

# **LAA2 THEMES, PRIORITIES AND CROSS CUTTING ISSUES**

## **Priorities for the Future (LAA2)**

In order to achieve the HSP's vision of making Havering a place where people choose to live, work and visit, we need to ensure Havering's LAA2 reflects local priorities and needs and does not simply focus on the national picture.

Cross cutting issues, to be considered as potential priority areas for LAA2, were extracted through identifying priorities, themes and issues highlighted through the theme groups, discussion and information from HSP partners, service reviews, performance data, service and partner assessments and performance data amongst others (please see attached papers).

Recurrent themes and priorities highlighted are listed below for your consideration and discussion in respects of LAA2:

### **Suggested Themes:**

Themes highlighted as potential priorities for LAA2 include:

#### **A. Anti Social Behaviour**

HSP workshops identified the fear of crime, the need to create quality environments, the need for public meeting places and amenities, services for younger people, improving the relationship between the pupil, parent and school and race crime and harassment as future issues for Havering.

The *Havering Crime, Disorder and Drugs Reduction Strategy 2005-2008* produced by the Havering Community Safety Partnership sets out the main priorities in reducing crime, disorder and the use of drugs. These include:

- Creating a Culture of Safety: Fear of Crime, Mainstreaming Community Safety, Capacity Building and Engaging the Community
- Creating safer Environments: Tackling alcohol related disorder, Reducing crime on public transport and Making the Environment safer and cleaner

The *2006 Havering BOCU Strategic Assessment* (Control Strategy for December 2006-March 2007) recommends:

- Prioritise issue of violence around Romford Town ward – with a focus on violence, robbery and anti-social behaviour.
- Romford Town Centre has substantial, specific, endemic crime and anti-social behaviour which are not replicated in other locations – therefore needs concentrated efforts on issues such as Personal Robbery and Violent Assaults

Victim Support highlighted as a priority the need to increase support offered to people suffering from Anti-Social Behaviour (this can be seen in the Council's

Anti-Social Behaviour Strategy where the number of people who come forward to act as witnesses are relatively low)

## **B. Upskilling**

HSP workshops raised the upskilling of residents as a priority: there is a need to attract highly paid skills into the borough and to improve the skills in the workforce in order to do this successfully.

A mismatch between the skills of local residents and the skill requirements of the new jobs is responsible for the failure of residents to benefit from the better paid jobs available through the Thames Gateway.

Havering tends to have lower qualification levels than the population of London and there are significant needs to achieve both higher level skills and basic skills. Earnings per resident are also below the London average, particularly for jobs in the borough.

Havering has a lower than London average for qualifications in the following areas:

- NVQ2 and above
- NVQ3 and above
- NVQ4 and above

If current rates of participation in HE continue the proportions of Havering residents educated to Level 4+ will remain only barely above 20%. There is a culture within the borough of young people seeking employment and not continuing with education or training.

In Havering there are:

- High numbers of residents with poor skills for life, particularly functional numeracy (only 1 in 5 have Level 2+ numeracy skills, 49% are below Level 1)
- A substantial proportion of working age residents without a Level 2 qualification – some 45% or 60,000+ people
- A high proportion of working age residents in the current 25-45 age groups with skills below Level 2
- Non-participation rates post 16 that result in fewer Havering residents acquiring Level 3 and Level 4+ skills
- Lower than national levels of participation in higher education, despite good achievement at age 16

## **C. Our Economy (A Prosperous Economy, A Knowledge Economy)**

HSP workshops raised the economy as a key priority. They highlighted the need to attract and expand business beyond the retail sector towards new sectors.

Havering has a slightly lower than London average in terms of VAT registered businesses. This is already being addressed through non-stretch targets.

Havering has a much lower job earnings by workplace average than the London average.

Havering has a lower than London average for adults (age 16+) employed in the areas of:

- Managers and senior officials
- Professional occupations
- Associate professional and technical occupations

Havering has a higher than London average for adults (age 16+) employed in the areas of:

- Administrative and secretarial
- Skilled trades occupations
- Personal service occupation
- Sales and customer services
- Process plant and machine operatives

local futures also identified as policy challenges:

Building a more competitive knowledge economy:

- Entrepreneurship, business clusters and networks
- Infrastructure
- An educated, skilled and flexible workforce
- Local innovation

#### **D. Community Cohesion**

A recurring theme throughout their priorities identified is a need to create balanced communities and promote social cohesion. Without social and community cohesion, improvements in residents' quality of life is not sustainable.

## **LAA2 Key Priorities Mapping Exercise: CHILDREN'S TRUST**

### **PURPOSE**

The purpose of this mapping exercise is to establish the key priorities and issues highlighted by members of the Children's Trust theme group. This will consequently serve to highlight some prominent themes which can be of use in discussing Local Area Agreement 2.

### **School and college achievements**

Havering schools perform above the England GCSE average and are within the top performance quartile.

School performance at GCSE (Level 2) and A level (Level 3) has been improving in recent years and is good. At Level 2 students are achieving well in the employability subjects, English and maths. Few students are failing to achieve a pass at school. These successes mean that the low level basic skills shown in the adult population will not be demonstrated by the coming generation of young adults.

However there are indications that this success at school and college is not being built on. Evidence demonstrating the acquisition of Level 2 skills post school shows a comparative falling off in Havering. This means that around 30 per cent will continue to have skills below level 2 at age 21. Evidence indicates that this may continue to be above national levels despite the good start provided by schools. The same seems to be true at Level 3; by age 21 fewer Havering people are likely to have a Level 3 qualification than nationally.

Post Level 3 Havering is still experiencing low levels of participation in Higher Education. The introduction of Foundation degrees by the CFHE is a welcome move to turn this around. However it there appears to be a strong culture prevalent in Havering that GCE A levels, VCEs and other Level 3 qualifications are preparations for work; Higher Education is an alternative option to this, not a logical progression. If current rates of participation in HE continue the proportions of Havering residents educated to Level 4+ will remain only barely above 20 per cent.

### **Issues and priorities highlighted in Joint Area Review: Review of services for children and young people**

- The proportion of young people in education, training and employment is higher than the national average and attainment in post-16 provision is satisfactory. However there is a culture within the borough of young people seeking employment and not continuing with education or training.
- The council and its partners should challenge the culture of young people entering employment without training and increase the attainment of level 2 qualifications between the ages of 16–19.

