 8227 2138 Fax: 020 8227 2918 Minicom: 020 8227 2865 E-mail: john.tatam@lbbd.gov.uk

1. Background Information

- 1.1 In June 2002 the Council adopted a 5 year Equalities and Diversity in Employment Strategy. The overall aim of this strategy is to achieve, in relation to employment, the Council's community priority "Promoting Equal Opportunities and Celebrating Diversity".
- 1.2 The Strategy and its strategic aims were further endorsed by the adoption of the new Equalities and Diversity in Employment Policy on 11 March 2003.
- 1.3 The Council's strategic aims can be found in **Appendix 1**, along with a series of actions that support the strategy
- 1.4 The Council is required to comply with a number of statutory obligations regarding equality and diversity in employment as follows:
- Race Relations (Amendment) Act 2000
 - Equality Standard for local government
 - Best Value PI's for Equalities and Diversity in Employment
 - Race Equality Scheme
 - 'Two Tick' Employer Award

and is required to publish equalities and diversity information externally. The content of this annual report is intended to fulfill the requirement to publish information to meet our statutory obligations.

- 1.5 Our 5 year strategy encompasses the above requirements and our local requirements, which are as follows:-
- Local agreed Equalities and Diversity Performance Indicators
 - Balance Scorecard
 - Recruitment and Selection data
- 1.6 This year's Annual Report covers the period April 2003 to March 2004 and is the third report to be presented to the Executive.

2. Workforce Statistical Information

- 2.1 This section gives statistical information regarding the workforce and our recruitment and selection activity in accordance with the Council's statutory obligations.
- 2.2 The graphs and charts contained at **Appendix 2** show the Council's performance against Best Value Performance Indicators (BVPI's) and locally agreed Performance Indicators (PI's).

2.3 The significant findings for 2003/04 are:

BVPI	2002/2003	2003/2004
The percentage of the workforce from black and minority ethnic communities has increased for the third consecutive year	9.93%	11.05%
The percentage of staff from black and minority ethnic communities in the top 5% of earners has also increased significantly	6.32%	10.44%
The percentage of women employed in the top 5% of earners which has also increased	38.51%	43.48%

Disciplinary action taken against staff
There were 58 cases of disciplinary action in total across the Council, 19 of which were in relation to sickness absence and/or poor attendance in accordance with the standard procedure.
The Council workforce is 73.83% female , but the percentage of disciplinary action against female employees stands at only 36.20% (21 of the 58 cases) with 6 of these being in relation to sickness absence.
The percentage of disciplinary action taken against black and minority ethnic community staff is 31.03% (18 out of 58 cases). Last year this stood at 28.57% (14 out of 49 cases).
No disciplinary action was taken against disabled staff.
Appendix 3 outlines Departmental disciplinary activity for 2003/04

Grievances actions brought by staff
There were 9 grievance cases raised by staff in total across the council.
No grievances were raised by disabled staff and only 1 case (11%) was raised by a member of staff from the black and minority ethnic community, which was resolved at stage 1 of the grievance procedure.
The number of grievances raised is the same as in 2002/03 (9 cases). However, the percentage of grievances raised by staff from the black and ethnic minority community is lower than last year which stood at 33.33% (3 out of 9 cases) .

Voluntary Leavers and Dismissals	2002/2003	2003/2004
Staff turnover (voluntary leavers) across the Council has increased slightly	7.21%	8.26%
Turnover of staff from black and ethnic minority communities has decreased but is still above the overall turnover for the Council	11.04%	9.38%
Turnover of women in management leaving the Council is almost the same as last year and is still above the overall figure for the Council	12.70%	12.74%

<p>Turnover of disabled staff has increased, but is still below the overall turnover for the Council of 8.26%. The 6.71% equates to 5 disabled staff leaving the Council this year compared to 1 person last year. The overall level of disabled staff employed has however remained fairly consistent over both years.</p>	<p>1.32% (1 Leaver)</p>	<p>6.71% (5 Leavers)</p>
<p>Appendix 4 outlines Departmental dismissal activity for 2002/03 and 2003/04</p>		

<p>Employment Tribunals</p>
<p>There were 5 cases heard by Employment Tribunal against the Council in 2003/04. Two of these were equality related cases - 1. A case of race discrimination was won by the Council, 2. A case of failure to make reasonable adjustments under the Disability Discrimination Act was lost by the Council. The award has yet to be decided (a decision is pending waiting medical evidence).</p>

<p>Harassment & Bullying</p>
<p>The Harassment & Bullying procedure was implemented in August 2003. There were just two reported cases of Harassment & Bullying in 2003/04, both in the Corporate Strategy Department. Both complaints were made by female members of staff. One complaint was resolved at the informal stage and the other resolved at Stage 2 of the procedure. The low number of reported complaints makes it difficult to draw any further conclusions, but close monitoring in this area will continue on a quarterly basis.</p>

<p>Training</p>
<p>We have reviewed our equalities and diversity monitoring of applications and attendance on corporate training courses. All approved applicants for training are automatically accepted onto the next available training course so we are confident that all applicants receive the training they require. The Council takes training seriously and this forms a routine part of annual appraisals for all staff and our commitment to this has been recognised by Investors in People. However to supplement our current information, we now intend to ensure that data on ethnic background will be tracked routinely both at applicant and attendance stage.</p>

<p>Performance Appraisal</p>
<p>The Council elected three years ago to make the performance appraisal process independent from any discussion on grading or pay as a deliberate measure to ensure that the process was as affirming and positive as possible. Our approach has been extremely successful and is one that, again, has been commended by Investors in People. One key element of our appraisal system is the link to training and it is clear that, while the proportion of our workforce from a Black or ethnic minority background for April 2002 to March 2003 stands at 11.10%, 23.64% of those attending training were staff from Black and ethnic minority communities.</p>

3. Two Tick Employer Award Update

3.1 Raising Disability Awareness

- 3.1.1 A report to TMT dated 19th October 2004 detailed the data regarding manager's attendance on the Disability Awareness Briefings and subsequent onward staff briefings.
- 3.1.2 The Council remains committed to increasing all employees' awareness of disability issues and would expect to see improvements in its performance against BVPI 16a – the percentage of employees that declare they meet the Disability Discrimination Act definition of disability.
- 3.1.3 Further disability awareness activities will be taking place throughout 2004/05 in line with our commitment under the Two Tick Employer Award.

3.2 Making Reasonable Adjustments

- 3.2.1 In 2001 the Executive agreed to 'ring-fence' £50,000 per annum to fund reasonable adjustments as required by the Disability Discrimination Act. Whilst this budget was agreed by the Executive, spending in this area has been relatively modest over the years – records show £2,657 in 2001/02, £4,211 in 2002/03, Nil in 2003/04 and £1,498 so far in the current financial year.
- 3.2.2 Clearly, failure to invest sufficiently in action to improve the current situation increases the risk of losing the Two Tick Award in the future and is in turn damaging to the Council's reputation as an employer that is 'Promoting Equal Opportunities and Celebrating Diversity'. In September the Scrutiny Management Board also raised concerns about progress in making 'reasonable adjustments'.
- 3.2.3 On 19th October 2004 TMT agreed to a number of recommendations to ensure that the Council maintains the Two Tick award including:
- Funding for additional training on Disability Awareness the cost of which will be charged to departments.
 - The annual budget of **£50,000** as specified in 3.2.1 above to cover on going training requirements, reasonable adjustments (excluding alterations to buildings which should come from the Building Maintenance Fund) and positive action initiatives in line with the requirements of the Two Tick Award, which will be funded from departmental budgets.

4. Actions Taken in 2003/04

- 4.1 The table at **Appendix 1** shows the actions taken during the period April 2003 to March 2004.

Some of the significant actions achieved were:

Undertook actions as necessary arising from the Council's Race Equality Scheme
Provided Disability Awareness Training
Provided an Annual Report to the Department of Work and Pensions in line with the requirements of the Two Tick Standard
Ensured that managers responsible for recruitment and selection have completed the Selection Interviewing training course and Equalities in Employment training course, or were appropriately accredited.
Provided training & development in line with mainstreaming equalities and diversity strategy and new legislation.

5. Proposed Actions for the period April 2004 to March 2005

5.1 Again the table at **Appendix 1** shows the proposed actions for the period April 2004 to March 2005, which is **Year 4** of the Council's 5 Year Equalities & Diversity in Employment Strategy. The key actions are:

Exit Procedure review – Due to disappointing results as far as capturing people's main reason for resigning, we propose to review the procedure and introduce a resignation form which will clearly indicate the main reason for leaving. The results will then be communicated in 2005/06.
Fully implement the Equalities and Diversity in Employment and Harassment & Bullying policies by arranging for a training provider to facilitate the briefing sessions.
Work towards achieving level 3 of the Equality Standard in accordance with the Council's 5 Year Equalities and Diversity in Employment Strategy.
Maintain the Two Tick Employer Award.
Undertake a data verification exercise to establish accurate data regarding level of disability in the workforce.
Undertake a second Disability Questionnaire and explore the creation of a Disability Forum for staff.
Develop partnerships with local job brokers e.g. Job Centre Plus, Jobnet, Disablement Association of Barking & Dagenham etc and provide information to prospective employees by way of website links and an information sheet in application packs.

Background Papers used in the preparation of this report

- Modernising Employment – Equalities and Diversity – 5 Year Equalities and Diversity in Employment Strategy (June 2002)
- A Corporate Equalities and Diversity Policy Framework for the Council – Executive 09.04.02

Actions Achieved in 2003/04	
1	To incorporate up-dated Equalities into the Corporate Induction Programme
2	To review the Quick Guide to Managing People and improve the equalities and diversity information within it
3	To continue to provide Recruitment & Selection and Equalities & Diversity in Employment training for Managers
4	To undertake actions as necessary arising from the Council's Race Equality Scheme
5	To provide training & development in line with the mainstreaming equalities & diversity strategy and new legislation
6	To provide Disability Awareness Training
7	To undertake qualitative monitoring of individual recruitment & selection processes to ensure they are discrimination free
8	To ensure that managers responsible for recruitment and selection have completed the Selection Interviewing training course and the Equalities in Employment training course, or were appropriately accredited
9	To monitor the diversity of involuntary leavers from the Council
10	To work on Single Status Equal Pay issues
11	To develop and provide positive action training
12	To provide an Annual Report to the Department of Work and Pensions in line with the requirements of the Two Tick standard
13	To provide Employing Disabled People Briefings for Managers
14	Review Person Specifications requirements to include bilingual skills and knowledge of black & minority ethnic communities
15	To develop the Council's Website to include information about equalities in employment
16	To raise the workforces' awareness of what Positive Action means and why we support it
17	To fully implement the new Recruitment & Selection Policy
18	To ensure that the outstanding actions needed to meet Level 2 are achieved.
19	Review of Disciplinary and Grievance cases to ensure learning points are communicated back to the organisation
20	Develop work experience placements in the Council for disabled children who attend Trinity School
Actions Proposed for 2004/05	
21	To consult with internal and community groups to establish how the Council can attract more applicants and ensure a working environment that supports the diversity of staff (this will be linked to the consultation necessary to meet the RES Year 2

	requirements
22	To fully implement the new Equalities & Diversity in Employment Policy
23	To consider equalities as a competence when the Leadership Competencies are reviewed
24	To establish the Translation & Interpretation requirements of individuals within our workforce and set up systems of communication that meet their needs.
25	To fully implement the Council's Dealing with Harassment & Bullying at Work Policy & Procedure
26	To consider and develop Family Friendly policies and procedures that will assist staff in managing their work-life balance and support working parents
27	Review the operation of the Harassment & Bullying Policy & Procedure to ensure access to staff and effective operation
28	Communicate with all Chief Officers and Heads of HR confirming what Members have agreed with regard to Equal Opportunities for onward communication to all involved in the recruitment & selection process
29	To include advice on dealing with Harassment & Bullying in the Quick Guide
30	To undertake a second Disability Questionnaire and explore the feasibility of a Disability Forum for staff
31	Develop Job Search assistance for disabled staff who can not be retained by the Council
32	Consider taking disabled people through the local job centre on work preparation trials
33	Work with Corporate Procurement and Approved Employment Agencies' contract managers to ensure that 'Two Tick' requirements are built into contract specifications
34	Work with the Councils Occupational Health Service so that improved information is received regarding disabled staff
35	To develop Managers and staff understanding and acceptance of disabled staff, investigate developing a partnership with an external organisation that places disabled people with employers. The results of these investigations will be reported to the Executive before any formal partnership is agreed
36	Exit Procedure review with results being communicated in 2005/06
37	Undertake a data verification exercise to establish accurate data regarding level of disability in the workforce
38	Develop partnerships with local job brokers e.g. Job Centre Plus, Jobnet, Disablement Association of Barking & Dagenham etc and provide information to prospective employees by way of website links and an information sheet in recruitment packs
39	Review use of reasonable adjustment budget to re-charge costs across the council rather than back to originating service budget. Advertise the budget to managers to encourage its use

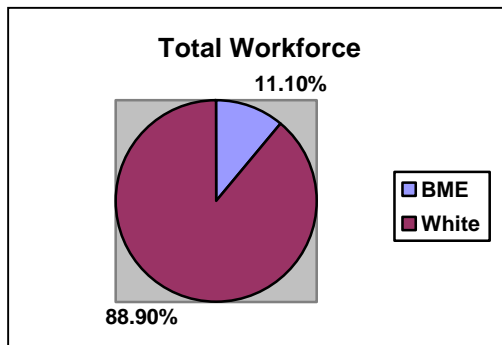
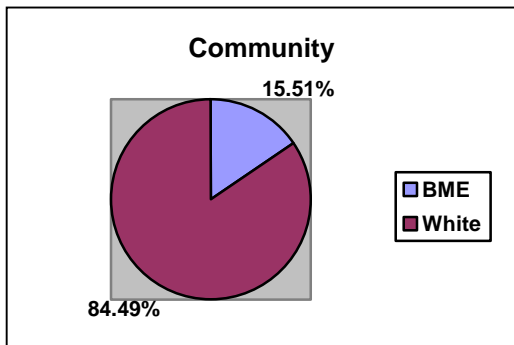
Appendix 1

Strategic Aim	Performance Indicator	Actions Achieved 2003/04	Actions Proposed 2004/05
<ul style="list-style-type: none"> To create an environment which, through all our staff and their individual behaviors and actions, values diversity in the broadest sense. 	<ul style="list-style-type: none"> % of staff that feel that their diversity is valued. 	1, 2, 3, 4, 5, 6, 11, 13, 14, 15, 16, 19, 20	21, 22, 23, 24, 25, 26, 27, 28, 29
<ul style="list-style-type: none"> To create an environment where all staff will seek out and express different opinions and experiences to bring about new solutions, creative ideas and added value for our customers. 	<ul style="list-style-type: none"> % of staff that feel that they can use their own experiences to be creative and suggest new solutions and ideas. 	1, 2, 3, 5, 6, 11, 13, 14, 15, 16, 19, 20	21, 22, 23, 24, 26, 28, 29
<ul style="list-style-type: none"> To have a workforce that reflects, at all levels and in all occupations, the diversity of the community and customers we serve by achieving year on year improvements in the make up of diversity in our workforce. 	<ul style="list-style-type: none"> See Appendix 2 (BVPI's) 	7, 8, 9, 11, 13, 14, 15, 16, 17, 19, 20	21, 22, 23, 24, 26, 27, 28, 37, 38
<ul style="list-style-type: none"> To have a discrimination-free working environment that treats people with fairness, dignity and respect and where the talents and resources of all staff are fully used. 	<ul style="list-style-type: none"> See Appendix 2 (Local PI's) 	6, 7, 8, 9, 11, 13, 14, 15, 16, 17, 19, 20	21, 22, 23, 24, 25, 26, 27, 28, 29
<ul style="list-style-type: none"> That our working practice remains in line with all legal requirements. 	<ul style="list-style-type: none"> No equality related Employment Tribunals 	1, 2, 4, 6, 7, 8, 9, 10, 11, 13, 16, 17, 19, 20	21, 22, 23, 24, 25, 26, 27, 28, 37
<ul style="list-style-type: none"> To provide greater opportunity for everyone to apply for and obtain jobs and promotion, and for individuals from under-represented groups to compete on equal terms. 	<ul style="list-style-type: none"> See Appendix 2 (Local PI's) 	2, 5, 6, 7, 8, 11, 13, 14, 15, 16, 17, 19, 20	21, 23, 24, 26, 27, 28
<ul style="list-style-type: none"> To increase opportunity for all staff to develop and progress within the organisation. 	<ul style="list-style-type: none"> See Appendix 2 (Local PI's) 	1, 2, 5, 6, 7, 8, 11, 13, 14, 15, 16, 17, 19, 20	21, 23, 24, 26, 28
<ul style="list-style-type: none"> To increase motivation, commitment, and in turn productivity of all staff, and the retention of skilled and experienced staff in a competitive market place. 	<ul style="list-style-type: none"> See Appendix 2 (Local PI's) 	1, 2, 6, 7, 8, 10, 11, 13, 14, 15, 16, 19, 20	21, 22, 23, 25, 26, 27, 28, 29, 36
<ul style="list-style-type: none"> For our practice to be in line with the accreditation standards for "Positive About Disabled People" (Two Tick Symbol). 	<ul style="list-style-type: none"> To met and continue to achieve these standards. 	1, 2, 3, 6, 7, 8, 15, 16, 17, 20	21, 23, 24, 28, 33, 30, 31, 32, 34, 35, 37, 38, 39
<ul style="list-style-type: none"> To develop the Council's reputation as a progressive and fair employer and as a result reduce the likelihood of any legal action against the Council. 	<ul style="list-style-type: none"> No equality related Employment Tribunals 	1, 2, 5, 6, 7, 8, 10, 11, 16, 17, 19, 20	21, 22, 23, 24, 25, 26, 27, 28, 29, 33
<ul style="list-style-type: none"> To achieve level 5 of the Equalities Standard for Local Government in respect of employment and training. 	<ul style="list-style-type: none"> To meet the employment requirements of the level of the Equality Standard that the Council has set (set by Policy & Performance). 	18	21, 24

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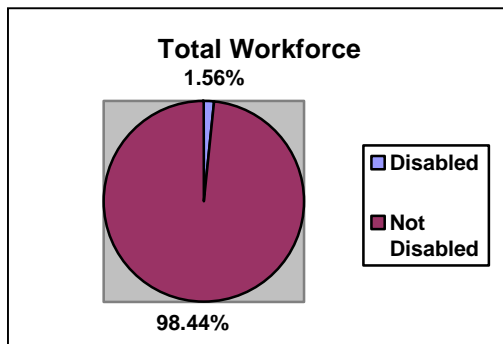
Performance Indicator

By the 31.03.06 the % of black & minority ethnic staff in the total workforce will be the same as the % of people in the community from black & minority ethnic communities (this is BVPI17a)



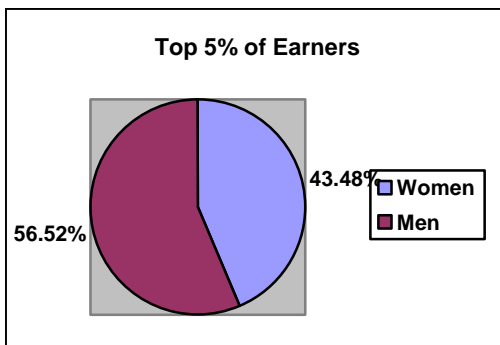
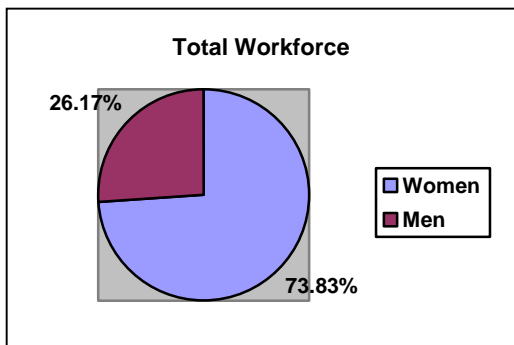
Performance Indicator

By the 31.03.06, 3% of the total workforce will be staff who are self assessed disabled (this is BVPI16a)



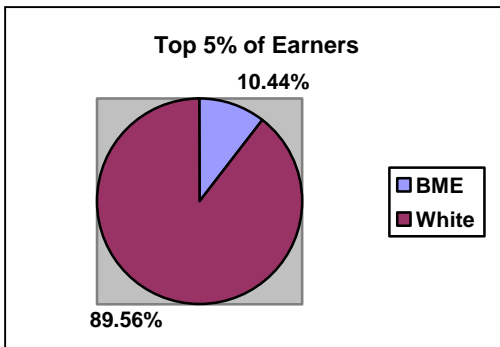
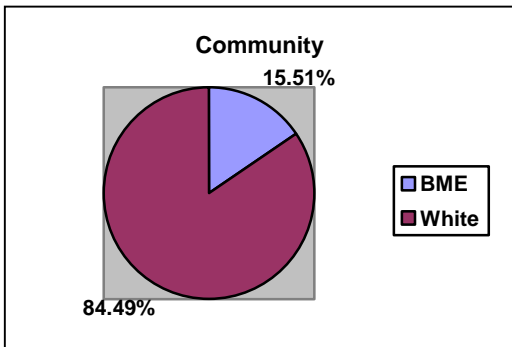
Performance Indicator

By the 31.03.06 the % of women in the top 5% of earners will be the same as the % of women in the total workforce (this is BVPI11a)



