



**Gloucester
City Council**

Cabinet

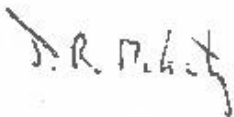
Meeting: Wednesday, 12th October 2016 at 6.00 pm in Civic Suite, North Warehouse, The Docks, Gloucester, GL1 2EP

Membership:	Cllrs. James (Leader of the Council and Cabinet Member for Regeneration and Economy) (Chair), Watkins (Deputy Leader and Cabinet Member for Communities and Neighbourhoods), Noakes (Cabinet Member for Culture and Leisure), D. Norman (Cabinet Member for Performance and Resources), Organ (Cabinet Member for Housing and Planning) and Cook (Cabinet Member for Environment)
Contact:	Atika Tarajiya Democratic Services Officer 01452 396127 atika.tarajiya@gloucester.gov.uk

AGENDA

1.	APOLOGIES To receive any apologies for absence.
2.	DECLARATIONS OF INTEREST To receive from Members, declarations of the existence of any disclosable pecuniary, or non-pecuniary, interests and the nature of those interests in relation to any agenda item. Please see Agenda Notes.
3.	MINUTES (Pages 5 - 10) To approve as a correct record the minutes of the meeting held on 14 th September 2016.
4.	PUBLIC QUESTION TIME (15 MINUTES) The opportunity is given to members of the public to put questions to Cabinet Members or Committee Chairs provided that a question does not relate to: <ul style="list-style-type: none"> • Matters which are the subject of current or pending legal proceedings, or • Matters relating to employees or former employees of the Council or comments in respect of individual Council Officers
5.	PETITIONS AND DEPUTATIONS (15 MINUTES) To receive any petitions or deputations provided that no such petition or deputation is in

	<p>relation to:</p> <ul style="list-style-type: none"> • Matters relating to individual Council Officers, or • Matters relating to current or pending legal proceedings
<p>6.</p>	<p>RECOMMENDATIONS FROM THE OVERVIEW AND SCRUTINY TASK AND FINISH GROUP ON EMPLOYMENT AND SKILLS OPPORTUNITIES FOR YOUNG PEOPLE IN GLOUCESTER (Pages 11 - 38)</p> <p>This agenda item will be considered in two parts:</p> <p>6a. Presentation from Councillor Neil Hampson (Member of Overview and Scrutiny Committee) highlighting the findings and recommendations of the Task and Finish group on employment and skills opportunities for young people in Gloucester.</p> <p>6b. The response of the Cabinet Member for Regeneration and economy on the recommendations of the Task and Finish Group.</p>
<p>7.</p>	<p>ARMED FORCES COMMUNITY COVENANT UPDATE (Pages 39 - 56)</p> <p>To consider the report of the Cabinet Member for Communities and Neighbourhoods updating Members on the work done by Gloucester City Council to support current and ex-service personnel as part of the Gloucestershire Armed Forces Community Covenant and to seek ongoing endorsement of such activity.</p>



Jon McGinty
Managing Director

Date of Publication: Tuesday, 4 October 2016

NOTES

Disclosable Pecuniary Interests

The duties to register, disclose and not to participate in respect of any matter in which a member has a Disclosable Pecuniary Interest are set out in Chapter 7 of the Localism Act 2011.

Disclosable pecuniary interests are defined in the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012 as follows –

<u>Interest</u>	<u>Prescribed description</u>
Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	Any payment or provision of any other financial benefit (other than from the Council) made or provided within the previous 12 months (up to and including the date of notification of the interest) in respect of any expenses incurred by you carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
Contracts	Any contract which is made between you, your spouse or civil partner or person with whom you are living as a spouse or civil partner (or a body in which you or they have a beneficial interest) and the Council (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged
Land	Any beneficial interest in land which is within the Council's area. For this purpose "land" includes an easement, servitude, interest or right in or over land which does not carry with it a right for you, your spouse, civil partner or person with whom you are living as a spouse or civil partner (alone or jointly with another) to occupy the land or to receive income.
Licences	Any licence (alone or jointly with others) to occupy land in the Council's area for a month or longer.
Corporate tenancies	Any tenancy where (to your knowledge) – (a) the landlord is the Council; and (b) the tenant is a body in which you, your spouse or civil partner or a person you are living with as a spouse or civil partner has a beneficial interest
Securities	Any beneficial interest in securities of a body where – (a) that body (to your knowledge) has a place of business or land in the Council's area and (b) either – i. The total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or ii. If the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, your spouse or civil partner or person with

whom you are living as a spouse or civil partner has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

For this purpose, “securities” means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

NOTE: the requirements in respect of the registration and disclosure of Disclosable Pecuniary Interests and withdrawing from participating in respect of any matter where you have a Disclosable Pecuniary Interest apply to your interests and those of your spouse or civil partner or person with whom you are living as a spouse or civil partner where you are aware of their interest.

Access to Information

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For further details and enquiries about this meeting please contact Atika Tarajiya, 01452 396125, atika.tarajiya@gloucester.gov.uk.

For general enquiries about Gloucester City Council’s meetings please contact Democratic Services, 01452 396126, democratic.services@gloucester.gov.uk.

If you, or someone you know cannot understand English and need help with this information, or if you would like a large print, Braille, or audio version of this information please call 01452 396396.