- A level results are good and the proportion of young people with a Level 2 qualification at 16 is high. However, the number achieving this level between the ages of 16 and 19 is low.
- Teenage pregnancies are reducing and are lower than the national average (however this seems to be flagged up as GoL priority).
- Whilst provision of support and guidance to deter smoking and substance misuse is adequate and improving, provision to combat alcohol misuse is less effective. The council has identified under age drinking and alcohol misuse by young people as a key factor contributing to anti-social behaviour. It has taken some firm action to control the sale of alcohol to children and young people, but services to raise awareness and support young people are limited. In particular, the potential contribution of the DAAT service is not fully recognised.
- Provision for the health needs of looked after children and young people is inadequate.
- The identification, and support, for young carers is inadequate.

### **Children and Young People's Plan Priorities 2007**

Priorities highlighted by JAR include:

- The Primary Care Trust should appoint a designated nurse and doctor for looked after Children
- Improve information, guidance and support to address alcohol abuse and under age drinking by children and young people. Reduce substance misuse
  - Alcohol
  - Smoking
  - Drugs
- Improve anti bullying practices in schools and elsewhere develop means of collecting data about bullying.
- Improve information process to identify, at an early stage, and track children and young people who move into the borough and those who are out of mainstream education .
- Challenge the culture of young people entering employment without training and increase the attainment of level 2 qualifications between the ages of 16-19
- Increase the proportion on young epeople continuing their education post 16, either full time or within employment.

- The Council and its partners should ensure that young carers are identified and effectively supported.
- Improve the participation of children and young people, in the planning, design and evaluation of services and decision making processes.
- PCT priority: Increase service user involvement in commissioning services.
- Strengthen the 14-19 strategy to ensure that all young people are consistent access to a wider range of education, employment and training options and provision.
- Improve information and access to family support services, including respite care services, for children and young people with Learning Difficulties and disabilities.
- Improve participation of Looked After Children and children and young people in child protection conferences

#### Further priorities identified in the CYPP

- Increase access to support for Child and Adolescent Mental Health Services (CAHMS).
- Increase access to and use of leisure and sport facilities for young people, especially looked after children
- Improve the safety of children and young people within hard to reach and more vulnerable groups
- Further reduce anti social behaviour
- Ensure sufficiency of places by recruiting more foster carers from Black Minority Ethnic (BME) Communities
- Develop personalisation of learning.
- Continue to raise standards and levels of achievement for all our Children and Young People
- Develop schools' partnership role with children and young people, parents, other agencies and community stakeholders through extended schools and multi agency working
- Improve transition arrangements from child to adult care

**Department for Children, Schools and Families (DCSF): Comparison of Havering's Education achievements vs. London/ England average**

<b>Results (2006)</b>	<b>England</b>	<b>Havering</b>
% of Pupils with Special Educational Needs: Maintained Primary Schools with statements	England - 2% London - 2%	1%
% of Pupils with Special Educational Needs: Maintained Primary Schools without statements	England - 17% London - 19%	14%
% of Pupils with Special Educational Needs: Maintained Secondary Schools without statements	England - 13% London - 18%	9%
Percentage of care leavers in education, training or employment	England - 63% London - 67%	53%
Percentage of People of Working Age Qualified to Level 4 and above (2004/05)	England - 25.9% London - 32%	12.3%
Key Stage 2 results: % of pupils achieving level 4 or above in English	England - 79% London - 80%	84%
Key Stage 2 results: % of pupils achieving level 4 or above in Maths	England - 76% London - 75%	80%
Key Stage 3 results: % of pupils achieving level 4 or above in English	England - 73% London - 73%	79%
Key Stage 3 results: % of pupils achieving level 4 or above in Maths	England - 77% London - 75%	81%
GCSE and equivalent results, % of pupils gaining 5+ A-C	England - 59.2% London - 58.3%	63.3%
GCSE and equivalent results, % of pupils gaining 5+ A- G	England - 90.5% London - 91.4%	94.6%
% of Pupils with Special Educational Needs: Maintained Secondary Schools with statements	England - 2% London - 2%	2%
Funding per pupil aged 3-19 (real terms), 2005/06	England - £4,230 London - £5,120	£4,160
Percentage of children who ceased to be looked after during the years ending 31 March aged	England - 43%	41%

16 or over, attaining 1 or more GCSE/GNVQ	London – 36%	
Post 16, A-Level Results (per candidate)	England - 289.5 London – 259.8	302.9
Percentage of People of Working Age Qualified to Level 2 (2004/05)	England – 21.5% London – 19.1%	28.3%

# **LAA2 Key Priorities Mapping Exercise: COMMUNITY SAFETY**

## **PURPOSE**

The purpose of this mapping exercise is to establish the key priorities and issues highlighted by members of the Community Safety theme group. This will consequently serve to highlight some prominent themes which can be of use in discussing Local Area Agreement 2.

## **KEY THEMES IDENTIFIED**

### **1. London Borough of Havering: Community Safety Unit**

The Community Safety Unit at the London Borough of Havering identify their key priorities through the *Crime and Disorder Audit* – this gathers data from member agencies of the Havering Community Safety Partnership, including the Metropolitan Police, Havering Primary Care Trust, London Fire and Emergency Planning Authority, the British Transport Police and a number of departments within the London Borough of Havering.

The Audit is carried out on a three-yearly basis but this is soon to change to an annual occurrence. Key priorities from the 2005 document highlight:

- Although Havering is one of the safest boroughs within London for violence against the person offences, nevertheless most of these offences occur around Romford town centre
- Although Havering has a relatively low street crime rate in comparison to neighbouring boroughs, the hotspot area is Romford town
- Vehicle crime accounts for one in five crimes within the borough and is analogous to national figures, which is a high volume
- Domestic violence, burglary, racial incidents, etc are all crimes with high rates of repeat victimisation
- Violence against the person is a high volume crime and despite the fact that serious assaults are rare in the borough, this is an area where efforts should be made to reduce offending
- Stranger rape in Havering is 6% higher than the national average.
- When the borough's ethnic make up is taken into account Havering has a high crime rate per thousand for racial crimes within the London boroughs. The low population of people from Black and Minority Ethnic (BME) communities does not take into consideration the non-resident population who come into the Borough for work, education or leisure purposes.
- Criminal damage has seen a rising trend over the last two years. Half of all criminal damage includes damaged motor vehicles. The percentage of criminal damage to motor vehicles by ward is similarly about half of all offences.
- Criminal incidents on buses in Havering have risen by 18% between 2002/03 and 2003/04.