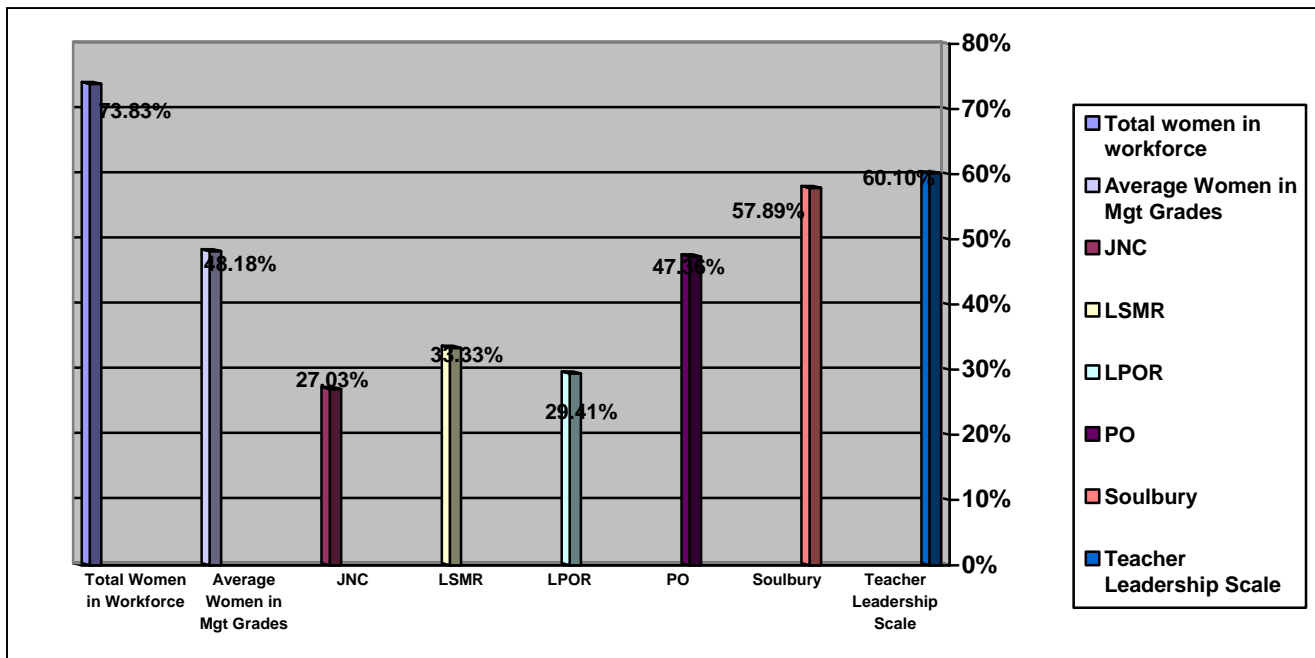
Performance Indicator

By the 31.03.06 the % of staff from black & minority ethnic communities in the top 5% of earners will be the same as the % of people in the community from black & minority ethnic communities (this is BVPI11b)



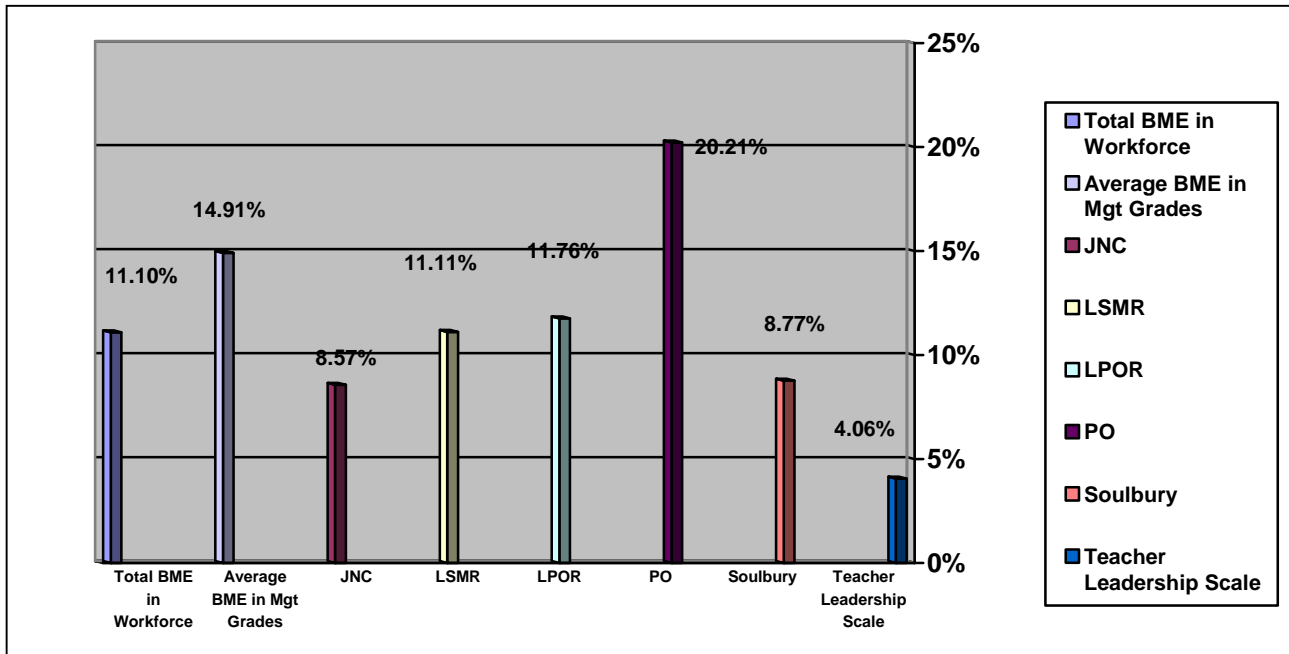
Performance Indicator

By the 31.03.06 the % of women in the management grades will be the same as the % of women in the total workforce (this is a local EDPI)



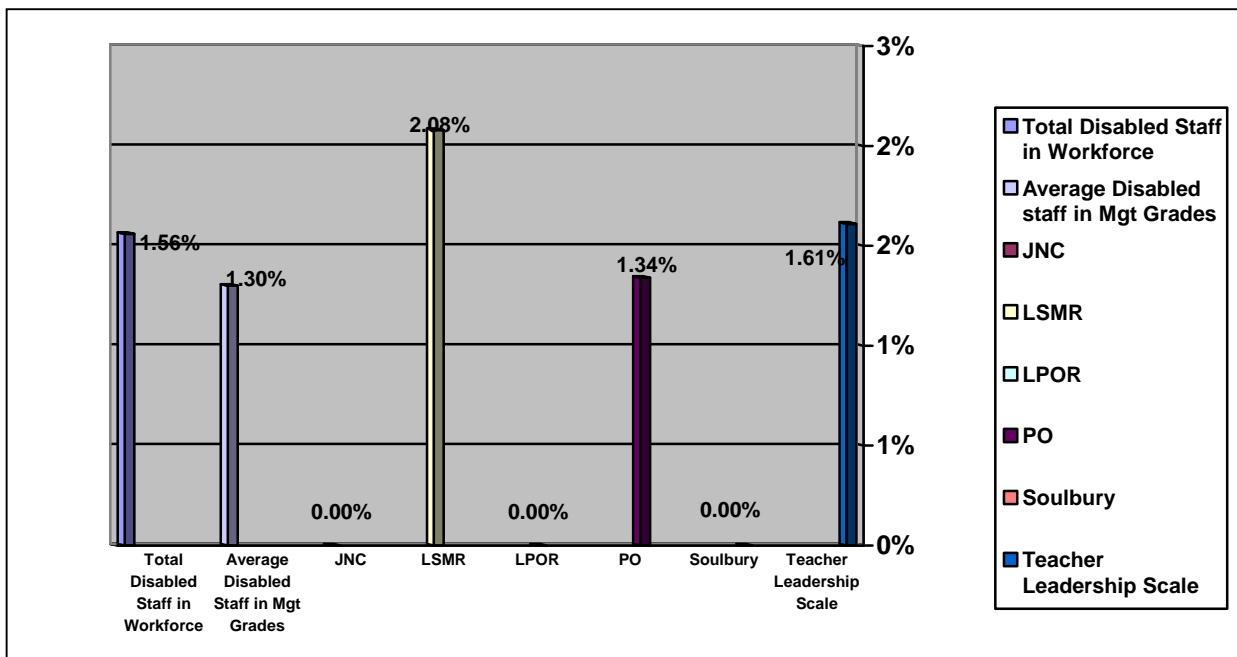
Performance Indicator

By the 31.03.06 the % of black & minority ethnic community staff in the management grades will be the same as the % of black & minority ethnic community staff in the total workforce (this is a local EDPI)



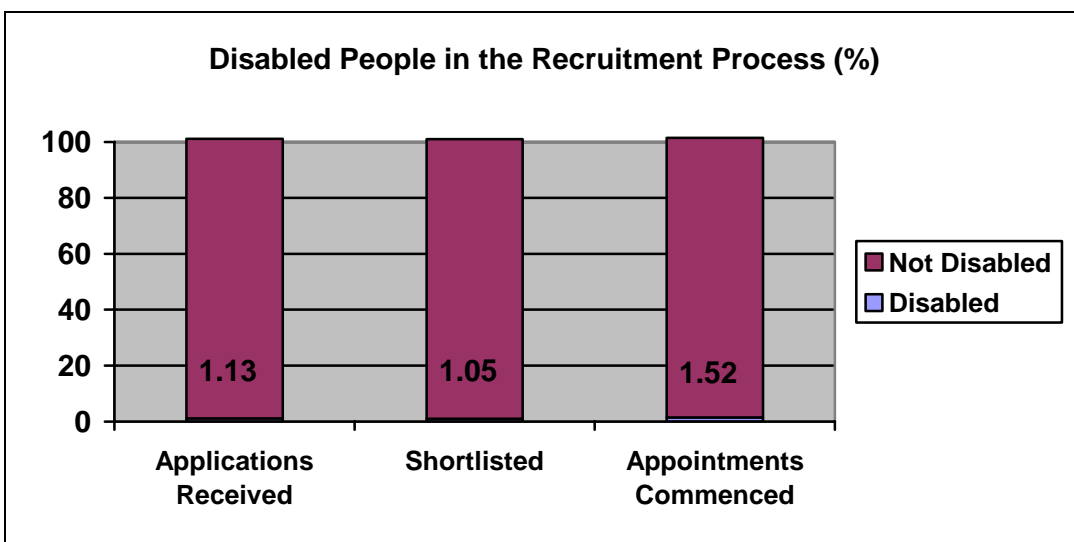
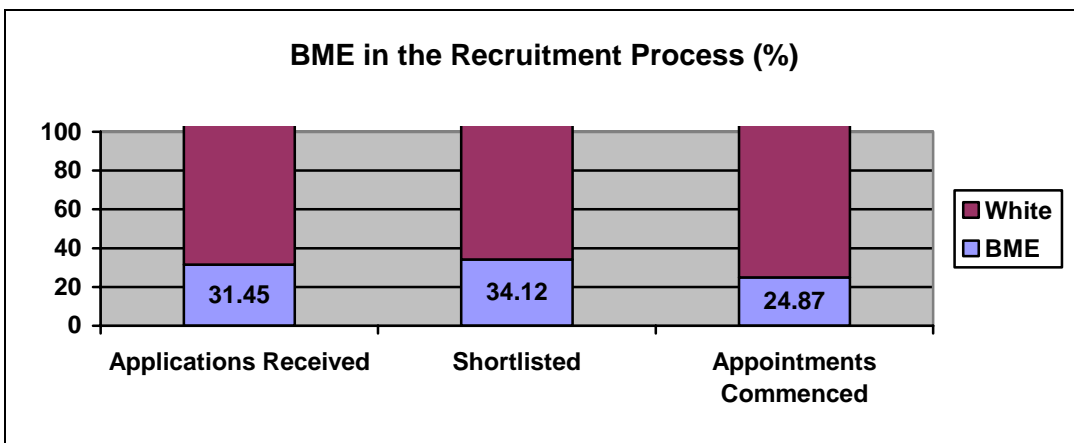
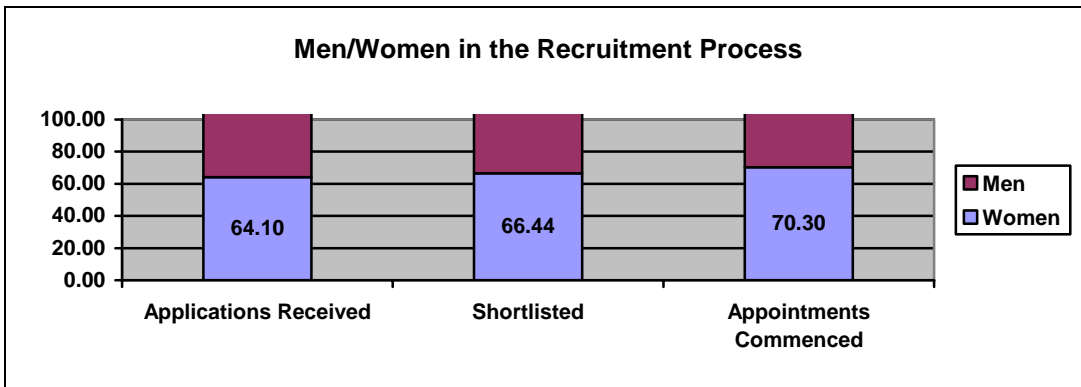
Performance Indicator

By the 31.03.06 the % of disabled staff in the management grades will be the same as the % of disabled staff in the total workforce (this is a local EDPI)



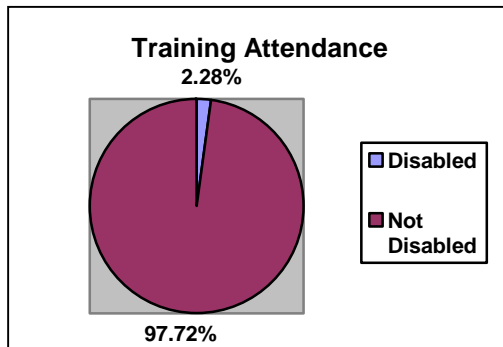
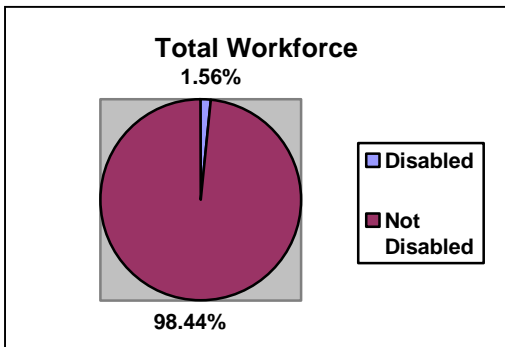
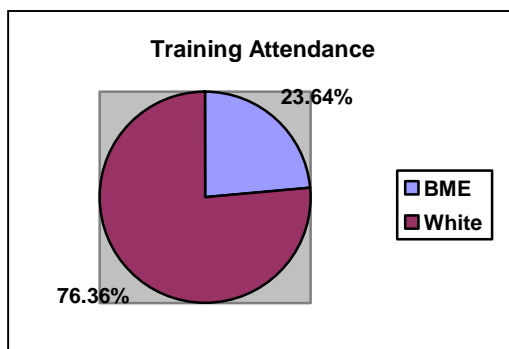
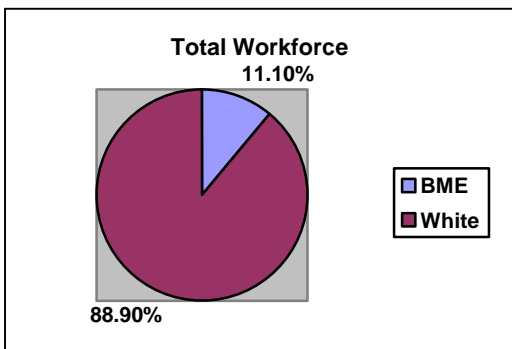
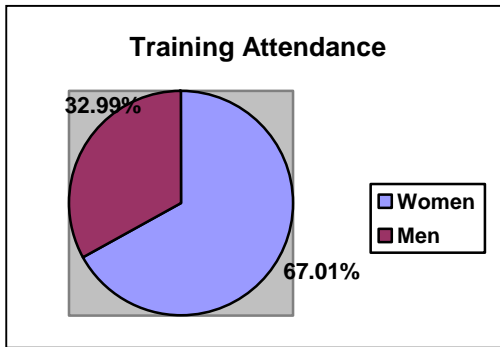
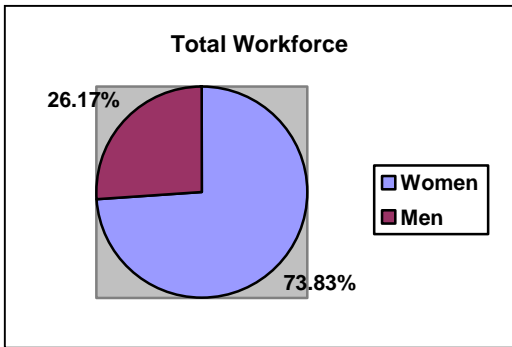
Performance Indicator

There is consistency in all stages of the Recruitment & Selection process in respect of applications made by women, men, people from black & minority ethnic communities and disabled people (this is a local EDPI)



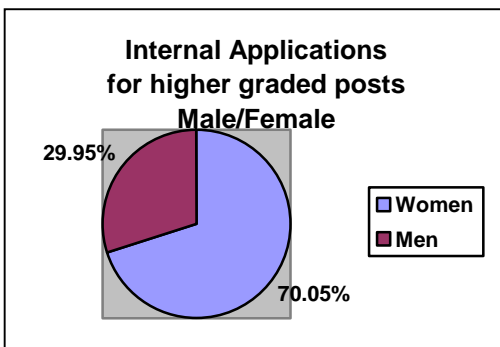
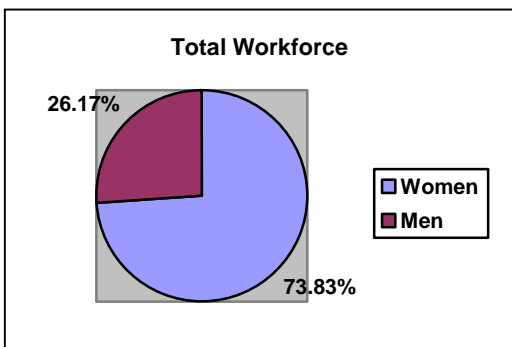
Performance Indicator

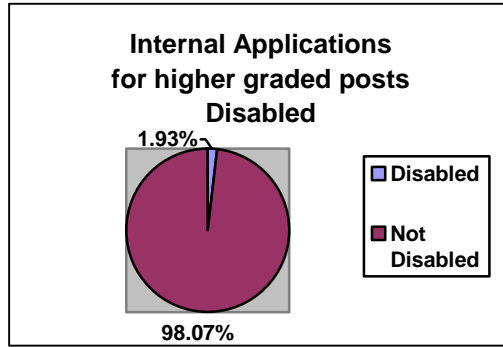
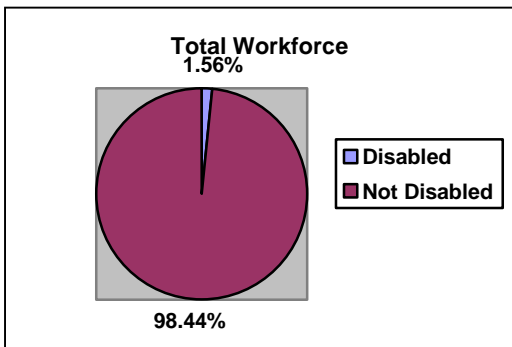
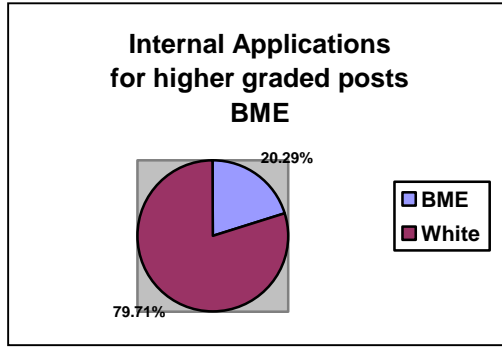
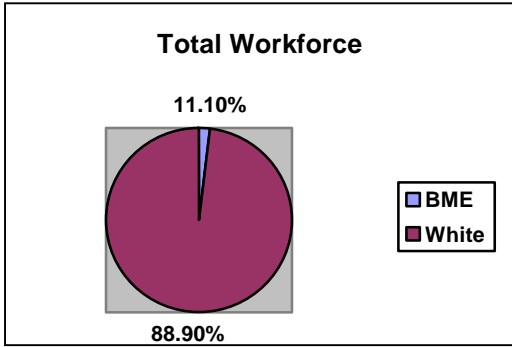
Attendance at training courses is reflective of the diversity of the workforce
(this is a local EDPI)



Performance Indicator

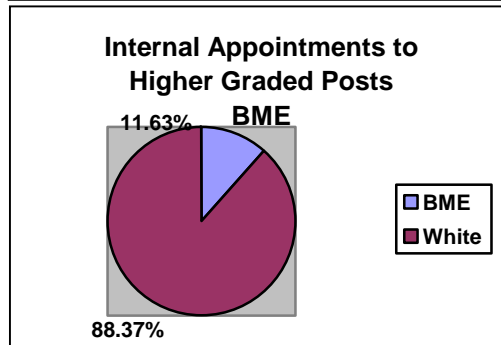
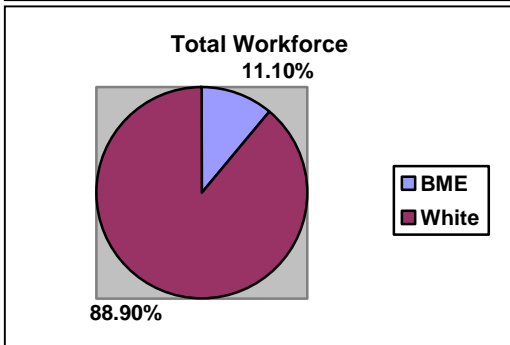
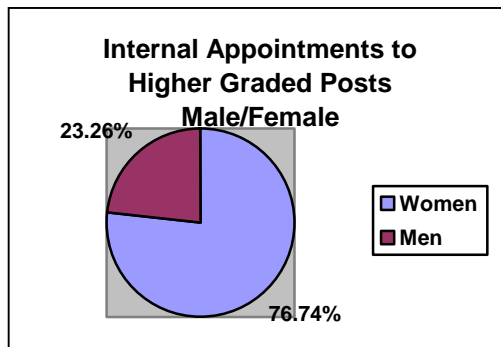
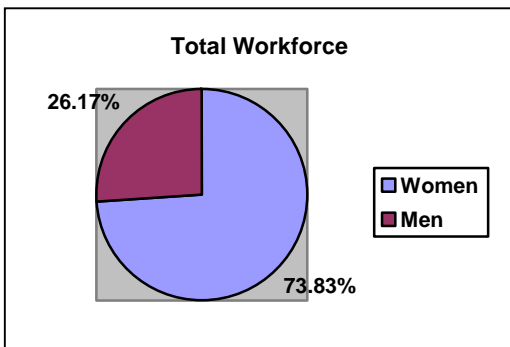
Applicants for internal appointments for higher graded jobs reflect the diversity of the workforce.
(this is a local EDPI)