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Any recording must take place in such a way as to ensure that the view of Councillors, Officers, the Public and Press is not obstructed. The use of flash photography and/or additional lighting will not be allowed unless this has been discussed and agreed in advance of the meeting.

FIRE / EMERGENCY EVACUATION PROCEDURE

If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by council staff. It is vital that you follow their instructions:

- You should proceed calmly; do not run and do not use the lifts;
- Do not stop to collect personal belongings;
- Once you are outside, please do not wait immediately next to the building; gather at the assembly point in the car park and await further instructions;
- Do not re-enter the building until told by a member of staff or the fire brigade that it is safe to do so.



CABINET

MEETING : Wednesday, 14th September 2016

PRESENT : Cllrs. James (Chair), Watkins, Noakes, D. Norman, Organ and Cook

Others in Attendance

Jon McGinty, Managing Director

Shirin Wotherspoon, Council Solicitor

Jonathan Lund, Corporate Director (Service Transformation)

Anne Brinkhoff, Corporate Director (Partnerships)

Jon Topping, Head of Finance

Pauline Astbury, Committee Clerk

21. DECLARATIONS OF INTEREST

There were no declarations of interest.

22. WELCOME TO THE RECENTLY APPOINTED CABINET MEMBER FOR ENVIRONMENT

The Chair welcomed Councillor Richard Cook to the Cabinet and congratulated him on his new appointment.

He paid tribute to Councillor Jim Porter, the previous incumbent of the post, for his valuable work on the portfolio and reflected on the legacy he had left for Councillor Cook.

23. MINUTES

RESOLVED:

That the minutes of the meeting held on 20 July 2016 be confirmed and signed as a correct record by the Chair

24. PUBLIC QUESTION TIME (15 MINUTES)

There were no public questions.

CABINET
14.09.16

25. PETITIONS AND DEPUTATIONS (15 MINUTES)

There were no petitions or deputations.

26. GLOUCESTER LOTTERY

Cabinet considered the report of the Cabinet Member for Communities and Neighbourhoods (Councillor Dallimore) seeking approval to research the launch of an online Gloucester Lottery to help fund discretionary support to local voluntary and community sector (CVS) and also enable good causes to raise funds directly.

Councillor Dallimore summarised key areas of the report and thanked the Head of Finance for his comprehensive input. Councillor Dallimore stressed the importance of the Council considering different opportunities to generate income, particularly during the current economic challenges. The City would become the third Council in England to launch a local lottery and Councillor Dallimore reported that feedback from the public, media and voluntary and community sector partners had so far been very positive and felt that there would be support for the lottery across the City.

In response to a question from the Cabinet Member for Performance and Resources (Councillor David Norman) which sought clarification of the set up costs outlined in financial implications, the Head of Finance confirmed that £4k had been spent in stabling the Gloucester Lottery.

Cabinet welcomed the proposal and felt that the people of Gloucester would generously support the Lottery.

RESOLVED:

- 1 A local authority run lottery be introduced, called the Gloucester Lottery
- 2 The purpose of the lottery be to raise funds for local charities, voluntary organisations and good causes in the city
- 3 The City Council works with Gatherwell, the external lottery management company (ELM) to run the lottery on behalf of the Council
- 4 The City Council hosts a launch event to promote the lottery
- 5 Authority be delegated to the Head of Finance to take all necessary steps to introduce the Gloucester Lottery including the final specification in consultation with the Cabinet Member for Communities and Neighbourhoods and the Council Solicitors.

27. PROPOSAL TO ADOPT A LATE NIGHT LEVY

Cabinet considered the report of the Cabinet Member for Communities and Neighbourhoods (Councillor Dallimore) requesting Members to consider whether or not to consult on a late night levy in Gloucester

Councillor Dallimore reminded Members that the introduction of a late night levy was rejected by Licensing and Enforcement Committee three years ago but as the City now enjoyed a more vibrant night time economy the position had been reconsidered. It was recognised that Gloucestershire Constabulary and the City Council had reduced resources available to deal with the consequent alcohol fuelled crime and disorder issues and services connected to the management of the night time economy.

Councillor Dallimore advised that the report had been well received by Overview and Scrutiny Committee on the 5th September 2016, with a request for a breakdown of how the late night levy would be spent noting that this would be discussed with the Gloucestershire Constabulary during the consultation process.

Councillor Dallimore reported that there was a shared ambition to work with partners to deliver more initiatives, such as achieving Purple Flag status, and this was being supported by Members.

The Cabinet Member for Regeneration and Economy (Councillor James) highlighted that the potential establishment of a Business Improvement District (BID) could run in parallel but there would be an opportunity to consider discretionary exemptions to the Late Night Levy for those businesses within the BID area.

Cabinet gave its wholehearted support to the proposal to adopt a late night levy in Gloucester.

RESOLVED:

- 1 A proposal be made to adopt a late night levy in Gloucester
- 2 Gloucester City Council proceed with a formal statutory consultation on the proposal to introduce a late night levy as detailed in **Appendix 1**
- 3 That the Corporate Director be authorised to take all necessary steps to ensure that consultation is undertaken in accordance with the relevant statutory requirements.

28. FINANCIAL MONITORING QUARTER 1 REPORT

Cabinet considered the report of the Cabinet Member for Performance and Resources updating Members on the financial monitoring report details including budget variances, year end forecasts and progress made against agreed savings targets for the 1st quarter ended 30 June 2016.

