



## Resources and Public Realm Scrutiny Committee – Supplementary Agenda 2

**Wednesday 21 February 2018 at 7.00 pm**

Boardrooms 4/5/6 - Brent Civic Centre, Engineers Way,  
Wembley, HA9 0FJ

### Membership:

#### Members

Councillors:

Kelcher (Chair)

Kansagra (Vice-Chair)

Aden

Colacicco

Crane

Ezeajughi

Mashari

Stopp

#### Substitute Members

Councillors:

S Choudhary, Daly, Harrison, Hylton, Kabir, Long and  
Naheerathan

Councillors:

Maurice and Warren

**For further information contact:** Bryony Gibbs, Governance Officer  
020 8937 1355; [bryony.gibbs@brent.gov.uk](mailto:bryony.gibbs@brent.gov.uk)

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**[www.brent.gov.uk/committees](http://www.brent.gov.uk/committees)**

**The press and public are welcome to attend this meeting**

## Notes for Members - Declarations of Interest:

If a Member is aware they have a Disclosable Pecuniary Interest\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest\*\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also a Prejudicial Interest (i.e. it affects a financial position or relates to determining of any approval, consent, licence, permission, or registration) then (unless an exception at 14(2) of the Members Code applies), after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

### \*Disclosable Pecuniary Interests:

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences** - Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

### \*\*Personal Interests:

The business relates to or affects:

(a) Anybody of which you are a member or in a position of general control or management, and:

- To which you are appointed by the council;
- which exercises functions of a public nature;
- which is directed is to charitable purposes;
- whose principal purposes include the influence of public opinion or policy (including a political party of trade union).

(b) The interests a of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting, to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the electoral ward affected by the decision, the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who employs or has appointed any of these or in whom they have a beneficial interest in a class of securities exceeding the nominal value of £25,000, or any firm in which they are a partner, or any company of which they are a director
- any body of a type described in (a) above.

# Supplementary Agenda 2

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<b>6 Employment and employability in Brent - Department for Work and Pensions update</b>	1 - 10

Scrutiny has requested an update from the Department for Work and Pensions (DWP) in response to the confirmation of two of the four Jobcentres in Brent (Kilburn and Willesden) being closed. The DWP report is attached as appendix 1, outlining the impact of the closures and mitigations in place for job seekers in Brent. The covering report intends to explain the partnership working between the council and DWP.

**Appendix 1 – DWP update report is attached for members’ consideration.**



Please remember to set your mobile phone to silent during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public.

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# DWP Proposal for Closures of Willesden and Kilburn Jobcentres

Since 2011, we have significantly fewer colleagues working within the department, we have found that many of our offices had spare space, In addition more and more of our services are being delivered on line. , We want to make sure that the offices which we work from continue to meet the changing needs of the people that use our services and that we deliver our services in an efficient and cost effective manner.

The changes we are making are not just within the borough of Brent but across the UK, as part of our continued drive to improve how we deliver public services for less money to the taxpayer. It does not mean we are reducing the support we offer to our customers.

Our priority remains the same – to make sure that our customers get the best possible support to get them into work.

Our overall strategy is to have fewer, but larger, offices. Across our operational network we plan to retain over 700 existing offices and open some new ones, meaning that overall the total number of offices we operate from is expected to reduce from over 900 to around 790.

In our jobcentres that means we are merging more offices, enabling us to offer our full range of services to claimants throughout our opening hours and so give them greater support in finding work. That is why in some cities we are merging smaller jobcentres into larger existing ones. We are also taking opportunities to co-locate jobcentres with local authorities and partner organisations where that makes sense.

We consulted claimants and external stakeholders on some of our plans for changes to jobcentres. Where proposals involved moving jobcentre services over three miles and 20 minutes away by public transport we conducted an online public consultation, through GOV.UK, before we made a decision. We did not consult the public about proposals for merging sites or co-locations where jobcentre services were being transferred to a location within the same area

We are committed to retaining a Jobcentre Plus network and to serving people in all areas of the country, to make sure they can continue to access the services they need. Increasingly people access many of our services online. This includes claiming benefits, looking for jobs and keeping us informed of their efforts to find work. We tailor our service so that face-to-face contact can be focused on those who need extra support from us.