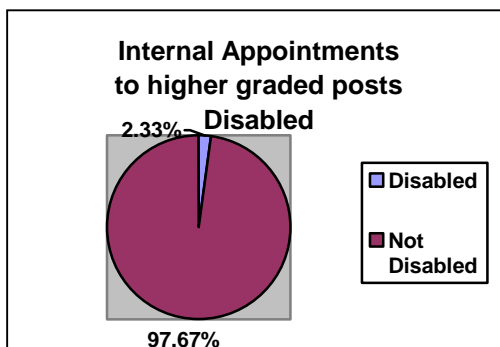
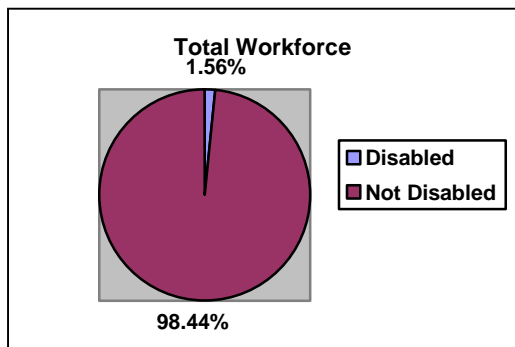




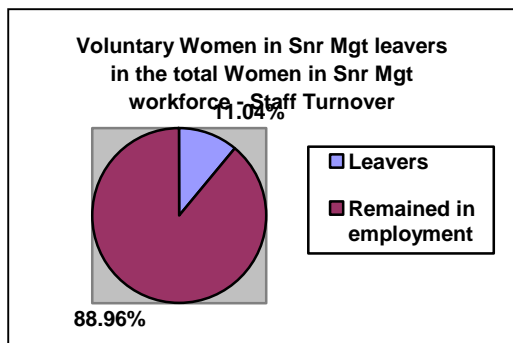
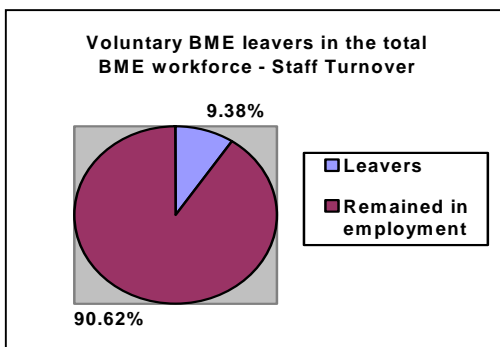
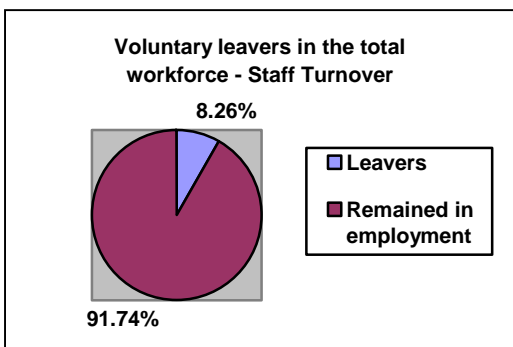
Performance Indicator

Internal appointments to higher graded jobs reflects the diversity of the workforce. (this is a local EDPI)

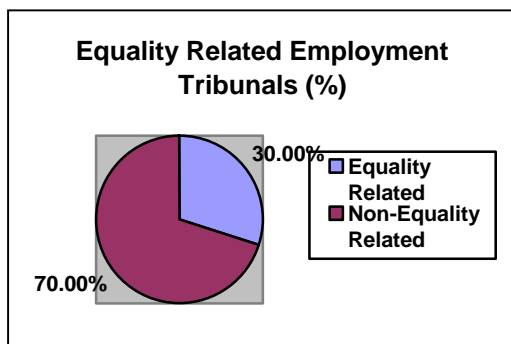




Performance Indicator
 The % of voluntary leavers from under-represented groups is reflective of the total number of staff who voluntarily leave the Council.
 (this is a local EDPI)

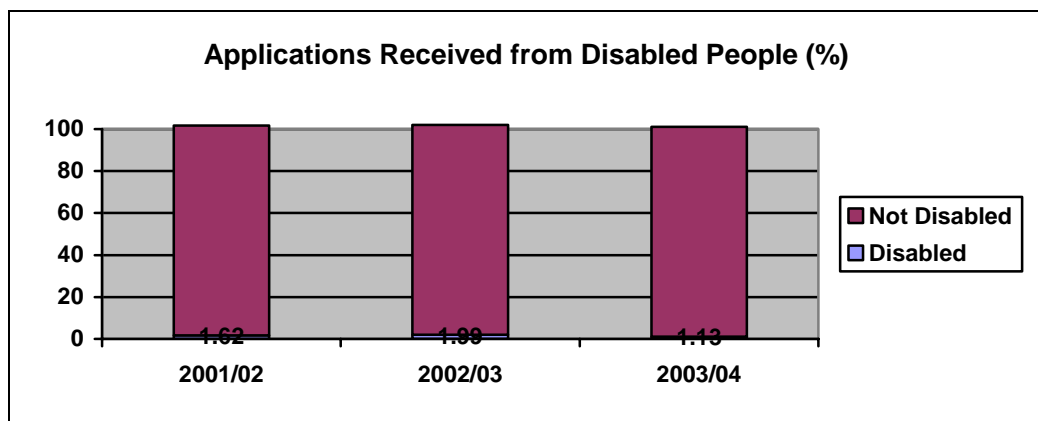
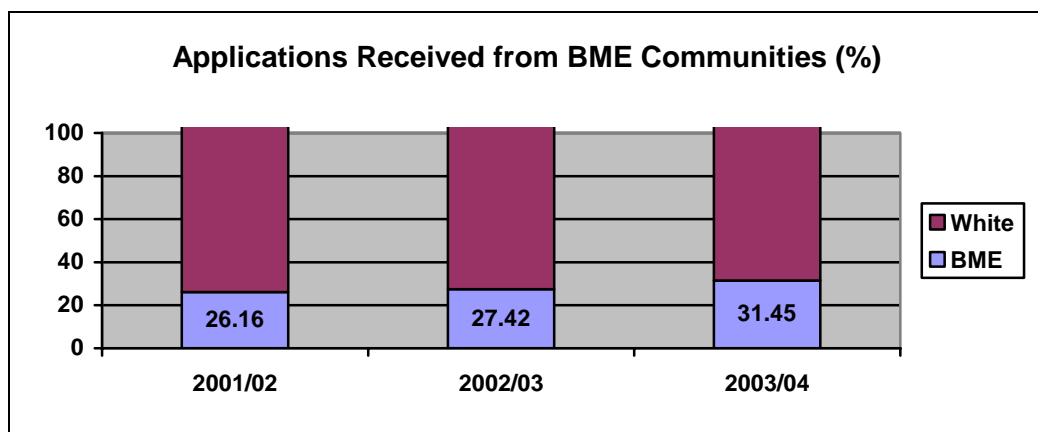
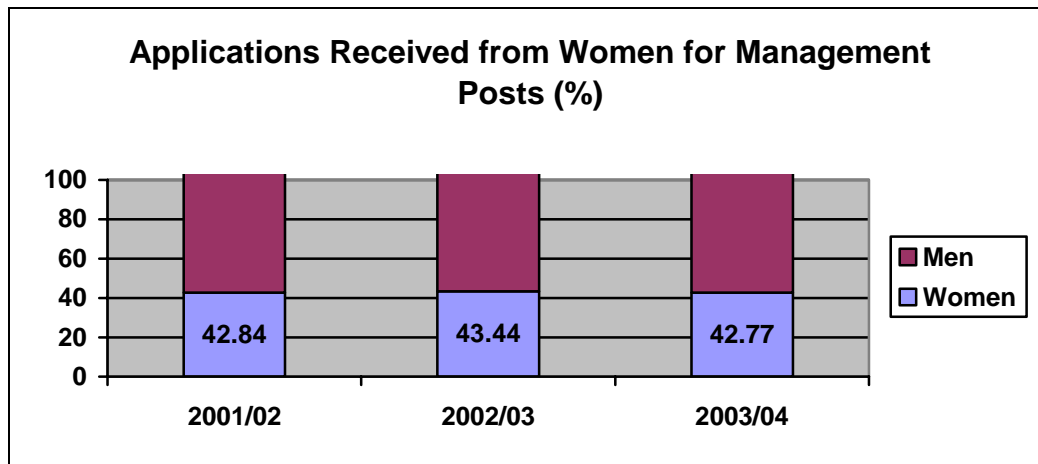


Performance Indicator
 No Equality related Employment Tribunals
 (this is a local EDPI)



Performance Indicator

Improved attraction of applications from people from under-represented groups
(this is a local EDPI)



Departmental Disciplinary Action Activity 1st April 2003 to 31st March 2004

Department	Number of Cases	Reasons	Gender	Ethnic Origin
Finance	2	2 x Conduct	2 x Male	2 x WB
Education, Arts & Libraries (Excluding Schools based staff)	10	8 x Conduct (3 of these Gross Misconduct) 2 x Non confirmation of contract	8 x Male 2 x Female	4 x WB 4 x B/BA 2 x AB
Housing & Health	6	6 x Conduct (4 x Gross Misconduct)	4 x Male 2 x Female	5 x WB 1 x BA
Regeneration & Environment	28	11 x Sickness 5 x Absence/Timekeeping 12 x Conduct	21 x Male 7 Female	22 x WB 6 x BA
Social Services	12	7 x Gross Misconduct 3 x Sickness 2 x Failed probation	10 x Female 2 x Male	6 x WB 1 X WO 4 x B/BA 1 x BC

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**Dismissal Data
Periods - April 2002 to March 2003 and April 2003 to March 2004**

Department	Total Number of Dismissals 2002/03	Number of these from BME Groups	Total Number of Dismissals 2003/04	Number of these from BME Groups
DEAL	6	0	12 (10 of these were schools based staff)	2
DF	3	1	0	0
DHH	3	1	4	0
DRE	3	1	2	0
DSS	3	2	9	4
DCS	0	0	0	0
Total	18	5 (27.78%)	27	6 (22.22%)

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THE EXECUTIVE**14 DECEMBER 2004****REPORT OF THE DIRECTOR OF HOUSING AND HEALTH**

71 KEIR HARDIE WAY – UPLIFT OF RESTRICTIVE COVENANT	FOR DECISION	
<p><i>This report sets out for decision a request for removing the restrictive covenant at 71 Keir Hardie Way, which is the Executive's responsibility.</i></p> <p><u>Summary</u></p> <p>The resident of 71 Keir Hardie Way has applied to the council for the removal of a restrictive covenant on land on which they wish to build. Planning consent was granted on 25th August 2004 to construct a two bedroom end terrace dwelling. In order to proceed with this development the council needs to uplift or remove this restrictive covenant. It is not a decision that would be made within the planning process, as the authority to make this decision rests with the Executive alone.</p> <p><u>Ward Affected</u> - Eastbury</p> <p><u>Recommendations</u></p> <p>The Executive is asked to agree to the removal of the restrictive covenant at 71 Keir Hardie Way.</p> <p><u>Reason</u></p> <p>The uplift of this covenant is required in order for the resident to undertake a project consistent with the Borough's Urban Development Programme.</p>		
<p>Contact: Anthony Alexander</p>	<p>Community Housing Manager</p>	<p>Tel: 020 8227 3538 Fax: 020 8227 2841 Minicom: 020 8227 2685 E-mail: anthony.alexander@lbbd.gov.uk</p>

1. Background

- 1.1 Barking and Dagenham council include within the freeholds of properties sold under Right to Buy a restrictive covenant that restricts use of the site to single occupation (covenant 4 iii).
- 1.2 An application has been made by the resident of 71 Keir Hardie Way, Mr M. R. White, to erect a two bedroom end terrace dwelling on land adjacent to their property.
- 1.3 A similar report was presented on 27 January 2004 and agreed by the Executive in respect of a comparable proposal at 61 Keir Hardie Way.

2. Planning Application Process

- 2.1. An outline planning application was submitted to Barking and Dagenham council by Mr White, seeking consent to build a two bedroom end terrace dwelling. In the original application objections were made by residents about the number of parking spaces proposed.
- 2.2. This was resolved by the submission of a revised parking scheme showing one space per household.
- 2.3. Overall the application was considered to be consistent with the Borough's Urban Development Programme.
- 2.4. As a result the planning application was approved at a meeting.

3. Restrictive Covenant – Implications

- 3.1. In practice the development application has therefore overcome the hurdle of the planning system.
- 3.2. The issue of the restrictive covenant though lies outside of the planning system. The covenant will lie in the deeds relating to the property and "run with the land".
- 3.3. In practice the resident is asking that the council uplift the covenant, (i.e. remove it from the land), so that it cannot be enforced in future.
- 3.4. A very brief review of Land Tribunal decisions on lifting covenants indicates that appeals to maintain covenants on land are more likely to be upheld when strong objection exists about a proposed scheme and its possible disbenefit.
- 3.5. The objections made to the original plan were about the number of parking spaces. These have been resolved by a reduction in the volume of these in a revised plan submitted.
- 3.6. On this basis it would seem reasonable to allow the uplift of the restrictive covenant.
- 3.7. Historically some councils have sought to charge a premium or fee for release of covenant relating to a right to buy property. In practice this aims to release a benefit from an increase in the value of the property/land since the original right to buy purchase.
- 3.8. In *R. v Braintree DC on 1 March 2000* the Court of Appeal held that it would be unlawful to charge somebody who had purchased a house under the right to buy for release of their covenant.
- 3.9. Barking and Dagenham council does not therefore charge a premium in accordance with this ruling.

- 3.10. Once though the Executive have made its decision in order to release the covenant there is some legal work entailed for which the applicant pays the legal costs. This work entails preparation of a deed of rectification to reflect the release of the covenant. The housing department instruct the legal section to ensure that this work is carried out.
- 3.11. Levying a premium would not be appropriate. This is the same position adopted in the earlier report submitted to the Executive on 27th January 2004 in respect of 61 Keir Hardie Way.

4. Consultation

Consultation on this matter has already taken place via the planning process. There are no further proposals for consultation.

Background Papers used in the preparation of this report

- Executive Report '61 Kier Hardie Way – Uplift of Restrictive Covenant', 27 January 2004 (Minute 269)
- Development Control Board Report 'Delegated Decisions 25.08.04', 22 September 2004 (Minute 76).

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THE EXECUTIVE

14 DECEMBER 2004

JOINT REPORT OF THE DIRECTOR OF HOUSING AND HEALTH AND THE DIRECTOR OF REGENERATION AND ENVIRONMENT

FUTURE FUNDING AND MAINTENANCE OF CERTAIN AMENITY GREENS WITHIN THE BOROUGH	FOR DECISION
<p><i>This report deal with issues of a policy and financial nature which are reserved to the Executive by the Constitution. Summary</i></p>	
<p>Summary</p>	
<p>Historically the maintenance of Amenity Greens has been charged to the Housing Revenue Account (HRA) even though the advent of Right to Buy means that many of the greens are no longer solely for the benefit of only Council tenants. This report seeks approval to correctly identify Amenity Greens and to subsequently re-apportion the part of the costs of maintenance of Amenity Greens from the Housing Revenue Account to the General Fund.</p>	
<p>The proposals are founded upon a clear distinction between the greens that are an integral part of the environment of Council housing estates and those that are part of the overall public domain.</p>	
<p>All the Amenity Greens in the Borough have been mapped by ward, Community Housing Partnership and Community Forum areas. These maps are supported by detailed spreadsheets showing the costs of maintenance for each Green and the proposals for re-apportioning the costs between the Housing Revenue Account and the General Fund.</p>	
<p>Recommendation</p>	
<p>The Executive is asked to:</p>	
<ol style="list-style-type: none"> 1. Agree that: £142,817 is reappropriated from the HRA to the General Fund for 2004 - 2005 (being effective from 1st January 2005) and £571,265 for the full year commencing 2005 – 2006 through the process of administrative rectification; 2. Note that the sum of £71,265 is in addition to the provisional sum of £500,000 set aside in the budget setting process for 2004 – 2005; and 3. Note that this additional sum would need to be considered as part of the budget setting process for 2005 - 2006. 	
<p>Reason</p>	
<p>To help ensure that costs are charged to the appropriate accounts. To ensure that revenue costs are funded from the appropriate budgets where Amenity Greens are a key part of the public domain for example on public highways, adjacent to ex-council housing stock and adjoining commercial or industrial concerns.</p>	

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1. Introduction and Background

1.1 Introduction

1.1.1 This report sets out the background of the maintenance and funding of the Amenity Greens and identifies where anomalies have arisen between ownership and funding. The report therefore sets out recommendations for the re-apportionment of the funding for certain amenity lands from the Housing Revenue Account to the General Fund.

1.1.2 Many areas of Amenity Green that were once an integral part of Council estates, for example the Becontree Estate, are now part of the overall public domain. This is due to the numbers of houses that have been sold Freehold under the Right to Buy (RTB) provisions. However, the current apportionment of the costs for the maintenance of the Greens does not reflect these changes over the passage of time.

1.2 The Current Situation

1.2.1 Providing the Service - The maintenance of the Amenity Greens across the Borough is undertaken by the Director of Regeneration and Environment (DRE) under a 'contract' originally let during the CCT regime. This 'contract' is extended by mutual consent between DRE and Landlord Services on an annual basis.

1.2.2 Service Costs - The maintenance of the Amenity Greens across the Borough is funded jointly through the Housing Revenue Account (HRA) and the General Fund. The costs charged to HRA are increased each year to reflect increases in both wages and other service costs. The increase for 2003-2004 was 6.5%. As at November 2003 the total charges to the HRA for the maintenance of the Amenity Greens was:

£ 1,320,128 - works costs
 £ 264,026 - 20% administration charge
 £ 1,584,154 - Total

1.3 The G.I.S. mapping exercise

1.3.1 The mapping exercise was predicated by a set of agreed criteria for deciding the proposed future funding for each individual Green. These were agreed by the Councils external auditors, Mills & Reeve solicitors and Corporate Finance. The criteria were:

- That Amenity Greens identified as an integral part of a Council housing estate or within the boundary of the communal grounds around an individual block of flats or sheltered housing would continue to be funded from the HRA as the land is

owned by Housing & Health and Leaseholders are charged for a proportion of the grounds maintenance costs in their service charges.

- That all other Amenity Greens currently funded from the HRA would have their costs apportioned as a percentage of Council owned properties and those disposed of under the RTB and transfer to Registered Social Landlords.

1.3.2 This percentage was applied to the total cost of Amenity Greens outside of an estate or sheltered housing boundary to calculate how much should be apportioned to disposed properties and the General Fund and how much to Council owned houses and the HRA. The results and calculations are shown below.

Figure as at November 2003 the total charges to the HRA for the maintenance of the Greens was £1,584,154 this includes DRE fees of £98,339 per annum

Figures from the GIS work:

Total costs after joining the cost table to the GIS Amenity greens GIS layer = £1,409,566,

This figure shows there being a difference of £76,249 + fees of £4,917 = £81,166 the reason for this is because costs exist in the costing sheet which do not relate to any plot of land on the GIS layer. This is the subject of ongoing discussions, but does not compromise the current proposals.

Boundaries Greens Costs = £627,723 + fees of £41,302 = £669,025

Non-Boundaries Greens Costs = £781,843 + fees of £52,102 = £833,963

Total Council Houses (Original Figure before any RTB) – 32,542

Council Houses (Current Figure) – 10,235

RTB / Disposal Sales – 22,307

Calculation : $\frac{22307}{32542} \times 100 = 68.5\%$

68.5 % of the Non Boundaries Amenity Greens cost

$0.685 \times £833,963 = £571,265$

1.4 Padnall Lake and Green Redevelopment

There are a number of amenity plots around this area, which will be regenerated and turned into a park. they therefore will no longer need to be maintained by Housing. The total cost of all the amenity plots in this area adds up to £5150.56 this cost is included within the foregoing figures. This will be the subject of a separate report.

1.5 The outputs of the GIS mapping exercise have also been used to inform and support the submission to the Secretary of State for the introduction of the new Council Byelaws.

2. Proposals

2.1 Provision has been made in the Council's budget setting process to meet the total potential financial impact on the General Fund if the key criteria set out 1.3 above were fully met. The immediate impact of this on the General Fund and the resultant consequences on the Council Tax lead the Council's Corporate Management Team to set the following parameters for any potential re-apportionment:

- phasing the re-apportionment over two financial years with the first phase in April 2004 and the balance in April 2005.