**CABINET
14.09.16**

Councillor Norman acknowledged that the forecasting was challenging but that as the financial year moved forward the financial position was expected to improve. He advised that Members were made aware of the financial position of their portfolios through monthly meetings.

Councillor Noakes reported that portfolio holders were doing everything possible to achieve savings targets and identify income streams and was delighted to report that the City Museum had enjoyed its best two months in its history with 64,000 visitors to the Robots exhibition.

Councillor James agreed that Members would continue to address financial challenges in their portfolios.

RESOLVED

That the following be noted:

- 1 The savings achieved in year to date total £288k with a further £341k in progress.
- 2 The forecast year end position is currently for a reduction to the Council's General Fund balance of £257k.
- 3 The deficit position includes a proposed transfer to the Business Rates Reserve of £120k.
- 4 The actual and expected levels of income for the Council shown at Appendix 3.
- 5 The details of specific budgetary issues identified by officers and the actions being taken to address those issues.
- 6 The current level of capital expenditure as shown in Appendix 2.

29. REGULATION OF INVESTIGATORY POWERS ACT 2000 (RIPA) SIX MONTHLY REPORT ON USE OF RIPA POWERS

Cabinet considered the report of the Cabinet Member for Performance and Resources updating Members on the Council's use of its powers under the Regulation of Investigatory Powers Act 2000 (RIPA).

Councillor Norman confirmed that the Council has not had to use its RIPA powers and that there had been minor changes to the list of Authorised Officers following a change in senior management.

RESOLVED:

That the contents of the report be noted.

**Time of commencement: 6.00 pm
Time of conclusion: 6.23 pm**

Chair

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Meeting:	Cabinet	Date:	12 October 2016
Subject:	Recommendations from the Overview and Scrutiny Task and Finish Group on employment and skills opportunities for young people in Gloucester		
Report Of:	Cabinet Member for Regeneration and Economy		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Peter Smith, Regeneration and Economic Development Manager		
	Email: peterj.smith@gloucester.gov.uk	Tel: 01452 96972	
Appendices:	1. Report of the Task and Finish Group		
	2. Cabinet Response to Recommendations		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 To consider the recommendations of the Overview and Scrutiny Committee Task and Finish Group on employment and skills opportunities for young people in Gloucester and to provide a formal Cabinet response to Overview and Scrutiny Committee.

2.0 Recommendations

- 2.1 Cabinet is asked to **RESOLVE** that the recommendations of the Overview and Scrutiny Task and Finish Group, as set out in Appendix 2 to this report, be addressed and matters that can be actioned without the need of a further report be implemented at the earliest opportunity and that those recommendations requiring more detailed consideration be the subject of a further report to Cabinet as necessary.

3.0 Background and Key Issues

- 3.1 Appendix 1 sets out the findings of the Overview and Scrutiny Task and Finish Group on employment and skills opportunities for young people in Gloucester. The recommendations are summarised in Appendix 2.
- 3.2 The Task and Finish Group's report was endorsed by Overview and Scrutiny Committee for submission to Cabinet at a meeting held on 7 March 2016.
- 3.3 Cabinet needs to provide a formal response to Overview and Scrutiny Committee indicating whether the recommendations of the Task and Finish Group are accepted and when they will be implemented.

4.0 Reasons for Recommendations

4.1 Cabinet is asked to accept and implement the recommendations of the Overview and Scrutiny Task and Finish Group as set out in Section 6 of Appendix 1 and summarised in Appendix 2.

5.0 Future Work and Conclusions

5.1 Overview and Scrutiny Committee will be monitoring implementation of any recommendations agreed by Cabinet in approximately 6 months' time.

6.0 Financial Implications

6.1 There are no direct additional financial implications arising from this report.
(Financial Services have been consulted in the preparation this report).

7.0 Legal Implications

7.1 There are no direct additional legal implications arising from this report.
(One Legal have been consulted in the preparation of this report).

8.0 Risk & Opportunity Management Implications

8.1 There are no direct additional risks arising from this report.

9.0 People Impact Assessment (PIA):

9.1 The actions outlined in this report will support the improvement of employment opportunities for young people in the City and support economic growth and prosperity.

10.0 Other Corporate Implications

Community Safety

10.1 Improved employment and skills opportunities for young people (in particular vulnerable young people) will have a beneficial impact on crime and anti-social behaviour.

Sustainability

10.2 There are no sustainability implications arising directly from this report.

Staffing & Trade Union

10.3 There are no direct staffing and Trade Union issues arising from this report

Gloucester City Council

OVERVIEW AND SCRUTINY COMMITTEE

TASK AND FINISH GROUP

ON EMPLOYMENT AND SKILLS OPPORTUNITIES FOR YOUNG PEOPLE IN GLOUCESTER



FINAL REPORT AND RECOMMENDATIONS

FEBRUARY 2016

Published by Democratic Services

www.gloucester.gov.uk

CONTENTS

Section 1	Introduction
Section 2	Scoping of study
Section 3	Summary of current position
Section 4	Findings
Section 5	Conclusions
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Section 1 – Introduction

Background

On 14 September 2015, Gloucester City Council's Overview and Scrutiny Committee commissioned a Task and Finish Group study in employment and skills.