The *Havering Crime, Disorder and Drugs Reduction Strategy 2005-2008* produced by the Havering Community Safety Partnership sets out the main priorities in reducing crime, disorder and the use of drugs. These include:

- Creating a Culture of Safety: Fear of Crime, Mainstreaming Community Safety, Capacity Building and Engaging the Community
- Creating safer Environments: Tackling alcohol related disorder, Reducing crime on public transport and Making the Environment safer and cleaner
- Creating Safer Communities: Reducing the supply and misuse of drugs in the community, Young people (victims and offenders) and Anti-social behaviour
- Reducing violent crime
- Reducing property crime
- Addressing crimes which target specific groups: Domestic violence, Race hate crime, Homophobic crime and Crimes against other vulnerable groups

## 2. London Borough of Havering: Drug and Alcohol Action Team (DAAT)

The DAAT service takes their targets from the *National Drugs Strategy* (NDS). This is a 10 year Strategy set nationally. The current Strategy runs from 1998-2008. In addition to this Strategy, the DAAT Service carry out a Young Person's survey; they have a question on the Safer Neighbourhood Team's KIN Survey; they take into account the British Crime Survey, the LGUSS, Drugs Scope Survey and the London's Drug Policy Survey. Such things will be acted on dependent on resource availability.

The NDS has four strands:

- Young People: To help young people resist drug misuse in order to fulfil their potential in society.
- Communities: To protect our communities from drug related anti-social and criminal behaviour.
- Treatment: The provision of treatment services to enable people with drug problems to overcome them and live healthy and crime free lives – this currently the area of focus for the Havering DAAT.
- Availability: To stifle availability of illegal drugs on our streets via the disruption of drugs marketing and supply chains.

The *Havering BOCU 2006 Strategic Assessment* also points out certain key issues:

- Information indicates that the areas with the greatest levels of persons referred to drug services correspond with the more deprived wards – Rainham, the south-west and Harold Hill.
- There appears to be a lack of knowledge and opportunities for gaining knowledge around drug use and misuse
- Some intelligence which detects that 'recreational' use of cocaine is at times an issue within licensed premises in the centre of Romford

### 3. The Metropolitan Police

In November/December, following consultation with the public and partners, police and statutory partners will undertake research and develop a Strategic Assessment that is compliant with the National Intelligence Model (NIM). This document identifies those areas of activity for the forthcoming performance year. In February/March the Home Office sets the MPS targets for Crime Reduction, Sanctioned Detections and Victim Focus etc. These take into account LAA, LPSA targets etc. Havering BOCU submit what they consider their targets should be to the centre, who determine whether all the borough's submissions will deliver the MPS targets set by the Home Office. Invariably the centre moderate the suggested targets (usually upwards!) and set targets for each area of performance for all the boroughs.

The *2006 Havering BOCU Strategic Assessment* (Control Strategy for December 2006-March 2007) recommends:

- Continued focus on the reduction of BCS (British Crime Survey) comparator crimes and TNO (total notifiable offences) sanction detection rate, including domestic violence
- Prioritise issue of violence around Romford Town ward – with a focus on violence, robbery and anti-social behaviour.
- Romford Town Centre has substantial, specific, endemic crime and anti-social behaviour which are not replicated in other locations – therefore needs concentrated efforts on issues such as Personal Robbery and Violent Assaults
- Undertake activities which engage with and provide reassurance to local communities – including media strategies. This should primarily focus on tackling key issues of concern as raised by the public, including anti-social behaviour, and being seen to do so.
- Motor Vehicle Crime – to include both theft from and theft/taking of offences (paradox where crime is falling but detection rates are deteriorating)
- In terms of Motor theft Hornchurch appears to be a consistent hotspot
- Dwelling Burglary – including specific attention to distraction offences (strong geographical trend towards Harold Hill area)
- Continued focus on Domestic Burglary and Personal Robbery – but need to be wary of devoting large amounts of internal resources and funding to reduce Personal Robbery, but should use central funding to engage in specific, impactful, visible activities
- Paradox of Havering being a borough where detection performance in robbery is improving but crime levels are rising (suggests a pool of potential offenders is large and fluid)
- Wider use of bicycles by Safer Neighbourhoods Team to be promoted as means of reassuring the public
- Seek to canvass views and opinions of young people – setting up of a less-formal forum

#### 4. The Fire Brigade

The *Corporate Plan* for the London Fire Brigade highlights key areas which local services should be working towards. The Corporate Plan 2007-2010 highlights areas around:

- Reducing the number of accidental fire related deaths in the home by 20 per cent, averaged over the eleven-year period to 31 March 2010, equivalent to 280 fire-related deaths per annum, compared with the average recorded in the five-year period to 31 March 1999 of 350 fire-related deaths.
- Reducing accidental fires in people's homes by five per cent.
- Reducing the number of accidental fire-related deaths in the home by 20 per cent.
- Reducing deliberate fires by 10 per cent.
- Reducing hoax calls (malicious false alarms) by five per cent.
- Maintaining the current time it will take on average for the first fire engine to arrive at an incident (while reviewing how we might improve on that).
- Improving the time that it takes a second fire engine to attend incidents across London. (This means that over 1,000 more of these incidents will now get a second fire engine within eight minutes).
- Ensuring that appropriate fire safety measures are designed and built in to major new developments in London (such as those in Thames Gateway and the Olympics village)
- Working with young people and older people in order to increase their awareness of the risks from fire
- Improving resilience to respond to major or catastrophic events, building on the experience of the London bombings in July 2005
- Working with the owners of, or those responsible for, buildings to which fire crews are repeatedly called out when people become shut in lifts in order to improve the maintenance of those lifts and reduce both the disruption to local residents and their visitors and the avoidable drain on Fire Brigade resources

The Corporate Plan also mentions the aim to:

- conclude our search for a site for a new fire station in Havering by 2008 with a view to acquiring a suitable site and preparing plans for its development

The *London Fire Brigade Borough Profile for Havering* highlights two important challenges for the area:

- the large rural areas generally have a lot of secondary open land and refuse fires in the summer months
- the high number of elderly residents poses the greatest risk in terms of those killed or seriously injured in a fire.