2.2 New Ward based costing information

2.2.1 As at the end of March 2004 the proposed apportionments of the costs of maintaining the Amenity Greens for all the wards to the HRA and the General Fund are set out below. This would result in an additional cost of £571,265, being attributed to the General Fund from April 2004 onwards. (A sample of maps showing all the wards and the individual Amenity Greens colour coded to show the proposed funding source will be available at this Meeting).

2.2.2 The re-apportionment of costs to the General Fund at current prices would result in the following additional expenditure for a full year"

Year	£s	Wards
2004/2005	£571,265	All

2.2.3 The sum of £571,265 equates to the proposed re-apportionment to the General Fund for all Wards.

2.2.4 These proposals have been developed and agreed in conjunction with the Director of Finance, Head of Legal Services and Department of Regeneration and Environment

2.3 Validation of the proposals

2.3.1 The Directorate of Housing & Health Strategy Section has been checking that these proposals do not compromise any options for the Council to use any of the Greens for future development. The maps for all Wards have been checked.

3. Financial implications

3.1 The proposed re-apportionment would mean a recharge from the HRA to the General Fund in 2004-05 of £142,817 (part year effect from 1st January 2005), and £571,265 in a full year. This is slightly more than the provisional £500,000 agreed by Members as part of the budget setting process for 2004-05. If Members accept the proposals in the report, then an additional £71,265 will need to be funded from the General Fund in a full year.

3.2 The re-apportionment of the costs following the extensive review of the service will mean a net saving to the HRA over the next two years of £571,265 with a corresponding additional cost to the General Fund.

4. Legal implications of the proposals

- 4.1 The Council has received Counsels advice and based upon this it appears that one approach, administrative rectification, is available to ensure that the costs of the maintenance of the Greens are attributed to the correct funding sources. The Barrister has confirmed that the methodology we have adopted is sound.
- 4.2 This course of action treats the proposals from this exercise as an administrative exercise to re-apportion the costs between the two accounts.
- 4.3 The external solicitor advises that for this course of action specific consent from the Secretary of State would not be required.

5. Consultation

The following persons have been consulted in the preparation of this report:

DRE

Allan Aubrey, Head of Leisure and Community
Jim Ventris, Operations & Business Manager, Grounds Maintenance
Mike Mitchell, Head of Environmental Management
Peter Estcourt, Principal Engineer-Infrastructure
Peter Blanchard General Manager – Infrastructure

H&H

Roger Phillips, Head of Housing Business Services
Ken Jones, Head of Housing Strategy
Maryam Collard, Senior Business Officer
Stephen Croney, GIS Analyst

CS

William Bennett (Legal Department)

Finance

Colin Rigby, Head of Finance – H&H
David Waller, Interim Head of Finance – DRE
Joe Chesterton, Head of Financial Services, Finance

Background Papers

- Letter from Mills & Reeve dated 9 February 2004 Reference: BJLW/2007856-0139-0.
- Email from Mills & Reeve (Johann Wylly) dated 18 February 2004
- GIS data from DRE and H&H

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THE EXECUTIVE**14 DECEMBER 2004****REPORT FROM THE DIRECTOR OF SOCIAL SERVICES**

IMPROVING RECRUITMENT AND RETENTION OF SOCIAL WORKERS – CHILDREN’S SERVICES	FOR DECISION	
<i>This Report is presented to the Executive as it is significant that the Council improves and maintains services for children and families in order to keep children safe.</i>		
Summary		
<p>In July 2003, the Executive considered and approved a range of measures aimed at ensuring our ability to recruit and retain social workers in Children’s Services. As a consequence, there were a number of changes to salaries which have helped to improve what had been an extremely difficult staffing position. However, Children’s Services are still experiencing severe pressures from frequent turnover and shortages of qualified and experienced children’s social workers.</p>		
<p>This report contains statistical information about:</p>		
<ul style="list-style-type: none"> • the workforce and our recruitment and selection activity in Children’s Services so far in 2004, • details of actions already taken to help manage the staffing shortage. 		
Recommendations		
<p>The Executive is asked to:</p>		
<ol style="list-style-type: none"> 1. Approve the payment of recruitment and retention incentives as outlined in the report; and 2. Note ongoing actions being taken to improve recruitment and retention. 		
Reasons		
<p>To attract and retain staff in Children’s Services.</p>		
<p>Contact Officers: Tolis Vouyioukas</p> <p>Philip Day</p>	<p>Head of Children’s Services</p> <p>Interim Head of Human Resources</p>	<p>Tel: 020 8227 2233 Fax: 020 8227 2241 E-mail: tolis.vouyioukas@lbbd.gov.uk</p> <p>Tel: 020 8227 2328 Fax: 020 8227 E-mail: philip.day@lbbd.gov.uk</p>

1. Introduction

- 1.1 **National Context:** There are recognised national difficulties in the recruitment and retention of qualified social workers, with the problem being particularly acute in London. High levels of dependency on agency workers is a reflection of this, with 25-30% agency employment levels being not unusual, and often higher levels in Children's Services. Generally Agency work offers higher rates of pay, greater flexibility in choice of working arrangements, and different contractual and accountability frameworks. Successful recruitment of qualified social workers will be more acute next year because an extension in the length of the degree programme means that there will be no graduate entrants available.
- 1.2 There are a number of national/regional initiatives aimed at tackling these issues: for example, government campaigns to create a positive image of social work, creating a recognised professional career path through extending qualification periods and the registration of social workers. Across London, some efforts have been made to create a managed market for agency workers, and limit the leapfrogging of pay rates. Nevertheless, we need to ensure that in Barking and Dagenham we are able to fulfil our responsibility to protect vulnerable children and adults by recruiting to vacancies in competition with other boroughs, attracting existing agency workers to the permanent workforce and retaining those whom we employ.
- 1.3 **Key Worker Strategy:** This has four elements: to research comparative pay rates and ensure that social workers' salaries are amongst the most competitive; to offer attractive accommodation packages to make it easy to come and work here; to review and provide a comprehensive package of flexible benefits; and finally, to ensure that our recruitment material promotes Barking and Dagenham as the place to be for social workers.

This report describes action in progress to deliver this and proposes the introduction of recruitment and retention premiums to address salary drift compared to adjacent boroughs.

2. Advertising, Appointments, Leavers & use of Agency Staff

- 2.1 From 1st January to 31st August 2004, 33 positions were advertised in Children's Services and Team Manager posts in Assessment and Care Management were advertised in January and June. Social Worker and Reviewing Officer posts were advertised in January. Team Manager and Social Work positions were re-advertised in January 2004 with no applications received. Social Worker posts were also advertised in February for the Placements service but there were no applications.

In July 2004, the following posts were advertised - Family Group Conference Manager, Strategic Manager YOT and Service Manager – Safeguarding Strategy & Performance. Only the Safeguarding post has not yet been appointed to.

During this period, although in total (including unqualified and administrative staff) 43 members of staff started in the department, there were also 22 leavers. This includes:

Social workers: 13 starters – 6 leavers
Admin staff : 13 starters – 4 leavers
Various management grades: 1 starter – 6 leavers
(Appendix Table 1 shows details)

In August 2004, vacancy levels were standing as follows:

Team managers: 4
Deputy Team Managers: 2
Qualified Social Workers: 22
Admin/Other: 11
(Appendix Table 2 shows details)

This pattern illustrates relatively low levels of applications, successful recruitment offset by leavers, greater difficulty recruiting to more senior posts, and continuing high vacancy levels.

- 2.2 One of the consequences of this is high reliance on agency workers. In addition to corporate monitoring reports, DMT receives a monthly report on this at its regular PI monitoring session, and managers receive detailed breakdown of agency staffing. However, it is simply not an option to carry high levels of unfilled vacancies with the impact this has on assessments, and caseload allocations.
- 2.3 We now have approval to review our existing approved list of recruitment agencies and re-tender if necessary. In reviewing the approved list we will have the opportunity to revise and if necessary 'cap' our rates of pay for agency staff. One approved agency has proposed applying a capped rate on the charges for agency workers. Agency rates for social workers in London have generally been capped at between £26 & £28 per hour. We will explore opportunities to join other London Boroughs that are piloting an "e-recruitment" based agency to streamline processes and reduce costs

3. Salary Comparators

- 3.1 Firm information is difficult to establish from neighbouring Authorities, since employers are increasingly reluctant to provide detailed information in this highly competitive market. The ALG have carried out a survey and a report has been published by Income Data Services Ltd regarding rates in London.
- 3.2 Barking and Dagenham's salary for basic social workers is in the range of £24k to £31k. This compares to a median of £25.5k and maximum of £30k in outer London, approximately £2k higher for inner London Authorities. However, information from a variety of sources suggests that some 15-16 boroughs now pay supplements of various kinds (PRP, retention, golden hello etc) with the consequence that some adjacent boroughs pay higher rates than Barking and Dagenham. Tower Hamlets, Havering, Redbridge and Newham all pay more. A number of boroughs also pay higher rates for senior social work practitioners. 15 Boroughs pay more for team managers posts. Barking and Dagenham is trailing £2,500 behind most other Boroughs with whom we regularly compete for staff, primarily a reflection of additional supplements in these boroughs. To address this discrepancy it is proposed to introduce "golden hellos" and "loyalty bonuses" as incentives to recruit and retain staff, and encourage transfers from agencies.

4. Other Recruitment Initiatives

Overseas Recruitment

- 4.1 We have had some success in this market (recruiting for example from New Zealand). Alternative suppliers for overseas recruitment have been investigated and a report was submitted to DMT in April 2004. Future campaigns for overseas recruitment will be piloted in Children's Services, and we will investigate the costs and effectiveness of video conferencing interviews as an alternative to travel abroad.
- 4.2 We have explored the potential for joint recruitment with the well-established team in Education and we have had some success in working with another agency with a view to recruiting social workers from Germany.
- 4.3 Generally however this is seen as a diminishing and time consuming source of new recruits.

Accommodation

- 4.4 Meetings have taken place with the Housing Department to agree a strategy regarding various initiatives for key worker accommodation. These include providing opportunities for potentially subsidised rented accommodation in the private sector and also discussions around the "new Butler Court". We need to be clear through research with our existing staff about the demand for accommodation and the extent to which this is an issue in the recruitment and retention of staff.
- 4.5 The Council already makes available 50 units through its Letting Plan for key worker accommodation. However, there is a very low level of take up of these places. Anecdotally, it is suggested that this is a consequence of the location and the type of accommodation provided. Barking and Dagenham, in relative terms, is not an expensive area and there is a range of reasonable priced accommodation in the borough to let or purchase. However many of our existing staff and many new recruits live outside of the borough.
- 4.6 The priorities for accommodation needs are likely to be:
- settling in accommodation - i.e. accommodation to let on a short term basis while new recruits find their own accommodation,
 - subsidised rental accommodation will be an attraction, particularly to lower paid workers. Cheaper mortgages to enable people to buy their own homes may have greater attraction.
- 4.7 The Council has a relocation package and guidelines but the funding for this comes from the recruiting department's salary budget. The package has a value of up to £7,500 and is repayable if the individual leaves within the first 2 years of employment. Few staff have made use of this, and we need to establish if this is an effective incentive.

Benefits

- 4.8 Flexible working has been shown to be one of the most attractive elements in a comprehensive recruitment package. We are now setting up a time limited project to clarify what is already available within this and other authorities, and which benefits are important to staff.

A comprehensive benefits package may include the following:

Flexible working Discount schemes Relocation package Season ticket loan Health screening Health insurance Employee assistance e.g.counseling, Accelerated increments	Access to pension and financial advice Training/study leave Work life balance policies Green travel Bicycle loans Shadowing/mentoring schemes Case load limits Access to childcare/ leisure/fitness cards
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5. Raising our Profile (better advertising)

- 5.1 The aim of this initiative is to improve the impact of our recruitment materials and processes, and promote Barking and Dagenham as the place for social workers to come and work. Our advertising agency TMP is in the process of hosting a number of staff focus groups to help us establish what our best selling points are. It will also help to find out exactly what it is that attracts and keeps individuals in social work posts so we can improve our packages and advertising. We maintain an open advert on our website at all times, and we will develop a planned programme of targeted advertising throughout the year.
- 5.2** Recruitment Fairs and Careers Events are important opportunities to raise the profile of the borough, and identify potential recruits. We have attended a number of these during the last 12 months. This includes the Community Care Live Event, that generated a great deal of interest and we will continue to follow up on all those people that left their details with us. We also attended the Guardian Live Event in September
- 5.3 To prioritise recruitment from the local community, we continue to improve our links with local schools, colleges and universities to both promote the profession and to be the first to take in newly qualified social workers. We are also commissioning a support package for newly qualified staff to encourage interest from people currently studying, with a view to having this ready by the end of 2004. "Growing our own" is a key element of this strategy, and we support some 40 social worker students through out training programme. We are working with the Gateway to Health and Social care project, and with the Lifelong Learning Centre, that both target local people seeking to gain skills to access this work area.

6. Recommendations and Finance

- 6.1 This report outlines the considerable difficulties experienced in Children's Services in recruiting and retaining appropriately experienced and qualified staff. It also considered a range of options.
- 6.2 A number of the options would, by their nature only produce improvements in the medium to long term. Others could be implemented more quickly and would have a much more immediate impact. The following measures are proposed to be introduced as soon as is practicably possible:
- 6.2.1 **Recruitment and Retention Payments** - Recent surveys show that LBBB have fallen behind the "going rate" for QSW posts by an average of around £2,500. It is proposed that we make a recruitment payment of £2,500 to qualified staff upon taking up post, subject to us being able to reclaim that sum from salary if they do not stay for at least 12 months. It is proposed that we also pay a further £2,500, in a lump sum after a satisfactory performance review at the end of each completed year in post, linked to the appraisal process. This initiative would bring us back into line with our neighbouring Authorities. It is proposed that this retention initiative applies to all Qualified Social Workers, Team Managers and Service Managers.
- 6.2.2 **Block Contract with Employment Agency** - We currently use a number of agencies to resource staff and we would be able to negotiate a more competitive rate and seek more efficient service if we were able to enter into a block arrangement with a single supplier. We are currently negotiating with a preferred supplier with a view to achieving this arrangement.
- 6.2.3 **Overseas Recruitment** - We have tried several approaches to overseas recruitment with mixed returns. We are currently negotiating with Care and Health Overseas Recruitment who appear to have developed an effective network and approach to overseas recruitment which looks promising.
- 6.2.4 Recommendations on recruitment for and retention for Adults and Older People's Services will be made in the New Year.
- 6.3 The measures described above will amount to (depending on the success of recruitment) an estimated £300,000 per annum given a maximum of 120 staff being eligible. This will be funded from existing Children's Services budgets.

Background Papers

- Executive Report – Improving Assessment & Care Management in Children's Services – Recruitment & Retention of Social Workers – 29th July 2003

APPENDIX

Table 1: Starters and Leavers

Post	Team/s	Leavers	Starters
Social Workers	Care Management	6	13
DTM	Assessment	2	2
Reviewing Officers	Child Protection Reviewing Service	2	4
Admin	Care Management, Child Protection Reviewing Service, Asylum Service	4	13
Team Managers	Care Management	1	1
Family Support Workers	Care Management	1	1
Bilingual Assistants	Asylum Service	0	3
Consultant Practitioner	Care Management	New	2
Nursery/Family Support			3
Deputy Family Centre Mgr	Annie Prendergast Family Centre	1	0
Other Management Grades	Child Protection Reviewing Service, Youth Offending Team	5	1
Totals		22	43

Table 2: Children's Services Current Vacancies – August 2004

Team	Vacancies				
	TM	DTM	QSW	Admin	Other
Assessment	2	1	8		0
Care Management	1	0	7		0
CWD	0	0	3		0
Placements	1	0	4	1	1 Support Worker
Adolescent Resource Team	0	1	0		0
Child Protection & Reviewing Service	0	0	0		2 Reviewing Officers 1 ACPC Training Co-ord
Leaving Care	0	0	0	1	2 Project Workers
Gascoigne Family Centre	0	0	0	1	1 Family Worker
Eastbury Nursery	0	0	0	0	1 Nursery Officer
Totals	4	2	22	3	8

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THE EXECUTIVE**14 DECEMBER 2004****REPORT OF THE DIRECTOR OF SOCIAL SERVICES**

PROGRESS REPORT ON THE EDUCATION OF LOOKED AFTER CHILDREN		FOR INFORMATION
<p>This report provides an update on the Education of Looked After Children at the request of the Executive.</p> <p>Summary</p> <p>This report describes developments and progress to date in the Looked After Children Health and Education Service (LACHES).</p> <p>Recommendation</p> <p>The Executive is asked to note the developments of LACHES since July 2004.</p>		
Contact Officers: Tolis Vouyioukas	Head of Children's Services	Tel: 020 8227 2233 Fax: 020 8227 2241 E-mail: tolis.vouyioukas@lbbd.gov.uk
Carol Lander	Service Manager LAC Life Chances	Te: 020 8227 5809 Fax: 020 8227 5987 E-mail: carol.lander@lbbd.gov.uk

1. Background

- 1.1 LACHES was transferred from DEAL to Social Services in July 2004. The purpose and function of LACHES is to improve the education and health of looked after children. At the time of transfer, and as detailed in the Executive Report of 29 June 2004 (Minute 45 refers), additional resources of £255,000 were allocated to LACHES to fund a number of initiatives to meet our targets and improve the Council's overall performance.

2. Current Position

- 2.1 We are required to report to the DfES annually the number of children aged 16+ that left care during the year who achieved at least 1 GCSE (grade A* - G) or equivalent. The definition of 'equivalent qualifications' is very strict and does not allow us to include NVQs, although GNVQs and GCSE short courses can be included. Children looked after under respite arrangements and unaccompanied asylum seeking children who have been looked after for less than 2 years at the time they leave care are also excluded from the count.

Since the end of March 2004 our performance has risen from 15% to 20%. Our performance has increased because 10 of the 50 young people who have left care to date (between April 04 – Oct 04) have achieved at least 1 GCSE or equivalent qualification. In the whole of 2003/2004 only 8 of a total cohort of 55 who left care achieved at least 1 GCSE or equivalent. This shows that our performance to date is better than we achieved in the whole of 03/04.

Eighteen young people took GCSE exams this year out of a possible cohort of forty one. Of the eighteen that sat GCSEs 100% achieved at least one GCSE grade A-G. Fourteen of these young people achieved five GCSEs grade A-G. This was an increase of one compared to last year.

LACHES is working with the twenty three pupils who did not sit any exams to engage them to consider working towards qualifications, training or employment. These young people did not sit exams for a variety of reasons: some of them were experiencing mental health problems, some had moved placements, and in one case the young person was given a custodial sentence.

2.2 Our Local Public Service Agreement (LPSA) target for 2006 is fourteen looked after children achieving five A-C GCSEs. Our cumulative total against the LPSA target stands at four looked after children having achieved five A-C GCSEs following this year's exam results. To meet our LPSA we now need a further ten looked after children to achieve five A-C by the time they leave care and by March 2006. Whilst we recognise that this an ambitious target, we are working hard to deliver against this.

2.3 LACHES is working with the following cohorts of looked after children:

2.3.1 Young people from the 2003/2004 cohort who can re-sit their exams in June 2005 and who could potentially increase the number of GCSEs they obtained and improve their grades.

2.3.2 Looked after children who did not sit their GCSEs in summer 2004.

2.3.3 Looked after children who will take GCSEs summer 2005.

The service is also carrying out a piece of work with looked after children who sat their GCSEs two years ago, to understand what could have happened differently. This is the cohort of pupils whose GCSE results contributed to our poor performance of 15%.

2.4 The performance indicator that measures the educational achievements of those leaving care aged 16+ is identified as a *Key Threshold* indicator which can influence the star rating that we receive. To reach the minimum threshold for this indicator we must achieve a score of at least 25% by the end of March 2005. Performance at the end of October 2004 stood at 20% and we are projecting a result of 26.4% by the end of the March 2005.

3. Developments

- 3.1 A range of support services are in place to support the educational achievement of looked after children. A Homework Club is provided weekly on a Saturday morning and currently fifteen young people are attending regularly. Booster classes are going to be available in the New Year alongside individual tuition to enable young people to maintain progress in specific subjects.
- 3.2 We are also exploring vocational opportunities and training and further education courses for looked after children. Discussions have taken place in relation to Harmony House providing NVQ Hairdressing, Customer Care and Woodwork classes in the New Year. Linked to these programmes Harmony House will provide ESOL sessions for unaccompanied asylum seeking children.
- 3.3 A mentoring scheme transferred into the LACHES Team on the 1 November 2004 from DEAL. All looked after children and young people will have a mentor by March 2005. This will include children placed out of borough.
- 3.4 A group of young people 16 –18 years were taken on a residential activity weekend to focus on self esteem, education opportunities, training and employment. A representative from Gateway was also invited and presented on career opportunities with NHS. As a result, three young people have had interviews with a view to begin training for careers in the NHS.
- 3.5 Links have been forged with the local Chamber of Commerce and several local businesses have agreed to launch a scheme for looked after children that will give them discount on local shopping. The scheme is called COOL DEAL and will be launched in the New Year. The purpose of the scheme is to offer an additional benefit to looked after children who stay in education. It is hoped that this card will boost looked after children's self esteem and reinforce the positive outcomes of staying in education. By forging partnerships with the local business community we may increase access to work placement opportunities for looked after children.

4. Education of Looked After Children

- 4.1 As a result of improved joint working between Social Services, Education and Schools, 97% of looked after children have a Personal Education Plan in place (PEPs) as at the end of October 2004. PEPs will be regularly updated and reviewed to ensure that all our young people are supported continuously.
- 4.2 A programme of training and support for LAC Designated Teachers, Governors, Foster Carers and Social Workers is in place. This is designed to ensure that all professionals involved with young people understand their role in supporting their educational achievement. The first training sessions took place on the 2 November 2004. Further sessions are booked throughout the rest of this year up until July 2005. The response has been excellent and most places are booked up already.
- 4.3 Although we are targeting young people who did not sit their GCSEs in 2004 and who will make a difference to our LPSA target this year, we are also working to ensure that young people in Years 7, 8, 9, 10 and 11 have access to education support so that improved performance can be sustained over years ahead.