The Task and Finish Group was formed in November 2015 specifically to look at employment and skills opportunities for young people in Gloucester. The report details the purpose and process of the review, the Task and Finish Group's findings, and its recommendations.

The Task and Finish Group based its findings on interviews with Witnesses and the examination of various factual pieces of information. The Group had planned to interview some young persons, but because of the short time available to complete the study it was only possible to gather a limited amount of anecdotal evidence.

Membership

The following cross-party Members took part in the study:-



Councillor Phil McLellan
Chair



Councillor Andy Lewis



Councillor Laura Pearsall



Councillor Neil Hampson

The Group was supported by the Council's Economic Development Manager, Angela Presdee, and Sonia Tucker, Democratic Services Officer (Scrutiny Support).

Section 1 – Introduction (continued)

Terms of Reference (as defined in the scoping document shown in Section 2 of this report)

The agreed **ambitions** for the review were:-

'To identify barriers to young people reaching their potential'

The **anticipated outcomes** for the review were set as:-

- Barriers to young people reaching their potential will be identified.
- Gloucester's position as compared to other districts in the County will be explored.
- Employers' skills gaps will be identified.
- Employers will be better informed on what trainees in the City have to offer.
- Potential opportunities for the City Council to assist will be explored including working in partnership and joining in careers events.



Section 2 – Scoping of Study (the Terms of Reference)

SCRUTINY REVIEW – ONE PAGE STRATEGY	
Broad topic area	Employment and Skills Councillors Phil McLellan (Chair), Neil Hampson, Laura Pearsall
Specific topic area	Looking at employment and skills opportunities for young people
Ambitions for the review	To identify barriers to young people reaching their potential
How do we perform at the moment?	It's not clear that we are giving young people the skills they need and there are barriers to them reaching their potential. Are wage rates generally lower in the City than elsewhere in County? Do we need to attract high skills employers? Do we need to consider some of the barriers that may impact or play a part such as skills gaps; inconsistency with careers guidance and support; education and training provision aligning to meet the needs of local businesses; poor supply and quality housing and lack of affordable homes?
Who should we consult?	<ul style="list-style-type: none"> • Gfirst Local Economic Partnership and Gfutures • Gloucestershire County Council (Peter Holmes) • JobCentrePlus • Other colleagues within the Council • Gloucestershire College • G15 • A few local training providers (such as Prospect Training, Bridge Training, Arriva Training) • Employers in the City • Representatives from the Small and Medium Enterprises Group and the Federation of Small Businesses
Background information	Gloucestershire Strategic Economic Plan & Gloucestershire Skills Statement http://www.gfirstlep.com/gfirst-LEP/Our-Priorities/Our-Vision/ Gloucester City Council Corporate Plan Gloucestershire County Council Youth Employment Skills Strategy http://www.gloucestershire.gov.uk/article/111644/Skills-and-jobs
Support	<ul style="list-style-type: none"> • Member of the Council's Economic Development Team • Democratic Services Officer (Scrutiny Support)
How long will it take?	3 months. To be concluded by the end of February 2016.
Outcomes	<ul style="list-style-type: none"> • Barriers to young people reaching their potential will be identified. • Gloucester's position as compared to other districts in the County will be explored. • Employers' skills gaps will be identified. • Employers will be better informed on what trainees in the City have to offer. • Potential opportunities for the City Council to assist will be explored including working in partnership and joining in careers events.

Section 3 - Summary of Current Position

The Task and Finish Group was formed to identify barriers to young people reaching their potential and to look at ways of overcoming these barriers.

The Group believed that following the dismantling of the Careers Service there were inconsistencies in the advice being given to young people with some schools providing better direction than others. This was later corroborated by discussions with Witnesses and anecdotal evidence supplied by the Task and Finish Group Members themselves.

It appeared that there were less highly skilled employers in the City with a greater proportion of employees in the City being paid lower level wages than in other parts of the County. The Group was interested in looking at what could be done to encourage more highly skilled employers to Gloucester.

It was not clear that the courses offered by colleges and training organisations necessarily matched the demands of local businesses and this was something that the Group would explore during the study.



In terms of apprenticeships, the Group recognised that many local employers including Gloucester City Council had a good track record of offering placements, many of which had led to trainees securing jobs within the City Council or with other organisations. The Group considered that there were still not enough apprenticeships on offer in the City. Additionally, some schools did not cite apprenticeships as a route in their careers advice and were focused on encouraging young people to take the University route.

The Group was also aware that some young people dropped out of training schemes and wanted to understand the reasons why.

Other factors such as the poor housing and the shortage of affordable homes would also be examined during the study, as barriers to young people finding and securing jobs.

Section 4 – Findings

Introduction

This section summarises the discussions held at the Task and Finish Group meetings and the actions and outcomes which were identified during these meetings.

Meeting 1 – 25 November 2015

The Group discussed the background to the study and agreed the scope of the project by completing a one page document which set out the ambitions for the review and its anticipated outcomes.

Outcomes from meeting held on 25 November 2015

- The Group identified a variety of Witnesses who would be invited to future meetings. These included representatives from Job Centre Plus, training organisations and from small businesses. The views of the G15 partnership of secondary schools, Milestone School and Gloucestershire College would be sought and colleagues from the County Council would be asked to participate.