We want to make sure that we can respond better to our customer needs, support the move towards Universal Credit and increase our ability to deliver services across the full working day.

The aim is to provide a better service in all jobcentres. We will move the IT equipment to the new office.

Jobseekers who have been claiming Universal Credit or Jobseeker's Allowance for more than 13 weeks can apply for a [Jobcentre Plus Travel Discount Card](#). This

halves the cost of rail travel (all operators) and gives discount on some pay-as-you-go bus fares (subject to operator participation).

Furthermore, the Flexible Support Fund is also used to help with travel costs of carrying out various work search activities (for example, formal training) or job interviews.

If a jobseeker needs to attend the new jobcentre, we can [reimburse travel costs](#) if they are claiming Jobseeker's Allowance or Universal Credit and are required to attend the jobcentre for appointments other than mandatory fortnightly appointments. For those claiming Employment and Support Allowance or Income Support, they are not required to attend the local jobcentre on a regular basis. Therefore, we will reimburse travel costs for each appointment you need to attend.

# Equality Analysis

## Evidence and Analysis

### Potential impact on members of the public, external stakeholders or partners

**Race or Ethnicity** – what potential impacts have been identified and how are they to be addressed

	Ethnic Minority	White
London Borough of Brent	63.73%	36.27%
National	24.60%	75.39%

Source: Census 2011 QS201EW (Ethnic group)

The percentage of ethnic minorities in the London Borough of Brent area is significantly higher than the national average.

Despite this variation, no evidence has been presented to suggest that the proposal would have an adverse impact on members of the public because of their race or ethnicity. It should be noted that all claimants should receive personalised tailored support, taking account of individual circumstance recognising capability (including health conditions), disability, language barriers and caring responsibilities. Claimants, including those who are vulnerable, are only asked to agree reasonable steps appropriate to individual circumstances.

DWP must make suitable provision to communicate with claimants and customers who do not speak English or Welsh (for people residing in Wales), or who are deaf, hard of hearing or speech impaired. Where the client has no-one who can support them (or for new JSA claimants considered to be in a vulnerable situation) then staff may use the contracted interpreting services: Telephone interpreters are provided by the Big word. Face to face interpretation using the contracted supplier, Prestige, is also available but normally only used in a limited number of circumstances (primarily fraud interviews and interviews that require British Sign Language or non-spoken languages.)

DWP acknowledges that the proposals may increase travel time and costs for claimants when they are required to attend Harlesden JCP and Wembley JCP. This will be particularly so for those who currently live within easy reach of Willesden JCP.

The reimbursement of travel costs, out with mandatory attendance, is considered on an individual basis in line with DWP regulations nationally. This is not new and is the case for any claimant required to attend a jobcentre throughout the UK.

Concern about public transport is an everyday issue and will continue to be considered on an individual basis. However, DWP recognises that some claimants will be taking an unfamiliar journey: Work coaches will support claimants, using interpreting services as appropriate, over the transition period until they become familiar with new travel arrangements.

Claimants can also choose to attend a jobcentre that is closer to their home. Work coaches will help sign post claimants in such circumstances. There is no anticipated impact on members of the public, either in respect of those who share this protected characteristic or those who do not.

**Disability** – What potential impacts have been identified and how are they to be addressed

	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited
London Borough of Brent	6.96%	7.46%	85.58%
National	8.5%	9.4%	82.00%

Source: Census 2011 QS303EW (Long-term health problem or disability)

The percentage of the public in London Borough of Brent with a disability that limits day to day activities is similar to the national average. The data does not provide a breakdown of the types of disability or specific details on the type of impact that would be experienced. It is likely that those with a physical or mental impairment that affects either their mobility or ability to change site will be impacted by this proposal.

The Department has therefore considered the type of impact in the worst case scenario whilst recognising that in some cases the impact may be positive – for example, where the journey involves less time, distance or changes for the individual. It is recognised that the change of office can amount to a considerable difficulty for a disabled person either in walking this extra distance, or the change it will cause to their journey.

The Department considers that any negative impact can be mitigated as part of business as usual at the new building by applying existing policies and practices where a customer has difficulty attending the building. These policies and practices advance equality of opportunity by ensuring the disabled person can access the Department’s service. For example the Department can consider whether personal attendance is necessary at all or if a home visit can be arranged.