Aims and targets set in the Corporate Plan form Havering Fire Brigade's Borough Plan.

- Working with the Safety Liaison Groups at our COMAH sites at Flogas and National Gas Romford.
- work with the Local Authority and Thames Gateway planning and regeneration units, to try and ensure that new housing developments contain hard wired smoke alarms and domestic sprinklers
- Enhancing the Local Intervention Fire Education (LIFE) and Safe Drive Stay Alive (SDSA) programmes, and the issue of the Channel Tunnel Rail Link line now being live.
- Produce a rural strategy to reduce the risk and increase the response to deal with the annual problem of excessive open land fires.
- Attendance times currently not meeting headline targets. We aim to improve this by building a new fire station in Havering.
- Evidence suggests that a high proportion of non-accidental fires and hoax calls that we attend are a result of anti-social behaviour, particularly involving youths
- Working primary focus for this year will be the Irish Traveller and Romany Gypsy Community across the Borough.

#### 5. Victim Support Havering

Due to the nature of their job, Victim Support tend to be reactive to the priorities of other agencies and what they identify as key areas of concern, as opposed to being able to set more specific support targets.

However, conversations with the agency highlight some key areas for the forthcoming year. These include:

- The need to increase support offered to people suffering from Anti-Social Behaviour (this can be seen in the Council's Anti-Social Behaviour Strategy where the number of people who come forward to act as witnesses are relatively low)
- Engaging with the County Court with the above process
- Making Victim Support a key priority of the Borough
- The structure of the agency will be changing to become one national organisation so this will have an affect at the local level in terms of a possible loss o independence and need to act on national issues
- A recent Green Paper; 'Rebuilding Lives' makes it mandatory for Victim Support to offer 'Enhanced Services'. Rolling out this policy will form a large part of the work over the forthcoming year.
- Domestic Violence and the need to ensure a good service is continuously provided. One of the most important ways in which this can be done would be to have independent Domestic Violence Advisors (currently unavailable in the borough)
- Need for MARAC (Multi-Agency Risk Assessment Committee)
- Reduction of alcohol crime
- Resources for Young People

## **LAA2 Key Priorities Mapping Exercise: COMMUNITY PARTICIPATION**

### **PURPOSE**

The purpose of this mapping exercise is to establish the key priorities and issues highlighted by members of the Community Participation theme group. This will consequently serve to highlight some prominent themes which can be of use in discussing Local Area Agreement 2.

### **Metropolitan Police highlighted as issues:**

1. Tackling alcohol harm reduction especially with a focus on young people
2. Joint working to identify young people who are vulnerable to entering the criminal justice system with prevention joint partnership work.
3. Tackling the fear of crime/perception
4. Tackling anti-social behaviour
5. Tackling racism/ education  
reduce crime & disorder especially burglary/violence/racists offences
6. Tackle perpetrators of crime
7. Build pride/reputation of Havering
8. Improve social cohesion/community engagement/empowerment
9. Improve volunteering

These themes can only be carried forward with the support and involvement of the community. This also highlights community cohesion as an area for development as the issues above will not be successfully dealt with unless without meaningful community cohesion.

## **LAA2 Key Priorities Mapping Exercise: ENVIRONMENT**

### **PURPOSE**

The purpose of this mapping exercise is to establish the key priorities and issues highlighted by members of the Environment theme group. This will consequently serve to highlight some prominent themes which can be of use in discussing Local Area Agreement 2.

### **KEY THEMES IDENTIFIED**

#### 1. London Borough of Havering: Environmental Strategy Unit

The Environmental Strategy Unit's priorities are dependent on legislation from central government, statutory targets put forward by regional and central government, and any available funding streams. Priorities identified within the *2007/08 Environmental Strategy Service Plan* include:

- Mainstreaming Climate Change Strategy across the Council
- Producing a Sustainability Framework
- Leading on LAA targets
- Energy Management - working to increase the sustainability of Havering's energy use and promote affordable warmth
- Countryside Management and Biodiversity - working to increase accessibility, appreciation and biodiversity of Havering's Countryside and green space
- Sustainable Transport - working to promote and improve sustainable transport choices
- Heritage and Built Environment - working to protect and promote Havering's built heritage
- Education and Awareness Raising - working to increase, awareness, respect and understanding of Havering's environment

#### 2. London Borough of Havering: StreetCare

StreetCare also set their priorities for the year following performance indicators set out by central government. Other works carried out by StreetCare are based around consultations – these tend to be on an ad hoc basis and focus on issues around tree pruning and landscaping of roundabouts.

The *2007/08-2008/9 Service Plan* for Streetcare highlights issues such as:

- Difficult challenges lie ahead in reducing waste overall, increasing recycling and enforcing the street scene environment
- Waste minimisation and Recycling will play a fundamental part of Havering's future and its ability to achieve demanding targets
- Clear need to work on Highways – i.e. quality of carriageways and footways

- Environmental maintenance – need to improve BV199 which focuses on the key liveability issues of street cleansing, graffiti removal, reduced flytipping, fly posting and improved liveability of local Secondary Town Centre Schemes.
- Street Pruning
- A significant contribution to protecting and improving the environment is the reduction of waste and improved recycling with a current (06/07) recycle rate expected to reach 20% against a target of 27% a significant improvement is required
- Need to strengthen StreetCare enforcement
- Need to forge strong relationships with hard to reach groups and disadvantaged groups
- Need to improve develop a phased communications campaign that will raise the public's awareness of the benefits of an improved environment
- Need to create more sustainable transport systems focusing on travel choices, road safety, and reducing the environmental impacts of travelling

### 3. London Borough of Havering: Culture and Leisure Services

The key aims and objectives for Culture and Leisure Services can be seen in the Cultural Strategy. This is further broken down into the Arts Strategy, the Parks and Open Spaces Strategy, the Historic Buildings Strategy, the Libraries Strategy and the Sports and Physical Activity Strategy.