Meeting 2 – 13 January 2016

The Group welcomed the following Witnesses:-

- Peter Holmes, Head of Extended Learning, Gloucestershire County Council
- Maeve Maxwell, Project Officer, Yes2Jobs Campaign and G15 Partnership

What did the Group Learn from the Witnesses?

1. The 'Yes2Jobs' campaign was a successful cross-party initiative set up by Gloucestershire County Council 4 years ago which sought to promote and prepare young people for the workplace.
2. A fractured careers advice service and guidance resulted in some young people not getting the impartial advice they needed in schools, with some schools performing better than others. Schools had not been given extra funding to provide advice. The County Council, 'Yes2Jobs' and 'Grow Gloucestershire' had collaborated to produce a booklet 'What's Next?' which was targeted at and posted to 14-16 year olds. Some schools appeared to only be interested in encouraging pupils in a University route and did not spotlight vocational training or apprenticeships.

Section 4 – Findings (continued)

Meeting 2 – 13 January 2016

3. The Group was advised to consider participation in events such as the 'Skills Fest' and the potential to organise a local 'Ambitions' event.
4. There was a higher proportion of NEETS (a young person who is no longer in the education system and who is not working or being trained for work) in Gloucester and it was difficult to track these individuals once they had left school. Whilst support was available via the County Council's Youth Support Team, this was an area that could benefit from further partnership working and better co-ordination.
5. Reference was made to the University of Gloucestershire's 'GROW' initiative which aimed to reach out to schools to raise participation rates in higher education.
6. The 'GROW' Awards also showcased and recognised the talents of young people.



7. With the upturn in the economy, many young people found it easier to obtain employment, but there was concern for vulnerable young people who often found it difficult to access the jobs market because of personal issues. These were the individuals who were difficult to engage with. An EU funded project was being developed that would provide additional targeted support to help these young people. The County Council and Gloucestershire College had worked together on 'Supported Internships' which was a national initiative. One of the successful outcomes was a partnership with a local hotel chain who had supported young people and given them the confidence to work. This had resulted in work experience opportunities and in some young people securing work afterwards.
8. Some local training providers and Gloucestershire College offered a broad range of more vocational type training and the Military Preparation College (MPCT) sought to recruit young people into military organisations which had proved successful.



Section 4 – Findings (continued)

Meeting 2 – 13 January 2016

9. In terms of apprenticeships, Gloucester employers had a good track record providing apprenticeship placements, particularly in traditional industries such as manufacturing and construction.



Additionally, local training companies and Gloucestershire College performed well in offering apprenticeships. Gloucester City Council's own Apprenticeship Scheme was commended.

However, demand for all these placements outstripped the opportunities available.

The impact of the introduction of the Government's Apprenticeship Levy was considered

10. The good work of the G15 partnership of secondary schools, Milestone School, and Gloucestershire College, was explored. It was noted that G15 had worked with a local training provider and the County Council to create and deliver a successful 'Inspiring Enterprise' programme which showcased the entrepreneurial and enterprising skills of 16 individuals.
11. It was no longer mandatory for work experience placements to be organised by schools due to issues such as health and safety etc., and this was seen as a great loss for pupils, who were able to gain an insight into the world of work.
12. It was suggested that the City Council might explore supporting young people by encouraging staff to participate in getting involved in mock interviews and 'Dragon's Den' events via the Education Business Partnership run by G Futures.



**This is an audition for your career.
Make sure you know your lines.**

Section 4 – Findings (continued)

Meeting 3 – 25 January 2016

The Group welcomed the following witnesses to the meeting:-

- Sharon Jones, Youth Programmes Manager, Prospect Training
- Steve Weldon, Advice and Guidance Manager, Gloucestershire College
- Jason Dunsford, Employment and Skills Manager, G Futures
- Di Haines, Business Engagement Manager, Job Centre Plus
- Sam Holliday, Development Manager, Federation of Small Businesses
- Barry Jackson, Founder Director, Aspire Academy

What did the Group Learn from the Witnesses?

1. It was challenging for disadvantaged young people who were dealing with personal and housing issues to get training placements. Many trainees left within the first 6 weeks of their training or failed to commit because of their personal issues.
2. Swindon had achieved the Quality in Careers Standards Kite Mark. It was suggested that progress towards this status in Gloucester would improve the quality of advice given. There was also reference to the Gatsby Foundation report 'Good Career Guidance' which provided a set of 8 benchmarks of good practice.
3. Careers guidance should reflect the types of jobs that were available as it was recognised some of the jobs on offer now did not exist 10 years ago. Jobs fairs presented a good opportunity for young people to meet with employers and to see the types of jobs on offer. It was important for parents to attend these events too in order to understand the rapidly evolving jobs market. However, not all companies had the time to commit to these fairs.
4. Some schools were very engaged and arranged for mock interviews and workplace visits to be organised. 'Young Entrepreneurs' events were also successful.
5. There was funding for short interventions such as CV writing for young people aged 19+ through the National Careers Service.
6. There were to be new changes to Ofsted inspections in schools which would put more emphasis on careers advice and guidance.
7. There was to be a review of the careers advice industry and potential consideration of a single point 'one stop shop'.