5. Health of looked after children

- 5.1 Health and dental checks of looked after children are also a key priority for LACHES. By ensuring that they have health checks, we support them to gain awareness of good health and deal with any existing health related difficulties promptly.
- 5.2 The performance in relation to the health of looked after children (health and dental checks) is 90% as at the end of October. We are in the process of funding an additional Looked After Children Nurse post.
- 5.3 CAMHS is working to provide a dedicated fast track service for looked after children as soon as possible. Although already providing a service to looked after children, this enhanced development will reduce waiting times and provide a more focused service, including consultation and advice for foster carers and adopters.

6. LACHES

- 6.1 LACHES is led by the Service Manager, Looked After Children's Life Chances. This post reports to the Head of Children's Services. It was established in July 2004 to provide effective leadership for the service. The current postholder is on a fixed contract and the post is now advertised.
- 6.2 The LACHES Co-ordinator undertakes the day-to-day co-ordination of the work of the team. The team comprises of three Case Workers, a Looked After Children's Nurse, one and a half Advisory Teachers and a Mentoring Co-ordinator. One full time Administrator supports the team.
- 6.3 Two events (19 and 26 November) have taken place to celebrate the educational achievement of looked after children in Barking & Dagenham. The Children's Champion together with the Directors of Social Services and DEAL presented certificates and awards to young people who achieved GCSEs this year. The Minister for Children attended the celebration event on 26 November. A young person made a short speech at the first event on the 19 November. At the request of the Children's Champion, and with the young person's consent, a copy is attached as an Appendix.

7. Additional Support

- 7.1 In order to deliver against our targets and improve overall performance promptly, we have engaged the voluntary sector project, Fresh Start. Their brief is to:
- help us understand what we could have done differently with the 2002 cohort
 - work with looked after children who did not sit their exams in 2004 and ensure they re-sit exams in June 2005
 - work with looked after children who will sit their exams in summer 2005
- 7.2 Fresh Start worked with young people recently who had achieved in exams so that we could learn from their experiences. Their findings are that education achievement depends on many aspects of the care experience. The number of

moves a young person has and the number of social workers appears to be significant as well as changes in school and additional support with studies. We are currently carrying out a research study to understand how we reduce the number of placement moves for looked after children. Our performance in this area continues to improve.

7.3 Fresh Start will be working alongside LACHES to provide services to support looked after children in education and training. They will oversee the quality of PEPs and provide support to Designated Teachers to ensure that PEP targets are smart and tailored to individual children. Fresh Start will assist in working with groups of young people within the identified cohorts described previously. Fresh Start will also be working with young people making the transition from Year 6 to Year 7.

8. Summary

8.1 The additional resources for LACHES agreed in June 2004 are funding a range of initiatives and incentives to encourage looked after children and young people to stay in education. These include:

- small payment for attendance at booster classes, homework clubs & completing course work on time
- provision of outdoor activity weekends to focus on personal development skills and raise self esteem
- awards for achieving GCSEs
- Individual tuition on a short term basis to support exams
- mentoring scheme for looked after children
- COOL DEAL Scheme
- additional staffing for LACHES
- the work of Fresh Start

Background Papers

- Executive Report 'Education of Looked After Children', 29 June 2004 (Minute 45)

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THE EXECUTIVE**14 DECEMBER 2004****REPORT OF THE DIRECTOR OF SOCIAL SERVICES**

REGISTRATION OF SOCIAL WORKERS BY THE GENERAL SOCIAL CARE COUNCIL	FOR INFORMATION	
<p><i>This report advises Members of the requirement for all staff employed as social workers to be registered with the General Social Care Council by April 1st 2005, implications for the Council and progress in the Department of Social Services.</i></p> <p><u>Summary</u></p> <p>This report provides:</p> <ul style="list-style-type: none"> • A summary of the new government regulations • An update on the position of the Council in ensuring all existing staff are registered • A brief description of the process followed and procedures adopted for all new recruits <p><u>Recommendation</u></p> <p>The Executive is asked to:</p> <ol style="list-style-type: none"> 1. Note the regulations 2. Note progress. <p><u>Reason</u></p> <p>As a Council with Social Services Responsibilities the London Borough of Barking and Dagenham is required to employ professional social workers to discharge its functions and duties. From the 1 April 2005 the term “social worker” will become a protected title and it will be a criminal offence for someone to call themselves social worker unless they are registered with the General Social Care Council.</p>		
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1. Background

- 1.1 The General Social Care Council (GSCC) was established in October 2001 under the Care Standards Act 2000. The role and function of the GSCC is to increase the protection of service users, their carers and the general public by regulating the social care workforce and social work education and training, ensuring that work standards within the social care sector are of the highest quality. The aim is also to promote social care as a high quality profession and an occupation of choice.
- 1.2 The GSCC has a duty to establish and maintain a national register of “social workers”, which will subsequently be extended to other groups in the social care workforce. The process was launched in April 2004 with the establishment of a Social Care Register and the registration of Qualified Social Workers. To be able to register, workers must have an appropriate qualification, commit to uphold the Code of Practice for Social Care Workers and be physically and mentally fit to do their jobs.
- 1.3 From April 2005 the title “social worker” will be protected. It will become a criminal offence for individuals to call themselves a social worker unless they have completed the registration process with the GSCC with a maximum penalty of £5000 fine.
- 1.4 Due to the volume of applications expected, the GSCC subsequently set a deadline of December 1 for applications to be received, and would not guarantee that applications received after this date will be processed before the deadline of 1 April 2005.

2. Purpose of encouraging registration

- 2.1 The Council needed to take active steps to ensure social workers complied with the process of registration. Because of the need to employ social workers to discharge functions in protecting vulnerable children and adults the Council would be open to legal challenge in employing staff in those roles who did not have protected title.
- 2.2 A fully qualified workforce also demonstrates to potential applicants that we are a high quality employer with a commitment to a competent high quality workforce. In addition it will demonstrate to service users and the general public that the service provide by the Council is safe and can be trusted. Social workers are routinely expected to exercise difficult judgements in stressful situations.

3. Process

- 3.1 Social workers are required to complete an application form with details of training undertaken and produce evidence of their qualification and identity which is verified and endorsed by senior staff in the Social Services Department.
- 3.2 There is a more rigorous process for social workers who trained and qualified overseas who also need to write a personal statement and produce detailed evidence to show how they meet the requirements of the Diploma in Social Work (DipSW) awarded in the U.K.
- 3.2 Like most local authorities, Barking and Dagenham adopted a policy of reimbursing social workers for initial registration with the GSCC. The fee for each application processed is £30.00 for social workers who qualified in the UK and £155.00 for social workers who trained overseas.

- 3.3 A member of staff was seconded to support and encourage all social workers who had not yet submitted applications to ensure we were able to meet the deadlines imposed by the GSCC. Regular liaison with the GSCC has also provided up to date verification of applications, and an opportunity to raise individual and general queries.
- 3.4 As the deadline for applications approached the Director of Social Services wrote to individual social workers with a formal instruction to complete their application form. Individual staff with difficulties have been provided with dedicated support and advice through individual sessions, group briefings in workplaces throughout the borough, and through contact with staff at home on maternity leave and long term absence.

4. **Progress to date**

Social Workers employed by the Council	Total number Applied	Remaining	Percentage Completed
142	139	3	98.5%

A verbal update will be provided at the Executive.

5. **New Starters and Agency Staff**

- 5.1 All new staff will need to provide evidence that they have applied for registration or are already registered as part of the recruitment process.
- 5.2 All approved agencies have been contacted to ensure their staff will be registered by April 2005. All agency staff employed after this date will need to produce evidence of registration.

6. **Financial Implications**

- 6.1 The cost of reimbursing applications this financial year will be a maximum of £7230 which will be managed within existing resources. Individual social workers will be responsible for ongoing fees of £30.00 per year which will be eligible for tax relief.

7. **Workforce Implications**

- 7.1 Every 3 years social workers will be required to submit evidence of further professional development. This will be supported through a well developed programme of accredited training and development opportunities, and personal development folders linked to the appraisal process. Ultimately, however, individual social workers will be responsible for ensuring they keep their own record of training and development.

8. **Conclusion**

- 8.1 The registration of all social workers with the General Social Care Council will provide Barking & Dagenham with a high quality professional workforce. In turn this will help to raise the status of the profession in the eyes of service users and the community.

- 8.2 The Council has an enviable track record of supporting development of social workers through a comprehensive training programme. The ongoing requirement to maintain evidence of continued professional development will stand the local authority in a good position as the employer of choice in a traditionally difficult employment market.
- 8.3 The Council will continue to focus on the continued professional development by holding an Annual Social Work Conference. The first one was held in spring this year and was well attended by over 100 social workers. The keynote speaker was Margaret Hodge, MP.

Background Papers:
Care Standard Act 2000

THE EXECUTIVE

7 DECEMBER 2004

REPORT OF DIRECTOR OF CORPORATE STRATEGY

REVIEW OF THE RACE EQUALITY COUNCIL (REC) AND ETHNIC MINORITY PARTNERSHIP (EMPA)	FOR DECISION
<p><i>This review was requested by TMT and its findings to be reported to the Executive.</i></p> <p>Summary</p> <p>This report conveys the findings of a review of the REC and EMPA, conducted jointly by the Council's Community Development Manager and Corporate Equalities and Diversity Adviser, to examine options for the future development and funding of these key voluntary aided organisations.</p> <p>The report covers the following areas:</p> <ul style="list-style-type: none"> • The views and concerns of both organisations • The main findings of the review (in terms of focus, governance, reputation, added value and external matters) • The possible funding options • Finances • Conclusions <p>The report emphasises the necessity of effecting planned change in order to avoid serious dislocation, damage to community relations and distancing the Council from key BME communities. Following the review and extensive consultation with TMT, the Race Equality Council (REC), the Ethnic Minority Partnership Agency (EMPA) and the Council for Voluntary Service (CVS) it is recommended that (Option 2) be adopted. This option recommends that EMPA should be merged into a reconstituted CVS and there should be closer coordination with the REC on joint activities, projects and use of resources.</p> <p>The review team's recommendation is that option 2 is the best long term option of the three outlined the report. The report contains the responses of stakeholder organisations to the proposals arising from the review.</p> <p>Recommendations</p> <p>That the Executive agrees the report, on the basis of pursuing option 2 and that an action plan, with time-scales, is developed for implementation.</p> <p>Reason</p> <p>To advise the Executive of the findings of a review of the Race Equality Council (REC) and the Ethnic Minority Council (EMPA) and make recommendation with regard to the future development and funding of both organisations.</p>	

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1. Introduction

- 1.1 The Council's Community Development Manager and Corporate Equalities & Diversity Adviser were jointly charged with the task of conducting a review of the borough's two main funded BME umbrella groups, the REC and EMPA.
- 1.2 The purpose of the review was to make recommendations to TMT and the Executive as to how we can most effectively support the delivery of high quality services to the BME communities in Barking & Dagenham.

2. The Process

- 2.1 As part of the review process we have:
 - Assembled and analysed both organisation's business plans and other key strategic documentation, including their respective Mission Statements
 - Examined both organisation's funding applications
 - Circulated a list of key strategic question that we asked both organisations to respond to
 - Convened individual meetings with the Chief Officers of both organisations
 - Convened a joint meeting with both Chief Officers
 - Convened separate consultation meetings with REC, EMPA and CVS to discuss the findings of the review
- 2.2 As a result of this process, the Review team has reached a number of conclusions regarding the future funding of these organisations and the wider development of the BME voluntary sector in the borough.

3. The Initial Views and Concerns of Each Organisation

3.1 REC

The REC put forward the case that both organisations should continue to be funded by the borough. It was argued that there is inevitable overlap between the work of the organisations and that the BME communities should have a choice concerning which of the two agencies they preferred to go to.

Pushed on the issue of the REC's high level of casework, the Chief Officer of the REC denied that her organisation had a special remit in this area and asserted that they maintained a significant 'street level' community development and outreach role.

3.2 EMPA

EMPA restated that they wished to establish a Partnership Agreement with the Council. A major imperative was the fact that the organisation's current lottery funding was due to end this year.

The Review Team raised the issue of the extremely high accommodation costs (£30,000 per annum) that the Council were currently funding. EMPA acknowledged that the organisation's current accommodation costs were too high and agreed to relocate to more reasonable and appropriate offices.

4. Main Findings

4.1 The main findings of the Review can be summarised as follows:

4.1.1 Focus

- Both organisations have developed connections and networks with different BME communities
- EMPA tend to have strong links with the African and Afro-caribbean communities, whilst the REC have a particular remit with the more newly arrived communities

4.1.2 Function

- Both organisations have a community development/outreach role, but the REC also carries out a major casework function (500 cases per annum)
- EMPA has no major casework role and tends to sign post clients to other advice agencies

4.1.3 Governance

- There is no united voice for the BME communities in Barking & Dagenham
- EMPA have made good progress in making its Management Committee more representative of the BME communities and in terms of gender balance
- The REC Management Committee is long established and is balanced in terms of gender and BME Communities
- There was little evidence of joint project work, planning or co-operation, formal or informal
- There was no evidence of rationalisation and best use of resources

4.1.4 Reputation

- EMPA had a very professional image with the major agencies, but outputs need to be improved and more clearly defined
- From our experience of working with the REC, it would appear that the organisation has a good reputation in the community, but had something of a reputation problem with the major agencies including the Council.

4.1.5 Added Value

- The work of the REC had been absolutely vital to the Council in developing and consulting on its statutory Race Equality Scheme
- The casework role of the REC is important, because it has developed to meet a need which is not being met locally by other agencies (i.e. the absence of the Law Centre)
- EMPA has developed a good working relationship with some BME groups and has supported them in making external funding applications

4.1.6 External Matters for Consideration

- Any decision to cease funding to one of the organisations needs to be considered very carefully in terms of its impact locally with BME communities
- The REC has been successful in securing Home Office monies under the Connecting Communities funding regime. The CRE is being merged in to a new Equalities Commission and it is unclear, at this time, whether the new Commission will fund local organisations.

5. **Possible Funding Options**

5.1 The Review Team identified the following three options:

Option 1

Continue to fund both organisations and give them parity. Establish a line of demarcation between the organisations and fund accordingly. This could be EMPA - Community development & representation and REC – Case work and representation. This option would also require both organisations to rationalise and co-ordinate their activities, projects and use of resources.

Option 2

EMPA is merged in to a reconstituted CVS. This would mean EMPA being a unit within the framework of CVS. EMPA's funding to be included in the CVS grant award. REC continues to deliver existing services but there is a requirement for closer co-ordination between REC and EMPA on joint activities, projects and use of resources.

Option 3

Rationalise existing services within one of the organisations and, at some juncture, cease to support the other.

6. **Finances**

6.1 The Executive have agreed grant applications from REC and EMPA for the following amounts for the current year, 2004/05:

REC	£57,000	
EMPA	£41,000	(£30,000 accommodation costs & £11,000 to pick up shortfall at the cessation of Lottery funding)

6.2 The review recommendation is that Option 2 be adopted and implemented as soon as practicable. This option will effect a long term assimilation of EMPA in to the structure of the CVS. In the shorter term, both EMPA and REC will be asked to address the issues identified by the Review. This includes the following:

- Addressing the recommendations arising from the review that pertain to each organisation and them both jointly
- Much closer co-ordination of work and resources
- Aligning work to the Council and Partnership's strategic objectives, with SMART targets and specific outcomes
- EMPA moving to more suitable accommodation

In particular, it will be stipulated to EMPA that they must relocate to different offices and any award made will automatically be inclusive of the £30,000 accommodation costs, whilst they remain in their current office accommodation.

The grants budget for 2005/6 will be under considerable pressure. It is unclear; as yet what level each organisation will receive next year. A recommendation will be made to Members as part of the overall grant allocation process in March 2005.

7. **Feed back from Stakeholder Consultation**

The following verbal responses have been received as follows:

REC

The REC gave in principle support for option 2

EMPA

EMPA gave in principle support for option 2

CVS

The CVS at this stage does not wish to support any option but saw the merits of the proposed new relationship with EMPA. However, in looking at option 2 they stipulated the following points:

- The CVS do not want be seen to interfere in the internal management structures of other organisations
- They require a commitment that in effecting the changes, both in terms of individual casework and developing networks and partnerships, this work with BME and emerging communities is not down graded nor resources cut

8. Conclusion

- 8.1 The Review Teams view is that option 3 should not be pursued. To cease funding for one of the organisations would cause serious dislocation, damage community relations and potentially distance the Council from key local BME communities.
- 8.2 Grants are awarded annually, therefore any recommendation to increase the grant allocation for these organisations, will have to be considered in the overall context of priorities and financial pressure year on year.
- 8.3 Similarly, option 1 should be rejected. The final view of the Review Team is that the best long-term option would be via option 2, assimilating EMPA in to the structure of the CVS and promoting greater cooperation between EMPA and the REC on areas of joint work.
- 8.4 In agreeing the report, officers should meet with stakeholder organisations to draw up an action plan for implementing option 2 within a viable time-scale. A further progress report will be submitted to the Executive in six months and, in the interim, the action plan will be monitored by the Review Team.
- 8.5 An additional, issue that has emerged from the Review, that requires further detailed examination, is the heavy advice caseload currently being delivered by the REC and the degree to which this needs to be planned and co-ordinated with other advice agencies such as the Cabx service.

9. Consultation

Consultation has taken place with; -
TMT
Director of Corporate Strategy John Tatam
Head of Policy Naomi Goldberg
Executive member Councillor H Collins

Background papers

- REC and EMPA Business plan and Mission statement

THE EXECUTIVE**14 DECEMBER 2004****REPORT OF THE DIRECTOR OF EDUCATION, ARTS AND LIBRARIES**

DEPARTMENT OF EDUCATION, ARTS AND LIBRARIES CAPITAL PROGRAMME REALIGNMENT OF FUNDING FOR 2004/05	FOR DECISION	
<p><i>This report concerns changes to the current Capital Programme and virements which is reserved by the Scheme of Delegation in the Constitution to the Executive.</i></p> <p>Summary</p> <p>Since the original Capital Programme was approved on 24 February 2004 (<i>Minute No. 306 refers</i>) there have been a number of developments which have impacted on the delivery of individual schemes within the Capital Programme. This report sets out to highlight those schemes identified and to manage the associated risk delivery. For each of the schemes identified, there is a small paragraph providing the Executive with an overview of the project combined with a financial proposal. The Executive is asked to consider each scheme and to approve action as detailed.</p> <p>Wards Affected: The Council's Capital Programme is diverse and affects all Wards.</p> <p>Recommendations</p> <p>The Executive is asked to agree the recommendations outlined in the report which impact on the delivery of the Capital Programme. In summary these are:</p> <ol style="list-style-type: none"> 1. To reduce expenditure in the Capital Programme 2004/05 on DEAL schemes by £9,590,583; 2. To agree the delay of this expenditure amounting to £9,590,583 to 2005/06 financial year; 3. To approve the changes to budgets set out in the report and amounting to £279,769, of which £263,000 are virements with savings of £8,279. <p>Reason</p> <p>To enable continuity and ensure the delivery of the Capital Programme as well as to assist the Council in achieving the Community Priorities of 'Regeneration of the Local Community', 'Better Education and Learning for All', 'Making Barking and Dagenham Cleaner, Greener and Safer' and 'Raising General Pride in the Borough'.</p>		
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1 Background

- 1.1 As part of the Council's continued capital investment in school buildings, and other DEAL environments, the Executive approved a number of schemes at its meeting on 24 February 2004 (*Minute No. 306 refers*) which were due to commence during the 2004/2005 financial year.
- 1.2 This report incorporates schemes approved within the current financial year and those that have been rolled forward from previous years, in order that the delivery of the programme can be managed through changes that are necessary in relation to the financial management of the overall programme.

2. Proposed Changes

- 2.1 Since the original 2004/2005 Capital Programme was approved for schemes in the Department for Education, Arts and Libraries, there are a number of approvals and adjustments that the Department would like to request.
- 2.2 Approval is sought to reprofile budgets in accordance with Appendix A to this report. This will reduce expenditure on Education, Arts and Libraries capital schemes by £9,590,583 in the current year. The rationale for this reduction is set out in the following paragraphs which describe each scheme affected.

3. Details Of Individual Schemes

3.1 Monteagle Primary School

The physical work on site at the school was completed in March 2004 and is, therefore, mostly a charge against last year's budget. A small sum of money amounting to £10,521 will need to come from the budget available of £73,000 in the current year. A saving has, therefore, been achieved on this project of £62,479.

3.2 John Perry Nursery

This project was designed to replace the temporary nursery facility provided at the school which was a dilapidated wooden structure. Through partnership funding with Neighbourhood Nurseries, a replacement has been provided. A very modern eye-catching and practical building has now been constructed. However, during the course of construction, there were some problems and a £16,000 overspend is projected on this project.

3.3 Jo Richardson Community School Temporary Site

Work to provide temporary accommodation at Cannington Road to house 720 young people until September 2005 was completed two years ago. There was a small residual amount of £10,000 to be met from the budget in the current year, but the balance of £139,300 represents a saving on the estimated original costs.

3.4 LEA Liability – Fair Funding

There has been a reduction in the funding available to the LEA this year from the DfES and, as a consequence, more demand on the available resources. Work to increase the classroom accommodation and move some demountables within the site at Gascoigne Primary to address suitability and sufficiency issues, has been more costly than originally budgeted for. The additional works amount to £50,500.

3.5 Acorns II Pre-school Provision

Work on the main building for Acorns II has been completed and opened. It is estimated that from the original budget of £400k for the scheme, around £70k is available as savings were achieved on the project.