The *Cultural Strategy 2007-2011* highlights some of the key issues facing Havering as:

- Cultural facilities and opportunities are not evenly spread around the Borough, and a number of wards lack good quality opportunities or easy access to take part in sports, arts or heritage activities
- Some gaps in provision and there could be more community use of education facilities
- Not enough understanding and appreciation of culture's contribution to social, economic and environmental well-being
- Inequalities in take-up of cultural provision: this is particularly acute amongst the socially excluded, economically inactive sections of the community who are less likely to use cultural facilities or join in activities
- An insufficient range and amount of provision for young people
- Resource limitations particularly in external funding: in the context of tight budget restrictions within the Council and other cultural sector funders, there is a real and significant challenge to secure external funding in a relatively well-off borough
- Weaknesses in cross-cultural sector linkages: most cultural sector organisation, with a few exceptions, operate within their own specific discipline. There is little cross-cultural planning and no vehicle for bringing together all cultural providers

- Limited understanding of how cultural production and consumption links up in the Borough
- Limited attention to diversity and the forthcoming demographic challenges in Havering: with demographic change from a largely stable population profile towards greater social diversity, the opportunity for a diverse cultural offer is yet being addressed
- Little focus on increasing the potential contribution to the local economy made by visitors: the opportunity for greater numbers and range of visitors attracted by Havering's shopping, heritage and cultural events is not being realised
- Developing the role that culture can play in improving the quality of life and the beauty of town centres; although the Local Development Framework and Town Centre plans and strategies (e.g. the Romford Action Plan) recognise the important role that culture (along with heritage, design and architecture) can play in improving town centres, little investment in this area has been made thus far.
- Increasing participation in physical activity amongst adults
- Improving physical education in schools
- Increasing leisure centre usage
- Need to establish a co-operative, active and thriving cultural sector in Havering
- Encouraging participation and appreciation of arts and culture
- Increasing library usage and resident satisfaction
- Promoting volunteering in Havering
- Increasing access to quality sports and leisure facilities
- Ensure maximum benefit to the Borough from the Olympics
- Improving parks and open spaces
- Promote the heritage and built environment of Havering
- Improving the range and quality of cultural provision in the South of the Borough
- Promote basic skills and ICT training
- Promote high quality adult learning to encourage workforce, personal and community development
- Establishing and promoting the Queen's Theatre and the Hornchurch Cultural Quarter

The Parks and Open Spaces Strategy presents information taken from various surveys:

*Havering Residents' Survey 2005 - MORI*

- 36% of local people feel that parks and open spaces are most important in making somewhere a good place to live
- 26% feel that parks and open spaces in Havering most need improving
- 58% are satisfied with Parks and Open Spaces (likely to rise to 67%)

4. London Borough of Havering: Regeneration

The *DRAFT Regeneration Strategy* for Havering highlights that:

- Large parts of the borough are under environmental pressure and there are significant areas of 'derelict' land particularly at London Riverside.
- Need to ensure that To ensure that new developments economically, socially and environmentally sustainable
- Need to provide good quality accessible greenspace for new and existing communities
- Challenge to balance between the economic need for provision for cars in town centres and development areas with opportunities for more sustainable forms of transport
- The need to reduce the consumption of natural resources manage waste sustainable and reduce carbon emissions
- Protection of existing and new communities from flooding, ground contamination, noise and air pollution
- Return of derelict and contaminated brownfield land into productive use
- Promoting healthier lifestyles through improved walking and cycling facilities

#### 5. Royal Society for the Protection of Birds (RSPB)

Most of the RSPB's objectives are set by the Head Office through a *Five Year Future Directions Plan*. This plan can be subject to change once distilled to local areas and can also be impacted by local consultations or availability of funding.

Future Directions III (2002-2007) focuses on the key areas of:

- Challenges for Birds and the Environment - birds are under more pressure than ever before due to agricultural intensification, climate change, growing demands for water, expansion of urban areas and transport infrastructure, and the over-exploitation of the seas – need to act now
- International Conservation – the RSPB's aim is to achieve effective worldwide bird and habitat conservation through a strong and united partnership of conservation organisations
- Offering Lifelong Learning – initiatives to include local community projects, beginners' events and activities for first year members, practical involvement of people with simple surveys to collect useful wildlife data, establishing a coherent approach to involving family members, exploring the viability of developing adult evening classes with other organisations, and developing more opportunities for volunteers to obtain nationally-recognised qualifications
- UK Conservation – working to enhance the populations and ranges of wild birds, increase the extent and quality of habitats, and improve the countryside for birds and other wildlife and implementing hands-on recovery programmes for rare and threatened birds such as bitterns, corncrakes stone-curlews

- Working Together Better – invest in staff training and development and to improve its working practices
- Building and Retaining Support - inspiring more people to care about and support work for wild birds and creating every opportunity for people to fulfil their enthusiasm for wild birds and the environment, to learn more and to contribute to conservation

(Future Directions IV is due out next month)

Locally, there is a *Management Plan* for the Rainham Reserve. Some of the key issues for this site include:

- Need for integrated and sustainable transport
- Need to promote cycle routes
- Increasing waste recycling
- Increasing the number of workshops and educative sessions delivered – this also involves increasing extra-curricular activities
- Issues around equalities and diversity

## LAA2 Key Priorities Mapping Exercise: HEALTH AND WELLBEING

### PURPOSE

The purpose of this mapping exercise is to establish the key priorities and issues highlighted by members of the Health and Wellbeing theme group. This will consequently serve to highlight some prominent themes which can be of use in discussing Local Area Agreement 2.

### **Health Care Commission Annual health Check:**

The annual health check highlights areas where Havering PCT are judged to be **under achieving**. These include:

- 800,000 smokers from all groups successfully quitting at the 4-week stage by 2006.
- A minimum of 80% of people with diabetes to be offered screening for the early detection (and treatment if needed) of diabetic retinopathy by March 2006, and 100% by 2007.
- Achieve a maximum waiting time of two months from urgent referral to treatment for all cancers by December 2005.
- Deliver a ten percentage point increase per year in the proportion of people suffering from a heart attack who receive thrombolysis within 60 minutes of calling for professional help.
- Improve the life outcomes of adults and children with mental health problems by ensuring that all patients who need it have access to crisis services by 2005, and a comprehensive child and adolescent mental health service by 2006.
- In primary care, update practice-based registers so that patients with coronary heart disease and diabetes continue to receive appropriate advice and treatment in line with national service framework standards and, by March 2006, ensure practice-based registers and systematic treatment regimes, including appropriate advice on diet, physical activity and smoking, also cover the majority of patients at high risk of coronary heart disease, particularly those with hypertension, diabetes and a BMI greater than 30.
- Substantially reduce mortality rates by 2010 from heart disease and stroke and related diseases by at least 40% in people under 75, with a 40% reduction in the inequalities gap between the fifth of areas with the worst health and deprivation indicators and the population as a whole.