The Department has also taken into account that some disabled customers will have needs in relation to accessibility (e.g. wheelchair users). The new office building will be compliant with the requirements of the Equality Act 2010.

**Gender** – what potential impacts have been identified and how are they to be addressed.

	Male	Female
London Borough of Brent	50.28%	49.72%
National	49.17%	50.82%

Source: Census Data 2011 QS104EW (Sex)

The proposal will have an impact on those with caring responsibilities (either children or disabled people) which is likely to contain a higher proportion of women.

The Department has considered the worst case scenario in assessing potential impacts of the proposal. In some cases the additional distances will result in a small increase in journey time for customers that can affect their caring responsibilities. For example, a mother will have to pick up their child from school at fixed times.

The Department considers that any negative impacts can be mitigated as part of business as usual at the new office by applying existing policies and practices where a customer has difficulty attending the office. For example the Department can be flexible about appointment times to accommodate caring arrangements. There are policies and procedures in place which will help to mitigate against possible impacts which largely affect females.

For those with young children, lone parents with children under the age of one are not required to attend a work coach interview but may choose to do so on a voluntary basis and any contact can be conducted by telephone or email.

Lone parents whose youngest child is between the age of 1 and 3 are required to attend mandatory interviews every 6 months, but may choose to engage more frequently on a voluntary basis. Once the youngest child reaches the age of 4 the claimant is required to attend work coach interviews quarterly, again they may choose to engage with their work coach more frequently on a voluntary basis.

Once the youngest child reached the age of 5 the claimant will claim Jobseekers Allowance (JSA) and attend on a fortnightly basis, travelling costs will be their personal responsibility. Travelling expenses can be refunded for any additional interviews that may be necessary. Claimants must be offered postal status when they have caring responsibilities and are unable to make arrangements for short-term care to cover their attendance, for example for a child during school holidays.

**Age** – what potential impacts have been identified and how are they to be addressed.

	16-17	18-19	20-24	25-29	30-44	45-59	60-64
London Borough of Brent	3.53%	3.36%	11.21%	16.08%	35.35%	24.78%	5.69%
National	3.83%	4.02%	10.49%	10.57%	31.74%	30.01%	9.31%

Source: Census Data 2011 KS102EW (Age)

There is no evidence to suggest that the proposal would have a disproportionate negative impact on any age grouping, or affect the other aims of the equality duty in relation to this protected characteristic. There is no anticipated impact on members of the public, either in respect of those who share this protected characteristic or those who do not.

**Religion / Beliefs** – what potential impacts have been identified and how are they to be dealt with.

	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Religion not stated
London Borough of Brent	41.48%	1.38%	17.82%	1.40%	18.65%	0.55%	1.21%	10.62%	6.90%
National	58.86%	0.15%	0.16%	0.04%	6.54%	0.33%	0.21%	32.66%	6.85%



Source: Census Data 2011 KS209EW (Religion)

The statistics for the London Borough of Brent show that there are a lower than national average Christians but higher than average Hindu and Muslims. Despite the differences from the national average, no issues have been identified as regards this protected characteristic. There is no anticipated impact on members of the public, either in respect of those who share this protected characteristic or those who do not.

### **Other protected characteristics**

#### **Sexual orientation, Gender reassignment, pregnancy and maternity, marriage and civil partnership**

No data is collected on these protected characteristics.

The Department does not envisage that the proposal would have a particular adverse impact on those with any of these protected characteristics, or affect the other aims of the equality duty in relation to these groups. There may be a need for additional room for confidential conversation; DWP will provide this provision for this possibility.

There is no anticipated impact on members of the public, either in respect of those who share this protected characteristic or those who do not.

**Any Other Equality Impacts** – what potential impacts have been identified that are not covered by the above categories and how are they to be addressed – None

### **DWP Outreach and Co-Location:**

We will continue to provide support to through our troubled families advisers, currently co-located within Brent LA alongside the social work team, providing employment and skills support.

We have a work coach working with the care leaver team again within Brent local authority providing employment and skills support to care leavers including appropriate access to relevant benefits. We have part funded specialist support for care leavers in particular for those with multiple barriers to employment.

For those with health conditions, the government has recently devolved funding to local authorities nationally to commission the Work and Health Programme, the Programme has been commissioned by West London Alliance with significant input from Brent Council Officers. The programme will provide tailored employment and skills support for those with health conditions; multiple barriers and long term unemployed. The programme will commence on 26.02.18 in Brent.