3.6 Beacon Youth Club

This project was designed to provide an improved facility for community use and bring together youth workers across the Borough into an administrative centre as well as providing rehearsal facilities for drama groups. The cost that the budget set aside was £1,000,600. However, there have been complications with the construction on site, notably additional costs for steelwork, establishing a party wall agreement, security issues which have been advised on and increased costs on fees associated with this. The total anticipated overspend is £90,000. The overspend could be offset against underspending elsewhere in the Programme. Officers are also trying to secure financial grant support from the London Marathon Trust. A decision on this will not be known until mid-December 2004.

3.7 A13 Arts Lottery Funding

3.7.1 Following a review of Capital Programme expenditure by Arts Council England, it was agreed that A13 Artscape would not be completed as per the original grant agreement. This was to allow £1million of the grant plus LBBB match funding to be made available to commission a major landmark artwork of national status. Following agreements in writing and presentations by Officers and colleagues at English Partnership, the Arts Council are currently reviewing the potential of this project in the borough.

3.7.2 If the project proceeds as desired, the grant and match funding will be allocated to this new project for expenditure between 2005 and 2007. There is £104,500 of LBBB capital monies set against the landmark artwork project.

3.7.3 Of existing funds allocated to competing A13 Artscape, in excess of £200,000 has been set aside for potential contractual claims that have yet to be submitted to us, and until such time as we receive these it is difficult to programme an accurate spend profile. There are a number of projects that

are coming to completion by end of year and it is estimated that these will come in under budget. As the grant is available by 'draw down' only, any remaining funds will stay held within ACE treasury.

3.7.4 A broad estimate is that of the remaining budget (inclusive of external and internal funds) an expenditure of £751,976 will be achieved by end March 2005, with a carry over of £1,229,024 set against the Landmark Artwork project. The intention is to submit a two stage application; stage one to access funding to undertake research and feasibility for a landmark artwork at Barking Reach and stage 2 to realise the project.

3.7.4 The timescales for the application will be set by ACE but the stage one is anticipated to be required by January for a result in March 05. If this date is agreed, it is anticipated that the stage one process will have a budget of some £130,000 to be completed by July 05. The second stage will follow accordingly and require a similar timeframe for review of some 3/4 months. A broad estimate of completion is end 2007.

3.7.5 If the application is unsuccessful, the £1m capital from ACE will remain within Arts Council treasury and the LBD match funding will be spent on an alternative project that meets the aims of the Cultural and Regeneration Strategies by the end of September 2005.

3.8 Education Shape Up

The original budget in the current year was £450,000 and the intention was to deal with a number of schemes in schools which had been identified through the Asset Management Plan. However, due to an over-commitment in previous years, the Director of Finance advised that the budget has been reduced to £343,000. We have, however, already made commitments of £390,000 in order to get schemes commenced and completed where we can during the Summer recess. This will mean we have a £47,000 potential overspend. With the funds now identified as potential savings on other schemes, agreement is sought to re-invest savings from other schemes up to £107,000, taking the budget back to £450,000.

3.9 Warren Comprehensive

This scheme is designed to improve accommodation at the school, addressing some of the shortfall that the Headteacher had identified as being necessary if we are to achieve the delivery of the curriculum. The Executive will be aware that we are currently without a Headteacher and we have an Acting Headteacher at the present time at the school. Whilst it is appropriate to move ahead with around £500,000 of expenditure in changing the front entrance and administration block, we are in need of revisiting the original aspirations for the school with the Acting Headteacher and, hopefully, with the new Headteacher once appointed. It is suggested that in the current year, rather than spending £1,011,127, we will spend £400,000. The balance of £611,127 is not likely to be expended until 2005/2006.

3.10 Sydney Russell Comprehensive

This scheme is designed to provide a new technology facility for Sydney Russell, some of which is currently being taught in poor quality accommodation. There

have, however, been delays in getting the project on site. The contractor has now been appointed but a revised profile of spend will be only £1,702,000 in the current year. The balance of £566,000 will be expended with the budget planned for 2005/06 of £566,000, making a budget figure of £1,132,000 in 2005/06.

3.11 City Learning Centre – Eastbrook

The original budget for this scheme was £340,000. However additional funding through external grant has been secured from the City Learning Centre Capital Budget. The Scheme was reported to the Executive on 15 June 2004 and the award of a contract to Bensons Ltd in the sum of £348,522 was approved. Add to this the cost of fees and a small contingency, the budget needs to be revised to £425,000 which is all funded from external grant.

The spend profile will be as follows:

2003/04	£19,155	Actual
2004/05	£405,845	Projected

3.12 Roding/ St Teresa's Dining Facility

This project has been part of the Capital Programme now for over two years and we have been trying to negotiate with the two schools, one of which is Voluntary Aided, in order that we can get the agreed scheme. The budget is £763,253 for these schemes and we now have an agreement on how to move forward. However, we have lost some valuable time and the current profile of spending of £763,000 will not be achieved in the current year. Of the £800,000 budget, £10,970 was spent in previous years on fees; the balance will be spent as follows:

2004/05	-	£256,000
2005/06	-	£533,030

3.13 Barking Abbey

3.13.1 This project is on hold awaiting the outcome of the bid made to the DfES for investment support under the Building Schools for the Future programme. The outcome of that bid should be notified to the Council in November 2004 as the programme has slipped from the intended April 2004 date due to the Government's spending review.

3.13.2 As progress cannot be made at this time, the Executive is asked to delay any proposals to 2005/06 and reprofile the expenditure accordingly.

3.14 Barking Abbey Phase 5

This project is on hold due to the delays outlined in 3.13 above. The project should be re-phased to 2005/06.

3.15 Barking Abbey Phase 6

3.15.1 This project is on hold due to the delays outlined in 3.13 above. The project should be re-phased to 2005/06.

3.15.2 It is suggested that for all of items 3.14 to 3.16 that these budgets are merged and described as "Support for BSF Programme" rather than a specific school.

3.16 **Barking and Dagenham Training**

This project is on hold pending the identification of a suitable alternative location which is currently being explored. The project will not achieve the anticipated spend but will only utilise £50,000 in the current year.

3.17 **New Dagenham Library**

The Executive has received reports about the development of the new Dagenham Library and has previously agreed that there is only likely to be about £90,000 expended in the current year. The balance of £560,000 will not be used until 2005/06 or when a suitable site is identified and secured.

3.18 **South Dagenham Arts Complex**

This project is on hold until a suitable site can be identified.

3.19 **Projects Summary**

A number of the schemes identified above have been on hold since the start of the financial year and have not been approved by either CPMO or TMT to proceed because of the reasons given in items 3.13, 3.14, 3.15 and 3.18.

4. **Consultation**

4.1 This report has been compiled following consultation with:

Joe Chesterton	-	Head of Financial Services
Paul Pearson	-	Head of Finance - DEAL
Jim Mack	-	Head of Asset Management and Development - DRE
Ivor Sheehan	-	Manager CPMO - DRE

Background Papers

Council's Capital Programme approved by the Executive on 24 February 2004 (*Minute 306 refers*).

CAPITAL PROGRAMME REALIGNMENT OF FUNDING FOR 2004/2005

Paragraph Reference	Project	Current Budget 2004/5	Proposed Budget 2004/5	Proposed Budget Changes 2005/6 [Additions]	Changes (+/-) to original budget	Funding Route	
						Internal	External
3.1	Monteagle Primary School	£ 73,000	£ 10,521		£ 62,479	£ 62,479	
3.2	John Perry Primary School	£ 20,000	£ 36,000		-£ 16,000	-£ 16,000	
3.3	Jo Richardson Community School Temporary Site	£ 149,300	£ 10,000		£ 139,300	£ 139,300	
3.4	LEA Liability - Fair Funding	£ 150,000	£ 200,500		-£ 50,500	-£ 50,500	
3.5	Acorns II Preschool Provision	£ 154,000	£ 84,000		£ 70,000	£ 70,000	
3.6	Beacon Youth Club	£ 889,000	£ 979,000		-£ 90,000	-£ 90,000	
3.7	Arts Lottery Funding A13	£ 1,981,000	£ 751,976	£ 1,229,024	£ -	£ -	
3.8	Education Shape Up	£ 343,000	£ 450,000		-£ 107,000	-£ 107,000	
3.9	Warren Comprehensive	£ 1,011,127	£ 400,000	£ 611,127	£ -	£ -	
3.10	Sydney Russell Comprehensive	£ 2,239,000	£ 1,702,000	£ 537,000	£ -	£ -	
3.11	City Learning Centre - Eastbrook	£ 321,000	£ 405,845		-£ 84,845	-£ 84,845	
3.12	Roding/St Teresa	£ 763,253	£ 256,000	£ 507,253	£ -	£ -	
3.13	Barking Abbey	£ 3,000,000	£ -	£ 3,000,000	£ -	£ -	
3.14	Barking Abbey Phase 5	£ 33,179	£ -	£ 33,179	£ -	£ -	
3.15	Barking Abbey Phase 6	£ 1,413,000	£ -	£ 1,413,000	£ -	£ -	
3.16	Barking and Dagenham Training	£ 750,000	£ 50,000	£ 700,000	£ -	£ -	
3.17	New Dagenham Library	£ 650,000	£ 90,000	£ 560,000	£ -	£ -	
3.18	South Dagenham Arts Complex	£ 1,000,000	£ -	£ 1,000,000	£ -	£ -	
Totals		£ 14,939,859	£ 5,425,842	£ 9,590,583	-£ 76,566	£ 8,279	-£ 84,845

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THE EXECUTIVE

14 DECEMBER 2004

REPORT OF THE DIRECTOR OF FINANCE

IMPLEMENTING E-GOVERNMENT STATEMENT (IEG)	FOR DECISION	
<p><i>This report concerns the spending of Implementing E-Government (IEG) grant monies in order to achieve Priority Outcomes as set by the Office of the Deputy Prime Minister (ODPM). This is a matter reserved to the Executive.</i></p>		
<p>Summary</p>		
<p>This report sets out the Council's expected position at December 2005 in meeting e-government targets set out by the ODPM in July 2004 as 'Priority Outcomes'. The Grant to the Council of £150,000 in 2005/06 is contingent upon the ODPM being satisfied with the Council's progress against defined 29 'required' and 25 'good' priority outcomes and the submission of the Implementing IEG Statement which also defines progress made on achieving 100% of providing services electronically by December 2005. (BVPI 157).</p>		
<p>A further report to The Management Team will prioritise the priority outcomes to be actioned and identify funding and budget requirements and where appropriate make recommendations to the Executive.</p>		
<p>Wards Affected - All</p>		
<p>Recommendations</p>		
<p>The Executive is asked to:</p>		
<ol style="list-style-type: none"> 1. Agree to the submission of IEG Statement (4) to the ODPM on 20/12/04 (and note that Section 6 is to be completed); 2. Note the current corporate position in achieving 100% of providing services electronically (BVPI 157) as being defined as 53.36% in 2004; 3. Agree funding from IEG money allocated by ODPM of £350,000 for actioning priority outcomes 2004/05 and £150,000 for 2005/06; and 4. Consider if resources should be allocated for priority outcomes as part of the 2005/06 budget setting process. 		
<p>Reason</p>		
<p>To achieve the Government's performance indicator of 100% of council services (where practicable) to be accessible electronically by April 2005.</p>		
<p>Contact Officer: Sarah Bryant</p>	<p>Head of Information Management & Technology</p>	<p>Tel: 020 8227 2015 Fax: 020 8227 2060 Minicom: 020 8227 2413 E-mail: sarah.bryant@lbbd.gov.uk</p>

1. Background

- 1.1 The Government has set a performance indicator of 100% of council services (where practicable) to be accessible electronically by April 2005 (BVPI 157). Since 2001/02 councils have received a total of £850,000 in successive Implementing Electronic Government (IEG) grants to help to achieving this target.
- 1.2 On 29 April 2004, ODPM published a list of Required, Good and Excellent Priority Outcomes which are to form the basis for eligibility to IEG funding in 2004/05 and 2005/06 totalling £500,000 (£350,000 and £150,000 respectively). The list of 'Excellent' outcomes is only relevant to those authorities which have substantially completed the process of e-enabling their services and are not sufficiently challenged by the 'Required' and 'Good' lists: LBBB does not fall into this category. LBBB are focusing on achieving the required outcomes.

2. Implementing E-Government Statement

- 2.1 To obtain the IEG funding of £350,000 in 2004/05, a position statement as at 1 April 2004 was submitted to ODPM by the due date of 14 June 2004. Funding has now been granted by ODPM which is to be used to enable the priority outcomes to be achieved.
- 2.2 To enable this funding (and further funding) to be allocated across the Council where needed, all services have been asked to indicate what plans they have to achieve the Required and Good outcomes by December 2005, and to highlight any gaps, issues or problems in doing so, including funding and resourcing issues. The 'traffic light' assessment process has been used where:
 - Red = work at research, planned or primary stage;
 - Amber = projects have been approved and are being implemented;
 - Green = work has been actioned and achieved.
- 2.3 This Gap Analysis indicates that several Priority Outcomes will not be achieved unless action is taken – either decisions or resourcing or both. In terms of the ODPM's traffic light system:

by 31/5/05 13 Red, 26 Amber, 15 Green

by 31/12/05 7 Red, 25 Amber, 22 Green

by 31/3/06 2 Red, 18 Amber, 34 Green

The key aim is to ensure that the provision of the priority outcomes achieve 'Green' status. However, those priority outcomes at Amber stage are due to projects and programmes being implemented but not achieving 'live' status.

- 2.4 The IEG Statement (see Appendix 1) to be submitted to ODPM on 20/12/04 also details that LBBB has only achieved 54% of meeting the Electronic Government Agenda and that much work needs to be undertaken to achieve 100%.

3. Proposals

- 3.1 An e-government programme to deliver the priority outcomes, improve access to information and services and continuously drive the achievement of BVPI 157 will be based on IEG 4 priority outcomes and the gaps in BVPI 157. Departmental IM+T Managers have been working and will continue to work with departments to establish, determine, drive forward and implement the priority outcomes in line with both corporate and departmental priorities and business needs. This will ensure the programme is managed, reviewed, monitored and evaluated across the Council.
- 3.2 The £350,000 from IEG3 is to fund some of the priority outcomes with further funding of £150,000 to fund the priority outcomes and the infrastructure needed to support and underpin the development of the e-agendas.
- 3.3 A further report will identify the key priorities along with resource allocation and requirements, once further funding has been secured from ODPM. Additional funding will be needed and prioritised and will be detailed in a further report.

4. Consultation

- 4.1 The following people have been consulted in this Report.
 - IM+T Departmental Managers
 - Heads of Service
 - The Management Team
 - Councillor M McCarthy
 - Finance Officers

Background Papers used in the preparation of this report:

IEG3 Statement

Reports on Customer First

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THE EXECUTIVE**14 DECEMBER 2004****REPORT OF THE DIRECTOR OF HOUSING AND HEALTH**

HOUSING LANDLORD ANTI-SOCIAL BEHAVIOUR STRATEGY	FOR DECISION
<p><i>This report includes recommendations on issues, which are the Executive's responsibility as the Strategy is published Borough wide by the Council.</i></p>	
<p><u>Summary</u></p>	
<p>The purpose of this report is to present the final draft of the proposed Anti-Social Behaviour Strategy from the Landlord's perspective. The Strategy has been developed with careful consideration of the Council's overall strategy for tackling Antisocial Behaviour and in particular how we will work with the Police through the New Crime and Antisocial Behaviour Unit. Included in this report are the details of the consultation process with tenants and stakeholders. The report seeks Executive approval for the Anti-Social Behaviour Policy and Procedures, and the Strategy for their publication. This document does not seek to set or amend the Council's overall direction on Anti Social behaviour but is required to summarise their position as a housing landlord.</p>	
<p><u>Wards Affected</u> – All wards</p>	
<p><u>Recommendation</u></p>	
<p>The Executive is asked to:</p>	
<ol style="list-style-type: none"> 1. Agree to the wording and content of the Anti-Social Behaviour Policy, Procedures set out in the Strategy at Appendix A; and 2. Approve the publication of the Anti-Social Behaviour Policy, Procedures and a summary of these, as outlined in the publication strategy. 	
<p><u>Reason</u></p>	
<p>The Council as a Social Landlord is required by the Anti-Social Behaviour Act 2003 to publish its policy and procedures in relation to anti-social behaviour (including a summary of these) by the 31st December 2004. The Anti-Social Policy and Procedures are required to include the anti-social behaviour policy of the Council as a landlord, and outline how reports of anti-social behaviour will be dealt with by Landlord Services; including what action will be taken to resolve anti-social behaviour and the time-scales staff work to.</p>	
<p>This document clearly defines the role of Landlord Services in tackling anti-social behaviour in the Borough and with the new Conditions of Tenancy significantly strengthens the Council's position in regards to dealing with anti-social behaviour.</p>	

Contact: Roger Phillips	Head of Housing Customer Services	Tel: 020 8227 2827 Fax: 020 8227 5705 Minicom: 020 8227 5755 e-mail: roger.phillips@lbbd.gov.uk
Jim Ripley	Head of Landlord Services	Tel: 020 8227 3738 Fax: 020 8227 5705 Minicom: 020 8227 5755 E-mail: jim.ripley@lbbd.gov.uk

1. **Introduction**

- 1.1 Barking and Dagenham have had published procedures for Landlord Services since 1996, including clear procedures for how anti-social behaviour is dealt with. These procedures were agreed with residents and Council members via the (then) Area Contract Panels.
- 1.2 The Anti-Social Behaviour Act 2003 requires all social landlords to publish an Anti-Social Behaviour Policy (and Procedures) in order to make social landlords accountable for the way in which they deal with ASB.
- 1.3 Landlord Services has taken this opportunity to up-date their Anti-Social Behaviour Policy and Procedures.
- 1.4 The new ASB Policy and Procedures, when coupled with the new Conditions of Tenancy, make the responsibilities of officers and residents clear to all. This will strengthen the Council's position in regards to dealing with anti-social behaviour.

2. **Background**

- 2.1 The Anti-Social Behaviour Act 2003 received Royal Assent on the 20th November 2003. Section 12 places a legal obligation on all social landlords to publish an anti-social behaviour policy, related procedures and a summary of these documents by the 31st December 2004.
- 2.2 The Office of the Deputy Prime Minister has published guidance on what the document should contain. This document should contain information on:
 - Support for complainants
 - Action against perpetrators
 - Policies and procedures for dealing with complaints of ASB, harassment (including racial harassment) and domestic violence
 - Details of multi-agency working
 - Cross tenure issues
 - Data protection and information sharing
 - Prevention of ASB and rehabilitation of offenders
 - Training staff

- 2.3 The document must also give due consideration to all the various Acts and legislation to ensure compatibility. This guidance has been taken into account when drafting the Policy and procedures

3. Consultation

- 3.1 On the 16th July 2004 Landlord Services contacted all Community Housing Partnership board members and other stakeholders (the police, Fire Brigade, voluntary agencies, other Council Departments and other social landlords working in Barking and Dagenham) advising that the Council as a landlord was publishing its Anti-Social Behaviour Policy and procedures, and asking for comments on the existing policy and procedures. An article was also placed in Citizen Magazine in August asking for comments from residents.
- 3.2 Comments were received requesting that a structure chart was included to make it clearer how the Council worked with its partners. Comments were also made in regards to giving clear contact details for residents. All responses were taken into account when drafting the Policy and Procedures.
- 3.3 Consultation responses on the new Conditions of Tenancy were also examined, as the letter sent to all residents drew attention to the revisions around anti-social behaviour.
- 3.4 The responses from this consultation raised concerns in regard to leasehold and freehold enforcement being as pro-active as tenancy enforcement. These comments were taken into account when drafting the Anti-Social Behaviour Policy and Procedures, and the document clearly defines the Council's role in this regard.

4. Publication Strategy

- 4.1 Members agreement is sought for the following:
- Publish a sufficient number of copies of the Anti-social Behaviour Policy and Procedures (full document) by the 31st December, so that these can be held at all Community Housing Offices, used by staff and are available to be viewed by residents and other interested parties
 - Publish sufficient copies of a summary of these documents to be distributed with the Conditions of Tenancy, which go to every tenanted household in the Borough. The Conditions of Tenancy will be distributed in January 2005.
 - Additional copies of the Summary document to be available at all Community Housing Partnership Offices, and the local media to be used to draw residents' attention to this: to meet the requirement that the Summary document is available to anyone who requests a copy

5. Costings

- 5.1 The publishing of this document is to be funded from the HRA.

6. Review Process

- 6.1 The Office of the Deputy Prime Minister's guidance on producing an Anti-Social Behaviour Policy and associated Procedures specifies that the document should contain regular reviews of the policy and procedures. The policy and procedures will be reviewed with our partners through the Community Safety Strategic Partnership by the 31st March 2005, and then annually on this date thereafter.

SUMMARY of BARKING AND DAGENHAM'S ANTI SOCIAL BEHAVIOUR POLICIES and PROCEDURES 2004

Introduction

In line with the Anti-social Behaviour Act 2003, the Office of the Deputy Prime Minister (ODPM) has made it a requirement that by 31st December 2004, every landlord must publish a document that establishes how it intends to deal with anti social behaviour. This document is required to outline the aims and objectives of the Council as a landlord, the procedure officers will use to deal with ASB, and the new tools and good practice now available.

This is a summary of our Anti-social Behaviour Policy and Procedures. The full document is available from Community Housing Offices for a nominal fee.

Statement

In Barking and Dagenham the Council is totally committed to challenging and stamping out every kind of anti social behaviour - from noise nuisance in our homes to the appalling consequences of hate crime and discrimination, our attitude of zero tolerance remains the same.