### **Havering Health profiles 2007 highlights some areas for improvement:**

- Levels of physical activity are below the England average.
- There is a lower rate of admissions to hospital for alcohol specific conditions (however other theme groups and highlight alcohol and its effects on leading to anti social behaviour amongst children and young people as an issue to be addressed.)
- Havering's level of deprivation is not high compared to other boroughs; however, there are marked variations within the borough with a largely affluent area in the south compared to more deprived areas in the north.
- Life expectancy in the most deprived areas for males and females is 75.3 and 80.4 years, 4.1 and 2.0 years less than the least deprived areas.

### **The Performance Assessment for Adult Social Care 2005-06 highlighted areas for improvement:**

- Performance on delayed transfers of care deteriorated, with an increase in number of users whose discharge was delayed. The challenging context includes considerable financial pressures in local health services that have impacted on service delivery;
- Despite some progress on extra care housing, performance is below the target the council set itself for the year, and well below that of comparator councils;
- Performance in managing costs of intensive social care and homecare, raised as an area for improvement last year, had further deteriorated and performance was weak;
- Although the council has plans to improve its safeguarding arrangements, including centralising the service and creating a joint Adult Protection Service with Health partners, an effective service was not fully operational;
- In a recent survey, 52% of users indicated high satisfaction levels with home care. Although this is similar to comparator councils, performance was weak;
- The council had improved its performance and increased the take up of Direct Payments, but this is still below similar councils. The performance target set by the council for the coming year would continue this trend;

**The Primary Care Trust also highlighted as priorities;**

- Alcohol harm reduction and the need to manage this in partnership with relevant agencies across the borough.
- Mental Health Improvement
- Obesity amongst young children which is currently high on the national agenda (also highlighted in LAA1)
- A second future programme is Mental Health Improvement, for which a strategy is currently being drafted.

## **LAA2 Key Priorities/ Issues: PROSPEROUS COMMUNITIES**

### **PURPOSE**

The purpose of this mapping exercise is to establish the key priorities and issues highlighted by members of the Prosperous Communities theme group. This will consequently serve to highlight some prominent themes which can be of use in discussing Local Area Agreement 2.

### **KEY THEMES IDENTIFIED**

#### **1. London Borough of Havering: Regeneration**

The Government's Thames Gateway Interim Plan, the Mayor's London Plan and more recently the London Thames Gateway Development Corporation's strategies identify Havering as a priority area for regeneration.

This offers vast potential to:

- Develop under-used land to build new homes, local services and business premises
- Improve the image of the borough, the environment and transport into and within Havering
- Increase the size of the employed community
- Promote innovation and new businesses and diversify and rejuvenate business sectors
- Establish a wider range of jobs for local people, promote the learning of new skills, raise aspirations and improve local income levels
- Develop sustainable, vibrant and safe town centres
- Make best use of the opportunities presented through the 2012 Olympic Games
- Support the delivery of the Community Strategy including health and wellbeing and cultural activities

**This relates directly to the main challenges for the regeneration of Havering such as low paid local jobs, poor skills levels, pockets of deprivation and inequality, housing needs, low rates of business formation, derelict land, the public's perceived fear of crime and the pressure created by an ageing population. It also takes account of what local people tell us they would like to see in their areas such as improved environment, services and safety.**

The Regeneration Strategy highlights key themes and issues:

#### Strategic Aims

- To continue to work in partnership to provide a coordinated business support service in the borough

- To continue current business support and inward investment programmes in partnership including Gateway to London, Business Start Ups, Industrial Estates Revitalisation and sector development such as Building East
- To promote Havering as a recognised area of enterprise and innovation and the place to do business
- To support the development of the social economy sector in Havering
- Support inward investment through employment and skills development
- Support the development of local business by ensuring local people have the skills companies need in order to develop and grow
- Encourage people in work to develop their skills
- Tackle areas of deprivation by helping people access jobs
- Raise aspirations, particularly among young people, by raising awareness about employment trends and future job opportunities

#### Key Issues

- Individual organisations' longer-term sustainability
- Planned growth of Romford and London Riverside
- Low qualification levels: 19% qualified to NVQ 3 or higher, (41% in London) and 32% with no qualifications, (24% in London)
- Low salaries among residents employed locally
- Significant job opportunities for local people through economic growth in London Thames Gateway and locally; London Riverside and Romford
- Low participation in higher education
- The regeneration of Harold Hill

#### Key Issues

- Current availability of good quality business premises
- Low VAT registration rates and de-registration rates
- Wide diversity of business support organisations and programmes
- The need to create balanced communities and promote social cohesion
- The need for supporting social and physical infrastructure to serve new communities and provide benefits to existing residents
- The need for affordable homes and the high prices of houses relative to household income

#### Supporting people to develop the right skills to access jobs

Havering's residents play an important role in the London economy with approximately 44% of local people travelling to work in other parts of London every day. Havering's labour market compares well to the rest of London, with high numbers of people in work and a low proportion of the population registered as unemployed.

However, there are still significant numbers of people hoping to enter or return to the labour market. In addition, residents of Havering tend to have lower

qualification levels than the population of London and there are significant needs to achieve both higher level skills and basic skills. Earnings per resident are also below the London average, particularly for jobs in the borough.

These issues have been addressed in areas of deprivation with projects such as Learning Villages, Gateway to Industry, Jobnet and the Harold Hill Training and Employment Network and Learning Community. In addition the establishment of the Centre of Engineering and Manufacturing Excellence offers opportunities to increase higher education alongside Havering College and the Havering Adult College. **Continued partnership work, to identify and develop new initiatives that will help local people and businesses reach their full potential will be vital in creating a competitive economy in Havering.**

## 2. CBI/ Chamber of Commerce: Skills/ qualifications in Havering

Havering has a lower than London average for adults (age 16+) employed in the areas of:

- Managers and senior officials
- Professional occupations
- Associate professional and technical occupations

Havering has a higher than London average for adults (age 16+) employed in the areas of :

- Administrative and secretarial
- Skilled trades occupations
- Personal service occupation
- Sales and customer services
- Process plant and machine operatives

Havering has a lower than London average for qualifications in the following areas:

- NVQ2 and above
- NVQ3 and above
- NVQ4 and above

Havering has a lower than London average for earnings by residence for male and female full time workers.