In addition West London Alliance have received part funding through DWP to deliver the Mental Health Trailblazer which has been live since April 2017, providing bespoke employment support to those with mild to moderate mental health conditions. The Programme is delivered by Twinings Enterprise on behalf of West London Alliance.

More recently DWP are match funding the employment team who are going to deliver employment advice and guidance through community hubs which will be located in Willesden, Kilburn, Harlesden and St. Raphael's Estate. DWP will provide

employment and skills support alongside the employment team managed by the council, with the aim of having a more holistic support offer working in partnership with housing, health and financial inclusion advice and support.

# Labour Market Bulletin for Brent Local Authority Area December 2017

## Brent information (June 2016)

- Population 328,300
- Working age population 221,400 (67.4% of the population)

## Employment Rates

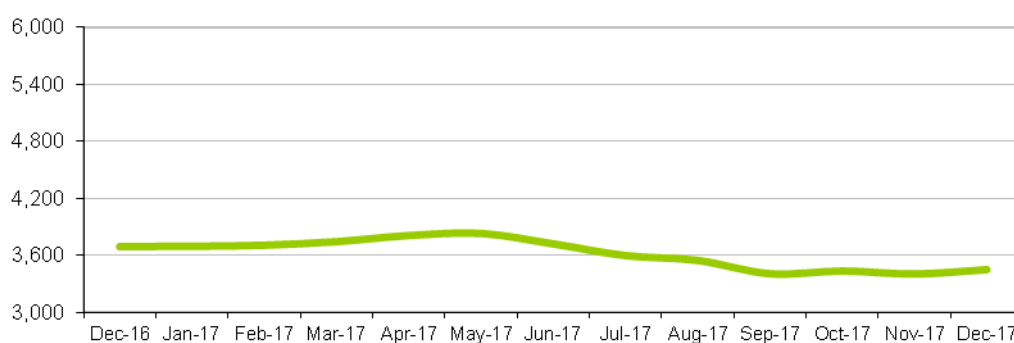
Overall employment rate	67.5%
Ethnicity – ethnic minority	62.4%
Ethnicity – white	75.5%
Over 50	53.0%

## JSA Claimant Count

- **3,454**
- An increase of 47 (1.4%) on November 2017
- A decrease of 242 (6.5%) on December 2016
- The JSA count is 1.6% of the working age population

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**JSA Claimant Count - Brent**



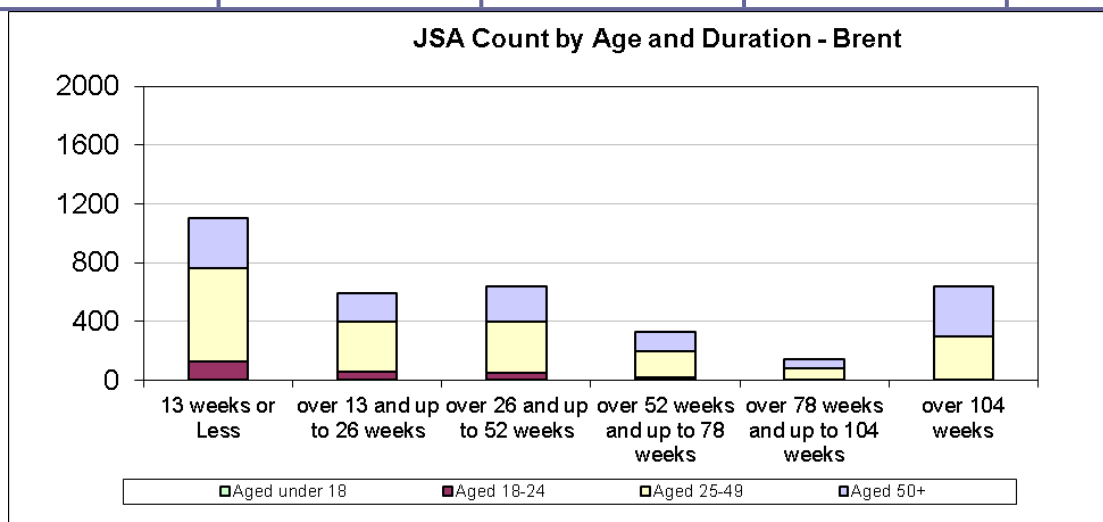
## JSA Claimant Count by duration

Duration	Number	Actual change on last month	% change on last month
<b>13 weeks or less</b>	1,105	30	2.8%
<b>13 – 26 weeks</b>	590	30	5.4%
<b>26 – 52 weeks</b>	635	-10	-1.6%
<b>52 weeks +</b>	1,115	5	0.5%