As a Council and particularly as a Landlord we acknowledge that it is the behaviour of a small minority that persistently spoils things for the majority and that by setting out our policies, clearly and openly, residents and visitors to the Borough will know what we expect of them and what they can expect of us if they misbehave in the Borough.

The Council fully acknowledges that it cannot tackle the problem alone and works closely with its partners on the Community Safety Strategic Partnership, not only in fighting anti social behaviour but in engaging young people and diverting them towards alternative activities. The Council also uses the widest range of tools available. These will be set out in more detail later in this document.

Definition of Anti Social Behaviour

In Barking and Dagenham we use two definitions of Anti-Social Behaviour depending on the type of behaviour involved.

- Housing Act 1996 – S.153 A(1) provides that “**ASB is conduct which is capable of causing nuisance or annoyance (even if no complaint has been received) and which directly or indirectly relates to or affects the landlord’s management of its housing stock**”.
- Crime and Disorder Act 1998 – S1(1) “**acting in an anti-social manner as a manner that caused or was likely to cause harassment, alarm or distress to one or more persons not of the same household as the perpetrator**”

Anti social behaviour also includes harassment and nuisance. Harassment is where someone intimidates or harms an individual or group. Nuisance is where someone interferes with others right to quiet enjoyment of their home.

Racial Harassment and Other Types of Harassment

Barking and Dagenham Council recognises that harassment targets people on particular grounds and is usually deliberate. It is distinct from and should not be confused with neighbour disputes, general nuisance and other forms of Anti-Social Behaviour. The council will take legal action against any tenant, lessee or owner-occupier found harassing a person because:

- They belong to a racial and / or ethnic minority group, and / or they are:
- Disabled
- People with mental health problems
- People with learning difficulties
- Lesbian, Bi-sexual, Gay, Transgender and Transsexual (LBGTT)
- People with HIV / AIDS / IDS
- Because of their faith or religious beliefs

We will work closely with the police and other recognised groups to combat harassment. Specific policy documents are available on how the Council deals with racist incidents and racial harassment, which is the most common form of harassment.

Domestic Violence

We also consider Domestic Violence to be a form of anti social behaviour.

Domestic violence is essentially a pattern of behaviour which is characterized by the exercise of control and the misuse of power by one person, usually a man, over another, usually a woman, within the context of an intimate relationship.

Domestic violence can be manifested in a variety of ways, including but not limited to, physical, sexual, emotional and financial abuse, and the imposition of social isolation and is most commonly a combination of them all.

Barking and Dagenham wishes to make clear that:

- Domestic violence also occurs in lesbian, gay, bi-sexual and transgender relationships
- Heterosexual men are also abused by heterosexual females
- Domestic violence occurs regardless of race, culture, religion, age or ability
- Domestic violence features very highly in cases of child abuse

Information specifically about domestic violence is available.

Common Examples Of Anti Social Behaviour

- Drug/substance misuse and dealing
- Street drinking
- Begging
- Prostitution and kerb crawling
- Sexual acts and inappropriate sexual conduct
- Abandoned vehicles
- Vehicle related nuisance and inappropriate vehicle use
- Noise
- Rowdy behaviour
- Nuisance behaviour
- Inappropriate use of fireworks
- Hoax calls
- Animal related problems
- Intimidation / harassment
- Verbal abuse
- Criminal damage/vandalism
- Litter / rubbish
- Abandoned vehicles

The Council's Commitment to Deal With ASB

The Housing and Health department will:

- Respond to all complaints of anti social behaviour, nuisance and harassment immediately and effectively
- Ensure that staff take all complaints of anti social behaviour, nuisance and harassment seriously and deal with all incidents in a sensitive and professional manner
- Encourage, support and effectively communicate with complainants so that we can agree the appropriate course of action in partnership
- Take firm and prompt action against perpetrators at the earliest opportunity in order to minimize the stress and inconvenience experienced by the complainant
- Make every effort to support complainants in their own homes during legal proceedings (this may include referrals to specialist agencies or extra security measures)
- Consider moving complainants where the situation is very serious or life threatening, i.e. where perpetrator action is being taken and there is clear evidence of danger to the tenant and their family, or where a statutory duty arises as a result of the harassment/nuisance
- Adopt a multi agency working approach with the Police and other agencies with the consent of the complainant to resolve all nuisance and harassment

Support for Complainants and Witnesses

A 'victim centred' approach will be taken when dealing with complaints of anti-social behaviour. This means that complaints will be taken seriously, they will be dealt with sensitively, and we will always consult with the complainant before deciding how the case is progressed.

The following areas will be considered when supporting complainants and witnesses of ASB:

- **Investigation of the complaint** – progress of any criminal investigation, interviewing complainant, witnesses and perpetrators; taking photographs of any damage to property or graffiti.
- **Protection of the complainant** – installation of a helpline alarm; surveillance, mobile patrol; CCTV (where possible); security repairs; rehousing and legal remedies.
- **Supporting the complainant** – referral to counselling services, e.g. Victim Support; advising the complainant about community advice of complainant support groups with complainants consent
- **Multi-agency working** – The Council's Crime and Disorder Strategy promotes co-operative inter-agency working. Anti-Social Behaviour cannot be tackled in isolation. A multi-agency approach, working with other agencies in partnership is vital to successfully support complainants and reduce Anti-Social Behaviour in the community.

Support for Perpetrators

Although Barking and Dagenham Council have adopted a victim/complainant centred approach, support for alleged perpetrators is also a necessary provision that must be made. Where the alleged perpetrator is vulnerable Social Services will be involved with the investigation and their views obtained to the proposed action plan.

A lot of work is taking place in Barking and Dagenham to provide young people who are involved in anti social and/or offending behaviour with diversionary activities and support services. For more information the ASB tools section of the full document.

Action Against Perpetrators

The most powerful tool available to the Council in regard to Council tenant's, is the Tenancy Agreement and to enforce the Conditions of Tenancy. These are legal documents and set out the type of behaviour that would be considered as Anti-Social and therefore unacceptable, including hate crimes, nuisance and harassment. If a tenant breaches the terms of the agreement, the Council can apply to the court for possession proceedings. This action may result in a suspended order against the tenant or in more serious cases an order for outright eviction.

Other tools that may be used to deal with ASB are:

- Injunctions
- Acceptable behaviour contracts
- Anti-social behaviour orders
- Mediation
- Demoted tenancies
- Criminal Proceedings

Further explanation of these tools can be found in the full Anti-social Behaviour Policy.

Cross Tenure Issues

We will take action when anti social behaviour is caused by our tenants or lessees and will either act, advise or support on action when the perpetrator does not live in one of our properties.

Timescales

- In cases of ASB and nuisance the complainant will be contacted within 2 working days to assess the nature of the complaint.
- In cases of harassment and racial harassment the complainant will be contacted within 1 working day to assess the nature of the complaint.
- Racist and/or abusive graffiti will be removed within 2 hours of initial report.
- General graffiti will be removed within 2 working days.
- Abandoned vehicles will be referred to the Abandoned Vehicles Officer within 1 working day.

Confidentiality

Complaints of anti-social behaviour will be treated in the strictest confidence, however there may be occasions when cases cannot be progressed without compromising the identity of the complainant. In such cases, permission from the complainant will be sought before further action is taken.

Data Protection Act 1998 & Freedom of Information Act 2000

Although your complaint is confidential, there maybe circumstances where we need to request personal information from a partner agency, or share information with a partner agency. The Data Protection Act 1998 & Freedom of Information Act 2000 govern the collection, sharing and holding of data or personal information on individuals. These Acts determine the correct process and appropriate manner that such information is handled by all organisations. We will comply with this legislation at all times.

Reporting ASB

Complaints may be made in person at one of the CHP Offices, by telephone or in writing, either from a complainant or their representative.

All complaints will be investigated, even where the initial complaint is from one person only.

Anonymous complaints will be investigated where it is practical to verify the complaint independently, for example because other complaints have been received or an officer can verify the nuisance.

Contacts

Community Housing Partnership Offices

CHP 1
Eastbrook, Heath and Alibon 0208227 2728
Dagenham Area Office
2 Stour Road
Dagenham
RM10 7JF

CHP 2
Abbey, Gascoigne and Thames 0208227 3889
Barking Area Office
127 Ripple Rd
IG11 7PU

CHP 3
Whalebone and Chadwell Heath 0208227 2738
Dagenham Area Office
2 Stour Road
Dagenham
RM10 7JF

CHP 4
Eastbury, Mayesbrook and Longbridge 0208227 3523
Valence Office, Valence Depot
Becontree Avenue
RM8 3BU

CHP 5
Becontree, Parsloes and Valence wards 0208227 3764
Becontree Area Office
42-48 Parsloes Avenue
RM9 5NU

CHP 6
River, Village and Goresbrook wards 0208227 5044
Becontree Area Office
42-48 Parsloes Avenue
RM9 5NU

Other Council Services Which Deal with ASB

- Customer First (call direction service) 0208215 3000
- Housing Advice/Homeless Persons Unit 0208227 2452
- Homeless Persons Unit (out of hours) 0208594 8356
- Street Wardens 0208215 3000
- Noise and Nuisance Team 0208215 3000
- (out of hours) 0208594 8356
- Social Services- Children & Families 0208227 3882
- Social Services-Out of Hours 0208594 8356
- Cleansing, Highways
and Abandoned Vehicles 0208215 3000

Partner Agencies

- Police 0208984 1212
- Racial Equality Council 0207 594 2773
- Caress (LGBT Support & Services) 0208 517 6111
- Victim Support 0208 595 4455
- Community Mental Health Team 0208 276 7822
- Disablement Association 0208 592 8603
- Barking and Dagenham Women's Aid 0845 7023468

A more extensive list of contacts is contained in the full document

THE EXECUTIVE**14 DECEMBER 2004****REPORT OF THE DIRECTOR OF HOUSING AND HEALTH**

FLUORIDATION OF THE LOCAL WATER SUPPLY		FOR DECISION
<p><i>The Strategic Health Authority will be consulting on this issue shortly and the Council needs to be prepared to respond.</i></p> <p><u>Summary</u></p> <p>The recent amendment to the Water Act includes provision for the Strategic Health Authority to take the lead in consulting on the fluoridation of the water supply and where the local population is found to be in favour they can now request water companies to increase the concentration of fluoride in their supply.</p> <p>Consultation by the Strategic Health Authorities will begin in the next few months. They will be consulting residents, local authorities, local businesses, and voluntary organisations concerned with public health. The Borough's water is supplied by Essex and Suffolk Water therefore consultation regarding our supply will also engage with other London PCTs served on the London Ring Main as well as PCTs across Essex and the Essex SHA.</p> <p>This report sets out information about the dental health of the local population and details the possible effects of water fluoridation.</p> <p><u>Recommendation</u></p> <p>The Executive is asked to recognise the inequalities in oral health locally and decide whether fluoridation of the local water supply would, in the Council's view, be the best action to address this.</p> <p><u>Reason</u></p> <p>The Council is asked to give a view on whether fluoride should be added to the local water supply in order to respond to be able to respond to the Strategic Health Authority's consultation.</p>		
<p>Contact: David Woods</p>	<p>Director of Housing and Health</p>	<p>Tel: 020 8227 5700 Fax: 020 8227 5595 Minicom: 020 8227 5755 E-mail: david.woods@lbbd.gov.uk</p>
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1. Background

- 1.1 Recent amendments to the Water Act enable the provision of fluoridation to communities who have approved this through appropriate local consultation. Water Companies now have to comply with requests to increase the concentration of fluoride where the local population is in favour. Since 1985 nearly half of all health authorities in the UK had requested water companies to introduce water fluoridation, but prior to the amendment to the Water Bill none of these requests were accepted.
- 1.2 There is a great deal of evidence to prove that fluoridation can reduce dental decay however fluoridation will not be imposed by Central Government. Local communities are to be given the opportunity to decide whether or not they are in agreement. The Strategic Health Authorities will be responsible for the consultation and the Government are putting a legislative framework in place to ensure consultation is appropriate. This should be in place by end 2004. Meanwhile Primary Care Trusts, Strategic Health Authorities and Local Authorities need to be considering the issue.
- 1.3 There are significant inequalities in oral health in North East London (and across London as a whole) which could be addressed through water fluoridation. The presence of the London Thames Water 'ring main' together with supplies from a number of other water companies would necessitate a co-ordinated approach.
- 1.4 The Council has not formally considered this matter within the last ten years, although the view of the Council at that time was that we would not support fluoridation of the water supply.

2. General Information

- 2.1 The prevalence of dental decay locally is high (34% of 5 year olds in Barking and Dagenham affected). Table 1 provides information concerning the average number of decayed, missing and filled (dmf) teeth in 5 year old children across North East London by Primary Care Trust, with comparisons to London and England.
- 2.2 Dental decay is strongly associated with socio-economic deprivation. The inequalities that exist throughout England and across different ethnic groups show that there is no single cause of poor oral health but a range of associated factors including unemployment, poverty, social deprivation and lifestyle.
- 2.3 Evidence from the 'York Review' – *A systematic review of public water fluoridation* shows that fluoridation is effective in reducing tooth decay and that there is no evidence of harm. Based on their evidence the expected reduction in tooth decay is on average a reduction of 2.25 decayed, missing or filled teeth and an increase of 15% of children decay free (see Appendix 1 page 5).
- 2.4 The York Review also confirmed that fluoridation significantly narrows the gap between young children living in poverty and their peers. It is also effective in improving the oral health of adults. Since the 1950s studies have consistently shown that adults drinking optimally fluoridated water suffer less tooth decay.

Table 1 Dental health of 5 year olds by PCT area in 2001/02

PCT	dmft	dmft>0 %
B & D	1.15	34.0%
City and Hackney	1.68	39.6%
Havering	0.91	28.2%
Newham	2.87	56.6%
Redbridge	1.58	37.9%
T Hamlets	2.50	53.8%
Waltham Forest	1.15	33.3%
NELSHA	1.72	41.0%
London	1.63	39.7%
England	1.47	38.8%
Target 2003	<1.0	<30%

Dmft = decayed, missing and filled teeth

NELSHA = North East London Strategic Health Authority

- 2.5 Dental fluorosis (marks on the teeth) is known to be associated with fluoride ingestion, this is mainly a cosmetic problem and the more severe unsightly forms are not common in the UK in either fluoridated or unfluoridated areas. Dental fluorosis is not a health threat and is not as disfiguring as severe tooth decay. As a precaution in fluoridated areas parents are advised to supervise children cleaning their teeth to ensure they use only a small pea sized amount of toothpaste, or to use a lower strength fluoride toothpaste.
- 2.6 There has been no evidence of adverse effects to the environment resulting from water fluoridation. The chemicals used are manufactured as a co-product of the manufacture of phosphate fertilizers, the raw material for which is rocks excavated for their mineral content. It is therefore considered *environmentally friendly* as it ensures the maximum use of natural resources and reduces waste.
- 2.7 It is reported to be cost effective to fluoridate the water in areas where tooth decay rates remain high. Studies comparing the cost-effectiveness of water fluoridation compared with other strategies for reducing tooth decay always conclude that water fluoridation is the most cost effective approach. One of the greatest strengths is that it does not require any behavioural changes from its recipients, unlike other possible preventative strategies such as campaigns encouraging people to improve oral hygiene or visit the dentist regularly.

3. Water Supply in Barking and Dagenham

- 3.1 The public water supply in Barking & Dagenham is from Essex and Suffolk Water. The domestic supply has no artificial fluoride added, the natural fluoride content is very low around 0.2 – 0.3 ppm.

3.2 Due to the distribution of water by Essex and Suffolk Water our Local Strategic Health Authority will need to engage in joint consultation with other London PCT's supplied by the 'London Ring Main', Redbridge and Havering SHA, as well as PCTs across Essex (particularly S Essex, Chelmsford, Malden and Witham areas).

4. Possible Alternative Approaches

4.1 There are alternatives to Water Fluoridation. Fluoride can be added to milk, salt and flour or given directly via tablets or topical gels. The public has also had the benefit of fluoride toothpaste since the 1970s.

5. Conclusions and Recommendations

5.1 There is a great deal of professional and public support for Fluoridation. Worldwide every major health body including the World Health Organisation has confirmed the effectiveness and found no evidence of harm. Independently conducted surveys consistently show that around 70% of the public believe it should be added to water supplies.

5.2 While the responsibility for public consultation lies with the Strategic Health Authority, Members need to decide whether to support the fluoridation of the Borough's water supply when consulted.

6. Consultation

The following officers were consulted on this report:

Matthew Cole – Director of Public Health Barking and Dagenham PCT
Darren Henaghan – Head of Health and Consumer Services.

Background Papers

- Water Fluoridation in North East London – A Briefing Paper by Nick Kendall, Consultant in Dental Public Health as presented to the Barking and Dagenham Health Scrutiny Panel on 27th May 2004 – Attached as Appendix 1
- Department of Health (Consultation) Regulations 2004 Consultation Note July 2004
- One in a Million – published by the British Fluoridation Society, the UK Public Health Association, British Dental Association and the Faculty of Public Health

To: Barking & Dagenham Health Scrutiny Committee

From: Nick Kendall, Consultant in Dental Public Health

Date: 27 May 2004

Subject: Water fluoridation in North East London - a briefing paper for information concerning:

- (i) recent changes in legislation to enable the NHS to promote fluoridation
- (ii) N E London Strategic Health Authority Board decision
- (iii) Possible implications for Barking & Dagenham

Purpose of the report

The recent amendment to the Water Act includes provisions for the NHS to take the lead in consulting on fluoridation of water supplies and requesting water companies to increase the concentration of fluoride in their water where the local population is in favour.

There are significant inequalities in dental health (and in access to dental services) within NorthEast London. This change in legislation provides a potential fresh approach to tackle the inequalities.

Summary	p 2
Background and introduction	p 2
Inequalities in oral health in North East London	p 2
Feasibility of water fluoridation in London	p 5
Water supply in Barking & Dagenham	p 5
Further action being taken currently by the Department of Health	p 5
Position of N E London Strategic Health Authority	p 6
Recommendations for Barking & Dagenham PCT at this stage	p 6
Appendix	p 7
National and international experience of fluoridation	p 7
Some of the available evidence	p 8
Government policy	p 9
Political and public opinion	p 9
Cost effectiveness of fluoridation	p 10
Alternative approaches	p 10
References and Bibliography	p 11

WATER FLUORIDATION IN NORTH EAST LONDON

1.0 Summary

1.1 Water fluoridation is a safe and effective community measure to reduce inequalities in oral health. Recent amendments to the Water Act enable the provision of water fluoridation in communities who have approved this through appropriate local consultation.

There are significant inequalities in oral health in NorthEast London (and across London as a whole) which could be addressed through water fluoridation. The presence of the London Thames Water 'ring main' together with supplies from a number of other water companies would necessitate a co-ordinated pan London and wider approach, supported by a detailed feasibility study.

This is an **information** paper, briefing members:

- highlighting inequalities in oral health locally
- concerning the current political and legislative situation
- providing evidence concerning effectiveness of water fluoridation

2.0 Background and introduction

2.1 Fluoride is naturally found in water, in the United Kingdom the levels are typically less than the optimum for dental health of 1 part per million. The benefits to teeth of fluoride in drinking water were discovered as the result of natural observational studies in the USA during the early 1900s.

2.2 The responsibility for water fluoridation lies with Strategic Health Authorities. The Water (Fluoridation) Act 1985 required District Health Authorities to consult widely in determining either initiation or cessation of water fluoridation. There have been many formal consultations carried out by Health Authorities since the 1985 legislation, but all formal requests for new schemes have been refused by the pre- and post-privatisation water industry as the Act (1985) gave the water companies the discretion to refuse.

2.3 The main legislative change in the amendment to the Water Act in 2003 is to require water companies to accede to requests from Strategic Health Authorities to increase the concentration of fluoride in their water where the local population is in favour. Water companies will no longer have the right of veto.

3.0 Inequalities in oral health in North East London

3.1 Dental decay is strongly associated with socio-economic deprivation. The inequalities that exist throughout England and across different ethnic groups show that there is no single cause of poor oral health but a range of associated factors including unemployment, poverty, social deprivation and lifestyle.

In children, approximately 80% of the disease is found in 20% of the children, the children most affected coming from the lower socio-economic groups. Many children in disadvantaged communities continue to carry the avoidable burden of pain, distress and disfigurement associated with severe tooth decay and its treatment.

3.2 If prevention has failed, the only treatments are fillings and extractions. Young children in particular find dental treatment difficult to tolerate and for many the solution involves a general anaesthetic in a hospital setting with multiple teeth being taken out. Dental decay is also a problem for adults. In 1998, 46% of adults in England had active tooth decay and 6% had six or more decayed or unsound teeth ⁽¹⁾. Although there has been a marked reduction in the extent of dental decay in the population over the last 30 years, the reduction in tooth decay has now stopped and it seems that further improvement is unlikely without additional preventive action.

3.4 A study of 5-year-old children in North East London ⁽²⁾ in 2001/02 showed that -

- 41% had experience of decay in their deciduous teeth (range 28-57%)
- 37% had active untreated decay (range 26-54%)
- those children with decay had very high levels
- there were marked inequalities in dental health of children across the sector

3.4 Table 1 and Chart 1 provide information concerning the average number of decayed, missing and filled (dmf) teeth in 5 year old children across North East London by Primary Care Trust, with comparisons to London and England.

The inner London population in particular has some of the worst levels of dental decay in England and Wales, with mean dmf values greater than 1.5. Nationally, after significant dramatic improvements in the late 70s and 80s, the level of dental caries has worsened recently ⁽³⁾.

The national target for oral health is that by 2003, 5 year old children should have an average of no more than one decayed, missing or filled primary tooth and that 70% of 5 year olds should have no experience of tooth decay ⁽⁴⁾. Only two PCTs in London have reached this target, Havering and Lewisham. Barking & Dagenham will need to make some improvement to attain the target. However, it must be noted that any 'global Borough' figure does mask local inequalities where children in identifiable areas do suffer much poorer oral health.