Section 4 – Findings (continued)

Meeting 3 – 25 January 2016

8. The number of traineeships in Gloucester offered through a local training company and Gloucestershire College was the highest in the County. These included tuition in maths and English and could lead to the opportunity for an apprenticeship.
9. Youth unemployment rates in Gloucester had fallen and those who had failed to secure jobs were often those individuals dealing with personal issues or who were disabled. It was also noted that there were sectors with skills gaps and that employers had found it easier to recruit when unemployment levels were high.
10. There was a current shortage of employees in the fields of health and social care and in hospitality, with young people seeming to be reluctant to enter these professions. Additionally, the prohibitive cost of learning to drive was an issue for many young people wishing to consider certain sectors such as the care industry or the haulage industry as a career. This could have a knock on effect on haulage jobs in the future as it was difficult to attract young people into these roles.
11. In terms of the construction industry, many companies had brought people in from outside the county by bus, meaning that there were fewer opportunities for local people. Gloucestershire College had funding for courses in construction, but they were constrained by the £50 cost of the Construction Safety Training System Test which had to be taken.
12. 90% of small businesses in the County employed less than 10 people and it was difficult to raise their profile as they were often not represented at careers events. Business owners of small companies were often busy running their own businesses. Interestingly, in a recent survey of 11 year olds, 50% expressed an interest in starting up their own business.
13. The requirement for qualifications in maths and English was seen as a barrier to those young people trying to enter employment, as many did not achieve the required target/level of qualification.
14. Social media and ICT were seen as key skills which young people could offer to prospective employers.



Section 4 – Findings (continued)

Meeting 3 – 25 January 2016

15. The results of a recent survey commissioned by the Federation of Small Businesses on the top five skills lacking in young people had been surprising as they mostly related to personality traits and not qualifications. They were:-
- General attitude to work
 - Communication skills
 - Self-management (time keeping etc.)
 - People skills
 - Literacy
16. Many parents were not aware that there were over 250 trades available as modern apprenticeships and still regarded these placements as being in trades such as hairdressing and car maintenance, meaning that they were unlikely to encourage their children to consider vocational training. This was an education and awareness issue for parents and older people. It was noted that some small businesses were just too small to give the necessary commitment to a full-time apprenticeship placement, but it was possible they would consider sharing one on a part-time basis.



17. Parents often believed that only a University place was a measure of success. However, having a University degree did not necessarily increase a person's skills and experience to guarantee job opportunities. Young people needed to be made aware that there were alternatives to avoid them dropping out of 6th form studies if they found they were struggling. It was noted that schools with 6th forms received funding according to the number of pupils they had and that a teacher who encouraged a pupil to consider an apprenticeship route might ultimately compromise the school's funding.

Section 4 – Findings (continued)

Meeting 3 – 25 January 2016

18. Work experience was no longer mandatory in schools due to factors such as the costs of risk assessments and insurances. Added to this, the costs of transport and reluctance to release pupils out of curriculum sometimes deterred schools from attending events, placements or work experience. The value of some of the work experience placements was also questioned, as some young people ended up being given menial tasks such as tea making which was not the best use of time for either the employer or the pupil. Small businesses often struggled to offer work experience as they did not have the time to get wound up in 'red tape' and paperwork. Employers were being encouraged to host 'open days' in order to build up relationships and raise their profile with a potential workforce.

As regards work experience for school leavers, this was helpful, when it was available. Reference was made to a national scheme which obligated large companies to offer work experience.



The Council would find out whether its partner, Amey, could offer this opportunity.

19. The average young person could now expect to have about 10 different jobs in their career. The 'gold watch' days, or a career for life, were a thing of the past.
20. Gaming, ICT and sports, were all fields attractive to young people. However, there were limited vacancies in gaming and it was important that training courses matched employer demands and the opportunities that were available.
21. It was considered that there was little recognition of the skillsets required for the retail sector, customer services and for shop assistants, and that each job should be regarded as highly skilled in its own right.
22. It was important for young people to be imaginative and flexible in their career choices. There was the perception that the focus on life skills was missing in some schools and that there was too much emphasis on attaining qualifications and no recognition of achievements outside of school. It was noted that some young people did not realise what attributes they had to offer a prospective employer, such as Duke of Edinburgh Awards, voluntary work, etc.

Section 4 – Findings (continued)

Meeting 3 – 25 January 2016

23. Colleges and universities needed to match training programmes to the labour market to ensure there were enough jobs to match those young people training to them. An analysing tool 'Insight' provided by the West of England Local Enterprise Partnership provided local labour market information had proven very useful, as had a booklet provided by the Gloucestershire Local Enterprise Partnership.
24. Due to the recent pension changes, people were now working into their late 60's, meaning there was not the same turnover in jobs as there had been in the past and this was perceived as a potential barrier to young people in securing jobs.
25. Wage rates were lower in the City than in other areas of the County, with many jobs paying the minimum wage which would be replaced by the living wage in April 2016.
26. Transport issues were identified as a barrier to young people seeking training or jobs. It was important to have improved transport in rural areas. It was noted that some providers looked at where new developments were built in order to match and provide future bus routes. Some young people had never been on a bus and would see travelling to Cheltenham as a deterrent.

There were schemes such as the '[Think Travel](#)' initiative at the County Council which offered free bus travel or a new bike/safety equipment up to a maximum of £175 to enable access to employment or training. It was considered that even if employers provided transport for the first few months it would allow time to explore alternative transport arrangements such as car sharing, etc.

A scheme to teach young people how to drive would make a big difference and open up job opportunities as some employers provided vehicles such as those in the health and social care industry.