Havering has a higher than London average for Job Seekers Allowance claimants between the age of 18 – 24 and aged 50 and over

Havering has a slightly lower than London average in terms of VAT registered businesses. This is already being addressed through non stretch targets.

Havering has a much lower job earnings by workplace average than the London average.

This support the need for upskilling (as highlighted in LAA1 – feedback from the HSP conference, the HSP Conference 2007 feedback and the local futures snapshot of Havering).

### 3. local futures: State of Havering

<b>Economy</b>	<b>C</b>	<b>Society</b>	<b>C</b>	<b>Environment</b>	<b>C</b>
Economic performance	C	Occupational Profile	D	Land & property	E
Industrial structure	C	Prosperity	B	Housing affordability	C
Businesses	D	Deprivation	B	Transport & comms	B
Skills & qualifications	E	Health	C	Services & amenities	D/B
Labour market	C	Crime	D	Natural environment	E

local futures also identified as policy challenges:

1. Building a more competitive knowledge economy:
  - Entrepreneurship, business clusters and networks
  - Infrastructure
  - An educated, skilled and flexible workforce
  - Local innovation
2. Creating a socially inclusive knowledge economy
  - Deprivation & inequality, prosperity
  - Health & crime
3. Improving/exploiting the quality of Havering's environmental assets
  - Housing affordability
  - Connectivity
  - Local services/amenities
  - Natural environment

#### 4. Havering Skills and Learning Research

Improving the nation's skills levels is a national priority. In east London there is a continuing mismatch between the skills of residents and those required in its developing labour market.

##### **Summary**

**The Havering working age population has higher than average economic activity rates and is 25<sup>th</sup> out of 33 London boroughs in its levels of household income. Skills and qualifications are below London and Great Britain levels. School performance is good and the proportion of younger residents with out qualifications is similar to the national and all-London profile. There is mixed evidence about achievement post-16. 'Staying-on' rates at 16 are comparatively good. However, post 17 participation and Level 2 and Level 3 achievements at 21 do not compare so well. Rates of participation in higher education by young people remain low, indicating the likelihood of a continuing skills gap between Havering and London and the rest of the country. The key facts are:**

- **High numbers of residents with poor skills for life, particularly functional numeracy (only 1 in 5 have Level 2+ numeracy skills, 49% are below Level 1)**
- **A substantial proportion of working age residents without a Level 2 qualification – some 45% or 60,000+ people**
- **A high proportion of working age residents in the current 25-45 age groups with skills below Level 2**
- **Non-participation rates post 16 that result in fewer Havering residents acquiring Level 3 and Level 4+ skills**
- **Lower than national levels of participation in higher education, despite good achievement at age 16.**

**Havering has a local economy with a similar skill profile to the local area. Retail, manufacturing, construction and finance and business are the main areas of employment; earnings are lower than many other parts of London. Future projections for the borough see a continuing decline in manufacturing, although some new higher tech businesses are in prospect. There is also likely to be growth in the distribution sector and continuing significance of retail and office sectors. Future employment growth lies outside the borough where skill demands are likely to be increasingly for Levels 3, 4 and above.**

##### **Economy**

- **The Havering has a local economy that has a similar profile to the skills of local people.**

- Retail, manufacturing, construction and finance and business are the main areas of employment; earnings are lower than many other parts of London.
- Manufacturing in the borough is projected to decline, although some new higher tech businesses are in prospect.
- The wholesale and distribution sector is also likely to grow retail and office sectors will continue to be important.

### **London's skill needs**

- The poor skills of East London residents have become a core concern to the regeneration of London Thames Gateway as a knowledge-based economy, attractive to business.
- Already over 80% of jobs created in Canary Wharf and Docklands are filled by people commuting in from outside the east London region.
- A mismatch between the skills of local residents and the skill requirements of the new jobs is responsible for the failure of residents to benefit from the better paid jobs available.
- While some 37% of London Thames gateway jobs require a degree-level qualification only 23% of east London working age residents are qualified to this level. Some boroughs, including Havering, have even lower proportions of graduates.

### **A knowledge economy**

- The Thames Gateway London Partnership's skills audit identifies a low skills problem across the area with the effect that local people are not benefiting as they should from some of the sectors of high demand.
- It also notes strong employment demand in sectors such as construction, social and personal services and transport and communications that are an important component of the Havering economy.

### **Deprivation and Household Income**

- Havering's wards do not feature amongst London's areas of deprivation.
- None of its 149 super output areas<sup>1</sup> fall into the top 10% most deprived, five fall into the 20% most deprived (3 in Gooshays, 1 in Romford Town and 1 in South Hornchurch) and 17 into the 30% most deprived (largely the same wards).
- 'PayCheck' data are a commercial source of household income data, comprising household income from all sources, not just earned income, but excluding taxation and housing costs.

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<sup>1</sup> Super Output Areas are geographical areas of consistent size, each having a population of around 1,500 people

- The mean 2006 household income for all households in London was £37,664; for Havering it was £35,738 placing it 25<sup>th</sup> out of 33 boroughs<sup>2</sup>.
- Thus while it does not suffer the deprivation of other parts of east London, Havering residents are not amongst London's most affluent.

### **Economic Activity**

- The Annual Population Survey (the boosted Labour Force Survey) shows that the proportion of people of working age in Havering who are economically active (either in employment or registered as unemployed) has consistently been above the levels in both London as a whole and England.
- Current levels (March 2006) stand at 81.5% compared to an all-England rate of 78.3% and while employment levels in London are just 68.6% of the working age population, 76.6% of the Havering workforce are employed.

Census 2001 shows that:

- proportions of people in the borough working part-time are about 40% higher than for London generally, although only slightly higher than the national rate
- proportions working full-time are slightly lower than the rest of London, but above national levels
- self employment rates are similar to London as a whole and higher than nationally
- Havering has a smaller full time student population than London or England (2.05% in Havering compared to 2.96% in London)
- while unemployment is lower than the London and England rates the proportion of unemployed people aged 16-24 is higher than elsewhere in London or in England as is the proportion of people aged 50 and over.
- percentages of unemployed people who have never worked or are long-term unemployed are lower than London and England rates.