## JSA Claimant Count by age

Age	Number	Actual change on last month	% change on last month
<b>Under 18</b>	0	0	0.0%
<b>18 – 24</b>	255	-20	-7.3%

	<b>25 – 49</b>	1,870	50	2.7%
	<b>50+</b>	1,320	25	1.9%



<b>Other Benefits November 2016</b>	<ul style="list-style-type: none"> <li>• Employment Support Allowance and Incapacity Benefit – 11,140</li> <li>• Lone Parents on income Support – 2,020</li> </ul>
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<b>Top ten sought occupations by JSA On flow</b>	<table border="1"> <tr><td>711 : Sales Assistants And Retail Cashiers</td><td>510</td></tr> <tr><td>111 : Corporate Managers And Senior Officials</td><td>45</td></tr> <tr><td>000 : Occupation Unknown</td><td>25</td></tr> <tr><td>415 : Administrative Occupations: General</td><td>10</td></tr> <tr><td>914 : Elementary Goods Storage Occupations</td><td>10</td></tr> <tr><td>721 : Customer Service Occupations</td><td>5</td></tr> <tr><td>821 : Transport Drivers And Operatives</td><td>5</td></tr> <tr><td>912 : Elementary Construction Occupations</td><td>5</td></tr> <tr><td>913 : Elementary Process Plant Occupations</td><td>5</td></tr> <tr><td>923 : Elementary Cleaning Occupations</td><td>5</td></tr> </table>	711 : Sales Assistants And Retail Cashiers	510	111 : Corporate Managers And Senior Officials	45	000 : Occupation Unknown	25	415 : Administrative Occupations: General	10	914 : Elementary Goods Storage Occupations	10	721 : Customer Service Occupations	5	821 : Transport Drivers And Operatives	5	912 : Elementary Construction Occupations	5	913 : Elementary Process Plant Occupations	5	923 : Elementary Cleaning Occupations	5
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<b>JSA Claimant count, Local Authority Comparison</b>	<table border="1"> <thead> <tr> <th></th> <th>Nov 2017</th> <th>Dec 2017</th> <th></th> </tr> </thead> <tbody> <tr><td>Brent</td><td>3,407</td><td>3,454</td><td>1.4%</td></tr> <tr><td>Ealing</td><td>3,529</td><td>3,522</td><td>-0.2%</td></tr> <tr><td>Hammersmith and Fulham</td><td>817</td><td>793</td><td>-2.9%</td></tr> <tr><td>Harrow</td><td>1,309</td><td>1,312</td><td>0.2%</td></tr> <tr><td>Hillingdon</td><td>2,012</td><td>2,064</td><td>2.6%</td></tr> <tr><td>Hounslow</td><td>488</td><td>491</td><td>0.6%</td></tr> <tr><td>Kingston upon Thames</td><td>901</td><td>904</td><td>0.3%</td></tr> <tr><td>Richmond upon Thames</td><td>928</td><td>936</td><td>0.9%</td></tr> <tr><td>Wandsworth</td><td>2,118</td><td>2,114</td><td>-0.2%</td></tr> <tr><td><b>Column Total</b></td><td><b>15,509</b></td><td><b>15,590</b></td><td><b>0.5%</b></td></tr> </tbody> </table>		Nov 2017	Dec 2017		Brent	3,407	3,454	1.4%	Ealing	3,529	3,522	-0.2%	Hammersmith and Fulham	817	793	-2.9%	Harrow	1,309	1,312	0.2%	Hillingdon	2,012	2,064	2.6%	Hounslow	488	491	0.6%	Kingston upon Thames	901	904	0.3%	Richmond upon Thames	928	936	0.9%	Wandsworth	2,118	2,114	-0.2%	<b>Column Total</b>	<b>15,509</b>	<b>15,590</b>	<b>0.5%</b>
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