27. The Council could consider including a policy in its local City Plan seeking developers to provide employment and training packages which would include commitments to apprenticeship and other training placements.
28. It was important to attract highly skilled employers and potential investors to Gloucester. This could be achieved by supplying a good labour force and accessible new employment land.
29. It was difficult for employers to know where to advertise vacancies as there were so many websites. This was also a problem for young people.

Section 5 – Conclusions

The Task and Finish Group's ambition was to identify barriers to young people reaching their potential. During the course of the study the following barriers were identified:-

Barriers

1. Careers Advice

There was a fractured careers advice service resulting in inconsistencies in the advice being given to young people. Careers advisers in schools often did not have this as a dedicated role and it was sometimes 'bolted on' to another post. Some schools performed better than others in this respect.

There was also the perception that because of the funding given to 6th forms that there was financial pressure on schools to encourage young people to stay on in schools and then go on to university when they might be better suited to vocational training routes such as apprenticeships.

At some schools attendance at careers events was patchy because of the cost of transport and reluctance to take pupils out of curriculum.

Some parents because of their own experiences or personal issues failed to encourage their children to attend careers event or give them any guidance on careers matters and were unaware of the types of modern jobs that were available, many of which had not existed 10 years ago. This was seen as an education/awareness issue for parents.

2. Work Experience

As work experience was no longer mandatory in schools because of the costs of risk assessments and insurances, pupils were no longer getting the opportunity to visit workplaces and build relationships with employers.

There was also a perception by some employers that work experience was not a positive experience and a drain on their time and this sometimes resulted in young people being given menial tasks to perform which were of little value to either party.

Small businesses were often too small and too busy to offer the time to young people.

It was recognised that there were still not enough work experience placements for school leavers.

Section 5 – Conclusions (continued)

3. Ability to Drive

The cost of learning to drive was seen as an obstacle to young people finding employment, particularly in the care sector as many of the roles in domiciliary care required driving licences and many did not pay travel time, and this was a disincentive.

4. Need for qualifications in maths and English

The requirement for qualifications in maths and English was a stumbling block for many young people in obtaining employment although some training organisations provided this as part of a course to help overcome this problem.

5. Attitude and personal attributes

In some instances, young people provided obstacles themselves through their own attitude and personality, although it was recognised that this could be the result of personal issues and their home environment.

The top 5 skills lacking in young people according to a survey by the Federation of Small Businesses were:-

- General attitude to work
- Communication skills
- Self-management (time keeping etc.)
- People skills
- Literacy

Additionally, some young people failed to recognise their own skills and did not realise that achievements outside of education such as voluntary work, sporting prowess, etc. could commend them to a prospective employer.



Section 5 – Conclusions (continued)

6. **Apprenticeships**

Some schools failed to promote apprenticeships to young people for funding and other reasons.

There was evidence of prejudice by some parents and older people who had misconceptions about the variety of modern apprenticeships available and only saw them as traditional roles such as hairdressing and car maintenance. This was a huge education and awareness raising issue for parents and young people.

As 90% of small businesses in the County employed less than 10 people it was challenging for them to offer apprenticeships and many of them were unaware of skills young people could offer, particularly with their expertise and knowledge around ICT and social media. There could be a case for small businesses sharing an apprentice.

It was evident that demand for apprenticeships outstripped supply.

6. **Housing, home and personal issues**

It was recognised that some young people were dealing with challenges posed by poor housing, personal issues, and their home environment. The shortage of affordable housing and the cost of rental properties in the City was seen as a barrier.

7. **Travel Barriers**

Reduced bus routes in rural areas prevented young people from being able to access some jobs in Gloucester.

It was noted that some young people would not consider a job if it necessitated them having to make a couple of bus journeys.

Transport links and the cost of learning to drive was seen as a real barrier.

8. **Job Turnover**

With people now having to work until their late 60's, there was not the same turnover in jobs as there had been in the past.

Section 6 – Recommendations

The Task and Finish Group’s recommendations are as follows:-

1. Careers Advice and Guidance

Consideration to be given to introducing a Gloucester careers kitemark in partnership with the County Council and other interested bodies.

2. Partnership Working – careers events

Consideration to be given to the City Council hosting an ‘Ambitions’ type event, similar to that operated at Stroud, with the help of sponsors and interested bodies. There could also be participation in the ‘Skills Fest’ event.

3. Co-ordinated approach

Consideration to be given to the City and County Council working together to identify vulnerable young people in families receiving support from the City Council, Families First, Department of Work and Pensions and the Youth Support Team, in order to develop their employability skills and experience.

4. Mock Interviews, ‘Dragon’s Den’ scenarios

Consideration to be given to Gloucester City Council exploring its corporate social responsibilities and allowing staff and Councillors to participate in mock interviews and ‘Dragon’s Den’ scenarios as part of its Volunteering Scheme.

5. Work Experience

Using the contact networks of the Federation of Small Businesses, Major Employers’ Group and City Centre Retail Partnership, more work experience opportunities should be given to young people (up to the age of 24). This would also include the City and County Council and their partners. Companies should also be encouraged to have ‘open days’.

6. Apprenticeships

Small businesses could be encouraged to offer apprenticeships, possibly on a shared basis, using the network of the Federation of Small Businesses.