3.5 Evidence from the 'York Review' - '*A systematic review of public water fluoridation*' ⁽⁵⁾ (see Appendix) showed that fluoridation is effective in reducing tooth decay and that there is no evidence of harm. This is in line with the findings of all other authoritative reviews. In terms of reducing tooth decay, the main finding was a mean reduction of 2.25 decayed, missing or filled teeth and an increase of 15% of children decay free.

The York Review also confirmed that water fluoridation significantly narrows the gap between young children living in poverty and their peers. It is also effective in improving the oral health of adults. Since the 1950s, studies have consistently shown that adults drinking optimally fluoridated water suffer less tooth decay.

3.6 Because oral and dental disorders are only infrequently life threatening, it is easy to assume that dental health contributes little to overall individual and societal welfare. However, dental and oral disorders have significant social, psychological and economic consequences and a significant impact on the quality of life.

3.7 The prevalence of dental decay is high (34% of 5 year olds in Barking & Dagenham affected) and the consequences of it in terms of pain and discomfort has a significant impact. Studies of dental pain have estimated 200 million days of pain for the UK as a whole. The consequences of such pain can involve time off from work, sleep disturbance, alteration of diet, and avoidance of social interaction. The cost of treatment for dental decay is high both to the individual and to society. Dental decay is a preventable disease.

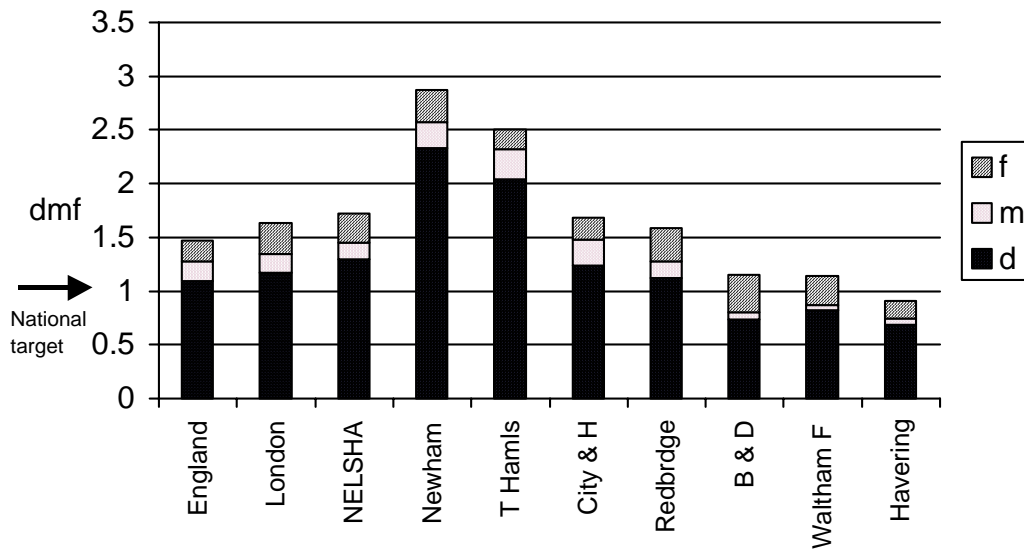


Chart 1. Decayed, missing and filled teeth by PCT area.

PCT	dt	mt	ft	dmft	Care Index	dt>0 %	dmft>0 %
B & D	0.73	0.07	0.35	1.15	30%	26.8%	34.0%
City & Hckny	1.24	0.24	0.20	1.68	12%	34.7%	39.6%
Havering	0.69	0.05	0.17	0.91	19%	25.6%	28.2%
Newham	2.33	0.24	0.30	2.87	10%	53.9%	56.6%
Redbridge	1.12	0.16	0.31	1.58	20%	34.3%	37.9%
T Hamlets	2.04	0.28	0.18	2.50	7%	51.0%	53.8%
With Forest	0.82	0.05	0.27	1.15	23%	28.5%	33.3%
NELSHA	1.30	0.15	0.27	1.72	16%	36.8%	41.0%
London	1.17	0.17	0.29	1.63	18%	34.9%	39.7%
England	1.09	0.19	0.19	1.47	13%	34.2%	38.8%
Target 2003				<1.0			<30%

Table 1. Dental health of 5 year olds by PCT area in 2001/02

4.0 Feasibility of water fluoridation in London

- 4.1 An initial feasibility study of fluoridating the water supply of the Inner London Health Agencies was undertaken in 1996. The presence of the London 'Ring main' means that most of London's water supply is, in practice, a single supply covering approximately 9 million people. To achieve fluoridation of London it will be necessary to fluoridate the entire ring main system. This means that in addition to London fluoridation would extend to parts of Hertfordshire, Essex, Kent and Surrey. A further complication is that Thames Water, although the major supplier to London is not the only water supplier. A number of other companies supply on both a regular and emergency basis.
- 4.2 Estimated costs were £11.2 million capital and £2.62 million revenue, at 1996/97 prices. If fluoridation of London's water is to be undertaken an up to date and feasibility study will be required.

5.0 Water supply in Barking & Dagenham

- 5.1 The public water supply in Barking & Dagenham is from Essex and Suffolk Water Company. The domestic supply has no artificial fluoride added the natural fluoride content is very low around 0.2 – 0.3 ppm.
- 5.2 Due to the distribution of the supply of water by Essex and Suffolk Water Company, the cluster of PCTs for Barking & Dagenham to engage with in joint consultation may include:
- Redbridge and Havering in N E London SHA, and also
 - PCTs across Essex SHA (particularly S Essex, Chelmsford, Malden and Witham areas).
 - pan-London with PCTs supplied by the 'London ring main' of Thames Water

6.0 Further action being taken currently by the Department of Health

- 6.1 Regulations will have to be made concerning indemnities and consultations. The DoH is committed to consulting a wide-range of bodies on the consultation arrangements - Electoral Reform Society, LGA etc. Ministers have already indicated that they expect to see a basket of indicators used to assess local opinion rather than reliance on a referendum.
- As well as the regulations the DoH will be
- Publishing the research on bio-availability of fluoride (currently at peer review stage)
 - Finalising CMO/CDO 's advice to Ministers on the implications of the MRC report '*Water Fluoridation and Health*' (see Appendix)
 - Developing model agreements between SHAs and water undertakers
 - Working with DEFRA and the Drinking Water Inspectorate to update the Technical Code of Practice on water fluoridation
 - Preparation of administrative guidance on implementation of legislative changes including consultations and the duty to monitor health
- 6.2 It is estimated that it will take at least six months (may be up to two years) to complete these tasks. The relevant sections of the Act will not be commenced until the regulations have been approved by both Houses of Parliament, which is unlikely before summer of 2004. Guidance to the NHS can then follow. Until SHAs have this information they will not know how to arrange a consultation, even if it is considered locally that a proposal for water fluoridation should be included among the options for improving oral health.

- 6.3 DoH anticipates that an initial proposal to consider water fluoridation as an option for addressing serious oral health problems would, in most cases, emerge from one or more Primary Care Trusts. PCTs have a responsibility for monitoring of the oral health needs of their local populations and assessing the options for addressing these needs.
- 6.4 If PCTs and the SHA conclude that the option merited more detailed exploration, it would then be necessary to check issues of technical feasibility and cost with the water company in order to inform decisions as to whether fluoridation was technically practicable and affordable.
- 6.5 Any need for discussions with other SHAs would also emerge from analysis of water supply arrangements and related technical issues. For example Essex and N E London for Havering. Discussions with the relevant Local Authorities Overview and Scrutiny Committees would also be needed prior to any public consultation.
- 6.6 The responsibility for conducting any public consultation lies with SHAs. SHAs will need to ensure throughout that their public stance on fluoridation is fully compatible with their responsibility to conduct a thorough, objective consultation process and draw the appropriate conclusions thereafter as to the extent of public support.

7.0 Position of N E London Strategic Health Authority

- 7.1 At the N E London SHA public Board meeting on 27 November 2003 a paper concerning 'Water fluoridation in London' (written by Sue Gregory, Regional Dental Adviser for London) was discussed. The SHA Board agreed to the following recommendations: (that) London Strategic Health Authorities should :
- Agree to a pan London approach on water fluoridation, taking into account any recommendations from the forthcoming CMO/CDO report and the outcome of the amendments to the Water Act
 - Support the establishment of a London Water Fluoridation Working Group, to include representatives from the range of NHS organisations, partners, and the public
 - Ensure consideration of water fluoridation by each PCT Board
 - Commission the updating of the 1996/97 technical feasibility study for fluoridating London, including costs of implementation.

At the time of writing this paper the views of the remaining four London SHA Boards towards these recommendations was unknown

8.0 Recommendations to members *at this stage*

- Recognise that inequalities exist in oral health across N E London and across the PCT
- Re-affirm Barking & Dagenham PCTs responsibilities towards improving oral health of the local population.
- Recognise that water fluoridation is an option to improve oral health and reduce inequalities
- Be aware of N E London SHA policy and responsibilities concerning water fluoridation and await decisions from the remaining London SHAs
- Keep in touch with progress of legislation and subsequent guidance from Department of Health
- Be aware of the process of exploring water fluoridation as an option - particularly organisational responsibilities, who to involve and how, clusters and boundaries of organisations involved geographically.

1.0 National and international experience of fluoridation

- 1.1 Five million people in the UK now receive water in which the fluoride content has been artificially increased to a level of 1 part fluoride per million parts of water. In addition, about 500,000 people in this country receive water which naturally contains fluoride at a lower level, but which still confers some dental benefits. This translates to 10% of the total population of the UK.
- 1.2 Worldwide, around 360m people drink water-containing fluoride. 317m people in 39 countries benefit from artificially fluoridated and an additional 40m benefit from water supplies which are naturally fluoridated. In the United States, since the mid 1990s, several large metropolitan areas have started fluoridation including Los Angeles, and Las Vegas. Many other US cities have been fluoridated for years New York, Chicago, Dallas etc. Forty-seven of the US's 50 largest cities are now fluoridated (66% of the population). 66% of the population of Australia drink fluoridated water, and 56% of New Zealand.

2.0 Some of the available evidence

- 2.1 The practice of fluoridating water has been endorsed by the World Health Organisation, the British Medical Association, the Faculty of Public Health, the British Dental Association, and, in the USA, by the Surgeon General, the American Medical Association and the American Dental Association. These endorsements were made in the light of evidence from the many studies conducted world-wide over a period of at least 50 years that fluoridated drinking water reduces tooth decay and has no adverse effects.
- 2.2 The World Health Organisation Expert Committee report on '*Oral Health Status and Fluoride Use*'⁽⁶⁾ stated:
- "There is clear evidence that regular low-level exposure of a population to fluoride can reduce caries prevalence".
 - "Community water fluoridation is safe and cost-effective and should be introduced and maintained wherever it is socially acceptable and feasible".
- 2.3 The 'York Review'
- A comprehensive review evaluating the safety and efficacy of fluoridation was commissioned by the Government from the NHS Centre for Reviews and Dissemination and published in October 2000⁽⁵⁾ 'A systematic review of public water fluoridation' found that fluoridation is effective in reducing tooth decay and that there is no evidence of harm, which is in line with the findings of all other authoritative reviews. It should be noted that this review took the position that the burden of proof should be greater for something of benefit compared to something that might be harmful. In terms of reducing tooth decay, the main finding was a mean reduction of 2.25 decayed, missing or filled teeth and an increase of 15% of children decay free.

The review provided researchers and commissioners of research with an overview of the methodological limitations of previous research conducted in this area, i.e. because of the long history of fluoridation some of the evidence is old and was not conducted to current standards of research. The Government therefore commissioned the Medical Research Council to investigate the research required strengthening the evidence base on fluoridation.

- 3.4 The Medical Research Council Report '*Water fluoridation and health*' was published on 5 September 2002⁽⁷⁾. This report provides further reassurance about the safety and

effectiveness of fluoridating water supplies to improve dental health. Their main messages were as follows:

- No evidence for significant health effects on immune system, reproductive system, child development, the kidneys, or the gastro-intestinal tract
- No evidence for significant health effects related to chemicals added in the fluoridation process, or for indirect effects such as increased leaching of lead from pipes and aluminium cooking utensils or altered uptake or toxicity of these substances
- No link between either cancer in general or any specific cancer type
- No evidence of increased risk of hip fracture, but cannot rule out small percentage change in either direction
- Support for findings that it helps to reduce dental decay
- Evidence that it can reduce inequalities in dental decay between social groups
- Recognises the balance between the benefits and risks of water fluoridation (essentially dental fluorosis) and makes research recommendations.

3.4 The WHO Environmental Health Task Group which reviewed the world-wide experience of fluoride in 2002⁽⁸⁾ concluded:

- No consistent evidence of association with morbidity or mortality due to cancer
- No evidence of association with spontaneous abortions/ congenital malformations
- Other conclusions similar to those of the Medical Research Council Report.

3.5 The association between dental fluorosis and drinking water has been recognised for over 100 years. Dental fluorosis is a cosmetic problem. There are also many other causes of dental mottling which may be difficult to differentiate from fluorosis clinically. The York Review estimated that 48% of the population in fluoridated areas will have *some degree* of dental fluorosis.

Unightly dental fluorosis will affect a much smaller percentage of people. Most people with mild dental fluorosis do not know that they have it, and because it gives the teeth a pearly white appearance at this level, such teeth are often considered more attractive. It has been suggested that the York estimate is far too high for the UK as it is based largely on United States data. The MRC suggested further work on this but said the UK prevalence of fluorosis likely to be of aesthetic concern is 3% in fluoridated areas and 1% in non-fluoridated areas.

Whilst undesirable, dental fluorosis is not a health threat, nor is it as disfiguring as severe tooth decay.

3.6 A joint Chief Medical Officer/Chief Dental Officer Advisory Group is currently working through the recommendations of the MRC Report. The biochemical research on bioavailability of fluoride from natural and artificial sources should also be published this autumn, plus information on fluoride intake in children from the fluoride in urine analysis within the National Diet and Nutrition Survey.

3.7 The 'York Review' further confirms that water fluoridation significantly narrows the gap between young children living in poverty and their peers. It is also effective in improving the oral health of adults. Since the 1950s, studies have consistently shown that adults drinking optimally fluoridated water suffer less tooth decay. In Ireland 70% of the population drink fluoridated water and the national dental survey of adults shows that adults across all age groups living in fluoridated communities experience much less root surface decay than those living in non-fluoridated communities ⁽⁹⁾.

4.0 Government policy

4.1 In "*Saving Lives: Our Healthier Nation*" (Department of Health 1999) ⁽¹⁰⁾, the Government indicated that they agreed in principle to extend fluoridation, but announced it was commissioning a systematic review of evidence relating to the safety and effectiveness of water fluoridation (York Review).

4.2 The All-Party Parliamentary Group on Primary Care and Public Health published their Inquiry into Water Fluoridation in March 2003 ⁽¹¹⁾. This report was supportive of water fluoridation and made the following recommendations:

- As a matter of public dental health policy, targeted water fluoridation be instated as a legitimate and effective means of tackling dental health inequalities
- Current legislation be amended to allow the responsible health body, who consider that the matters in recommendation 1 are relevant to their area, to require water companies to fluoridate as directed
- Health bodies in carrying out their function and in recommending fluoridation must fully consult the relevant population in an open, effective and transparent manner
- The Department of Health to agree a protocol/code of practice with the water utilities concerning matters such as costs and indemnities and if necessary legislate appropriately.

4.3 In Parliament amendments have been made to the Water Act to resolve the tension between the wish of Health Authorities to fluoridate water, and the fact that this is the responsibility not of the NHS but of Water Companies. Decisions on water fluoridation would continue to be made at a local level subsequent to local consultation, led by Strategic Health Authorities.

5.0 Political and public opinion

5.1 Tessa Jowell, when Minister for Public Health, endorsed fluoridation: "*The public health benefits of fluoridation are clear. The overwhelming evidence is that fluoridation is safe and effective. Recent opinion surveys have shown that more than two thirds of the public are in support, but as I willingly acknowledged, there are those who hold alternative views*" (Hansard, 6 May 1998).

5.2 The Water Bill with clause 58 (fluoridation of water supplies) gained Royal Assent in November 2003.

5.3 70% of MPs support fluoridation, a similar percentage to that demonstrated in public opinion polls.

5.4 Four Gallup/NOP polls carried out over the past 18 years demonstrate overwhelming support for fluoridation. Four out of ten people think their water is already fluoridated, although only 10% actually are.

- 5.5 This is endorsed by an ethical opinion:
*"The right to fluoride free water is not a basic civil right. ... It is not a right which affects the ability of individuals to make autonomous choices ...
In considering the ethics of fluoridation ... we should ask not are we entitled to impose fluoridation on unwilling people, but are the unwilling people entitled to impose the risks, damage and costs of failure to fluoridate on the community at large."* ⁽¹²⁾

6.0 Cost effectiveness of fluoridation

- 6.1 Studies comparing the cost-effectiveness of water fluoridation compared with other strategies for reducing caries always conclude that water fluoridation is the most cost-effective approach. One of the greatest strengths of water fluoridation is that it does not require any behavioural changes from its recipients, unlike other possible preventive strategies such as campaigns encouraging people to improve their oral hygiene and/or visit their dentist regularly. The impact of these campaigns cannot be predicted, and they may be ignored by those who would benefit most from them. It is, however, possible to predict costs and benefits associated with water fluoridation, and to be confident that those people likely to benefit most from it will do so.
- 6.2 The cost effectiveness of water fluoridation depends on the number of high-risk individuals that the water reaches. In general, urban populations, and particularly those living in deprived inner-city areas, tend to have high proportions of high-risk individuals and offer the biggest potential for reduction in caries.
- 6.3 The Health Economics Consortium of the University of York ⁽¹³⁾ have undertaken some modelling and suggest that for a population with very poor oral status (e.g. 50% or more of children in the high risk category) water fluoridation would produce a "benefit" per person per year of at least 50p if preventing decay, a filling or an extraction is valued at £20 per problem avoided. If the capital costs of fluoridating a treatment works serving a population of 250,000 people are £300,000, and the annual revenue costs are £50,000 (these cost estimates are relatively high), the equivalent cost per person (for each of the 14 years of the life of the installation) would be 33p. In such a situation the annual benefits per person exceed the annual costs by at least 17p (or by at least £42,500 per annum for the population served). These calculations consider the benefits to people born after the fluoridation of the water supply. Those born prior to fluoridation will also benefit, although to a lesser extent.

7.0 Possible alternative approaches to community based fluoride delivery

- 7.1 There are alternatives to water fluoridation. Fluoride can be added to milk, salt, and flour or given directly via tablets or topical gels. The public has also had the benefit of fluoride toothpaste since the 1970s.

However, the most effective way to reach those people in greatest need is through the water supply.

References and Bibliography

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THE EXECUTIVE**14 DECEMBER 2004****REPORT OF THE DIRECTOR OF HOUSING AND HEALTH**

NAMING OF SUPPORTED HOUSING UNITS : BEVAN AVENUE AND RAVENSFIELD CLOSE	FOR DECISION	
<i>This report concerns the naming of buildings, which is a matter reserved for Executive.</i>		
<u>Summary</u>		
This report proposes names for the supported housing units at Bevan Avenue and Ravensfield Close.		
The development at Ravensfield Close is due to be commissioned in January 2005 and will provide temporary accommodation for 24 local households who will be referred by Housing and Health Department.		
Bevan Avenue will be completed in July 2005 and has temporary accommodation for 47 households – referred on the same basis.		
<u>Wards Affected</u> – Eastbury and Parsloes.		
<u>Recommendations</u>		
The Executive is asked to agree to name the following developments, subject to the views of the Post Office and Emergency Services:		
<ol style="list-style-type: none"> 1. The Ravensfield Close development – ‘Summerfield Court’; and 2. The Bevan Avenue development – ‘Bevan House’. 		
<u>Reason</u>		
The two developments require to be named in order that applications for postal addresses can be obtained.		
Contact: Ken Jones	Head of Housing Strategic Development	Tel: 020 8227 5703 Fax : 020 8227 5595 Minicom: 020 8227 5755 E-mail : ken.jones@lbbd.gov.uk

1. Background

- 1.1 The Executive agreed on 30 July 2002 to redevelop Ravensfield Close and 145 – 207 Bevan Ave (former sheltered housing complexes) to provide supported housing schemes for local homeless people. A further recommendation was agreed by the Executive on 18 February 2003 to dispose of the 2 sites to Look

Ahead Housing & Care and that the capital receipt from the sales be used to finance the construction of the joint local housing office and PCT health centre.

- 1.2 The Housing Office and Community Health Centre building at Bevan Avenue was named 'John Smith House' by the Executive (Minute 68, 3 August 2004 refers).

2. Progress report

- 2.1 The supported housing schemes at Ravensfield Close and Bevan Avenue are due to be commissioned in January 2005 and July 2005, respectively. These will contribute a total of 71 good quality homes for temporary accommodation needs in the Borough.

3. Consultation

- 3.1 The Executive lead Members for 'Housing Health and Social Care' and 'Regeneration' were consulted on this matter.
- 3.2 Mrs Summerfield has been consulted regarding the naming of the development in Ravensfield Close.

Background papers used in the preparation of this report:

- Executive Report 'Need for Additional Temporary Accommodation for Homeless People: Outcome of Consultation', 30 July 2002 (Minute 82)
- Executive report 'Land Disposal: 145 - 207 Bevan Avenue and Ravensfield Close Proposed Housing Office and PCT Community Health Centre at Bevan Avenue', 18 February 2003 (Minute 316)
- Executive report 'Bevan Avenue Building – Building Name', 3 August 2004 (Minute 68).
- Executive report 'John Smith House – Community Housing Office and Health Centre', 9 November 2004 (Minute 185).

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