### **Skills and Qualifications**

- Skill and qualification levels in Havering remain below those found in London and in Great Britain.
- People in Havering have lower achievements at each level than nationally and there is a higher proportion of the population with no qualification.
- The LSC has noted<sup>3</sup> that approximately a third of working age Londoners do not have a Level 2 qualification. In Havering this is 45%, some 60,000+ people. The gap with the rest of London at levels 3 and 4 is even greater.

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<sup>2</sup> GLA, (2006), PayCheck, (Data Management and Analysis Group Briefing)

<sup>3</sup> Learning and Skills Council, (2006), The London strategic analysis: 2007-08

- Significantly there is also a gap with the rest of east London; while some 23% of residents in the London Thames Gateway area have Level 4 and above qualifications the proportion for Havering is 17.7%<sup>4</sup>.

### Higher Education

- An analysis of participation in higher education by area of residence was published by the Higher Education Funding Council in 2005<sup>5</sup>, for the 2000 cohort.
- This shows that Havering like its east London neighbours has low participation in higher education.
- The HEFCE study counted some 4490 students in higher education institutions coming from Havering. This put Havering into the lowest band of higher education participation mapped by HEFCE: 15-29 %.
- The highest band, represented by a number of west London boroughs, was 52-60%. The current government target is for 50% of those aged 18-30 to have achieved a HE qualification by 2010.

### Employment and occupation

An initial overview of the broad picture of employment and economic status of jobs in Havering is given by the Census which allocates people to one of 5 employment based social grades. The table below shows the population's skill imbalance is reflected in economic status with significantly lower levels of the AB and C1 groups and higher levels of C2 and D.

#### Social Grade: workplace

	%Havering	%London
AB: Higher and intermediate managerial/ administrative/ professional	18.9	32.5
C1: Supervisory, clerical, junior managerial/ administrative/ professional	32.3	40.7
C2: skilled manual worker	17.8	10.7
D: Semi skilled and unskilled manual workers	25.8	15.7
E: Lowest grade workers, unemployed	2.1	3.5

- Fewer Havering residents are senior managers, professionals or associate professionals than London residents as a whole and more are employed in administrative and clerical and elementary occupations.
- Compared to London as a whole the Census data suggests that the resident working population of Havering is more likely to work in routine and lower skill jobs and also skilled trades, than in management, professional, technical and administrative jobs. Census analysis also gives a broad picture of the incidence of lack of qualification by sectors of employment.

<sup>4</sup> London Thames Gateway, (2006), Skills audit

<sup>5</sup> Higher Education Funding Council for England, (2005), Young participation in higher education

- It shows that construction, wholesale and retail trades, hotels and restaurants and transport, storage and communications are also sectors with poorly qualified workforces.
- Some parts of the social care sector also fall into this group. These are employment groups in which Havering residents and the Havering economy are strongly represented.
- There are high levels of economic activity in the borough although people's work and earnings reflects their skill levels. While there is clearly out-commuting there is a question about whether in-commuting is filling some of the higher skill jobs in the borough. This raises issues about skilling up local people to fill such jobs.

### Businesses in Havering

The jobs density in Havering (the ratio between total jobs<sup>6</sup> and working age population) is 0.68 compared to 0.93 for London and 0.83 for England. Many residents must therefore rely on employment outside the borough.

- An analysis undertaken to contribute to the drawing up of the borough's new Local Development Framework<sup>7</sup> has assessed sectors that have a high location preference in the borough. This has identified construction, retail, hotels and restaurants, transport and communications and health and education as sectors with a higher than projected location in the borough.

### 5. Learning and Skills Council: London priorities

The LSC's London Strategic Analysis, 2007-08<sup>8</sup> recognises the challenges for skill development that need to be met in London:

- an ageing adult population that requires basic skills and opportunities to update vocational skills
- the need to focus on a full spectrum of skills from entry level through to the key higher level skills that drive the London economy
- need for increased deliver levels of numeracy
- a declining employment market for 16-18 year olds without basic skills and qualifications
- the need to increase participation and achievement at Level 3 and progression pathways to HE
- Need to improve FE success rates for adults
- The need for a continuing sectoral focus to meet employers' skill needs
- The need to develop management and leadership and customer services.

Learning and skills provision in Havering will reflect these priorities whilst addressing more borough specific factors.

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<sup>6</sup> Total jobs includes employees, self-employed, government-supported trainees and HM forces

<sup>7</sup> Havering employment land use review, 2006 op cit

<sup>8</sup>LSC, (2006), The London strategic analysis 2007/08, op cit

## 6. Havering College FHE

Strategic priorities:

- **14-19**

Working with local schools and the LBH to improve the 14-19 achievement rate. further development of a broad curriculum to widen learning opportunities and improved progression rates.

- **Study from age 14 to Degree**

Supporting local people locally and as such has a curriculum offer that can enable learners to start with us and progress their way up to achieving at degree level. Havering residents are significantly under represented nationally on Higher Education programmes.

- **Sustainable Technologies and the Environment**

As an organisation we are committed to providing courses to support the environment and as such are working on degrees in Sustainable Technologies. We are also in consultation with UEL regarding the Thames Gateway Institute of Urban Technologies, where we have put forward initial ideas on Sustainable developments, Land Management, Environmental Stewardship and Product Stewardship.

- **Skills Development**

The College holds as a further key priority its pro activeness in relation to Employer Engagement and Workforce Development. The College has a clear focus in supporting local people to improve their skills base, either by undertaking courses to improve their Literacy, Numeracy, IT or Language Skills, or taking their first full level 2 or 3 qualification.

- **Health and well being**

In order for an individual to be successful it is necessary to adopt a holistic approach. We would welcome partnership working on parenting skills, healthy living styles (food, drink and exercise). Reducing crime, working with Havering's youth and making people feel safe, courses specifically designed around self protection and improving opportunities for our more mature residents.

- **Olympics**

There are a number of opportunities here, not least the nationally accredited Volunteers' Award and a whole variety of Sports Leadership Awards. FE and HE level qualifications and Facilities Management.