Section 6 – Recommendations (continued)

7. **Employment and Training Packages for new employers coming to Gloucester**

Consideration should be given to the City Council including in its Local Plan an obligation for developers to prepare employment and skills plans with the help of the City Council and other key partners. Such plans would set out the type of training and employment opportunities that would be offered by the developer such as apprenticeships, training placements, work experience, and the use of trades in the local area. This could be a recommendation to Planning Policy Sub-Committee and also reflected in the Joint Core Strategy. New investors or employers moving to the City should also be approached by the City Council to see what the Council, in conjunction with partners, could do to assist them.

8. **Developing and Upskilling Employees**

Consideration should be given to the City and County Council promoting opportunities to develop and upskill staff, particularly those in the retail sector, in partnership with the Major Employers' Group, Federation of Small Businesses and the City Centre Retail Partnership.

9. **Travel**

Consideration should be given to the City Council including in its Local Plan an obligation for new employers coming to Gloucester to have their own travel schemes to assist employees in getting to work, particularly those living in rural areas. This could be a recommendation to Planning Policy Sub-Committee. This could include providing transport for the first few months to allow workers to explore car sharing alternatives, etc.

10. **City Council's Website**

The City Council's website should have links to 'Yes2Jobs', Jobs Centre Plus and any other relevant websites.

RECOMMENDED

Section 7 – Acknowledgements

The Task and Finish Group would like to thank the following individuals/organisations for their help and support during the study:-

- Peter Holmes, Gloucestershire County Council
- Maeve Maxwell, G15
- Sharon Jones, Prospect Training
- Steve Weldon, Gloucestershire College
- Jason Dunsford, G Futures
- Di Haines, Job Centre Plus
- Sam Holliday, Federation of Small Businesses
- Barry Jackson, Aspire Academy

Particular thanks go to:-

- Angela Presdee, Economic Development Manager, Gloucester City Council
- Sonia Tucker, Democratic Services Officer, Gloucester City Council

Thank You!

APPENDIX 2 – CABINET RESPONSE

OVERVIEW AND SCRUTINY TOPIC	EMPLOYMENT AND SKILLS OPPORTUNITIES FOR YOUNG PEOPLE IN GLOUCESTER
DATE OF PRESENTATION TO CABINET	21 st September 2016

RECOMMENDATION	ACCEPTED YES/NO	IF 'YES' INDICATION OF ACTION TO BE TAKEN AND IMPLEMENTATION DATE	IF 'NO' REASONS FOR DECISION
1. Consideration to be given to introducing a Gloucester careers kitemark in partnership with the County Council and other interested bodies.	Yes	The extent and quality of careers guidance in the City's secondary schools is variable and there are no additional resources available. There is a nationally recognised KiteMark scheme which has been delivered by Prospects Careers elsewhere but this would require additional resources and would need support and commitment from the City's schools. Further discussion will take place with the County Council to investigate whether a scheme is viable and feasible. Ongoing	

<p>2. Consideration to be given to the City Council hosting an 'Ambitions' type event, similar to that operated at Stroud, with the help of sponsors and interested bodies. There could also be participation in the 'Skills Fest' event.</p>	No		<p>Stroud's 'Ambitions' event relied upon strong employer engagement and was resource intensive. We don't currently have the capacity to deliver such an event but we are developing an employer engagement programme. In the meantime GFutures currently deliver County-wide employers skills events and we will work with GFirst to ensure that Gloucester businesses participate fully.</p>
<p>3. Consideration to be given to the City and County Council working together to identify vulnerable young people in families receiving support from the City Council, Families First, Department of Work and Pensions and the Youth Support Team, in order to develop their employability skills and experience.</p>	Yes	<p>There is ongoing work between the City and County Council sand other agencies to support young people – including addressing employability issues. That work will continue and we will look to identify any opportunities for targeted estate-based activities for example as part of the Housing Zone Programme. - Ongoing</p>	
<p>4. Consideration to be given to Gloucester City Council exploring its corporate social responsibilities and allowing staff and Councillors to participate in mock interviews and 'Dragon's Den' scenarios as part of its</p>	Yes	<p>Subject to agreement from SMT to release staff, this will be discussed with GFutures who manage the</p>	

Volunteering Scheme.		County Education Business Partnership	
5. Using the contact networks of the Federation of Small Businesses, Major Employers' Group and City Centre Retail Partnership, more work experience opportunities should be given to young people (up to the age of 24). This would also include the City and County Council and their partners. Companies should also be encouraged to have 'open days'.	Yes	Both City and County Councils currently offer work experience placements working with locals secondary schools as well as running in-house apprenticeship programmes. As part of the employer engagement programme, the business case for apprenticeships and work experience will be promoted to employers - Ongoing	
6. Small businesses could be encouraged to offer apprenticeships, possibly on a shared basis, using the network of the Federation of Small Businesses.	Yes	From 2017, large businesses will pay an apprenticeship levy, effectively subsidising apprenticeship placements in small businesses. As part of the employer engagement programme, the business case for apprenticeships and work experience will be promoted to small businesses, - Ongoing	
7. Consideration should be given to the City Council including in its Local Plan an obligation for developers to prepare employment and skills plans with the help of the City Council and other key partners. Such plans would	Yes	The inclusion of employment and skills planning obligations for developers is being	

<p>set out the type of training and employment opportunities that would be offered by the developer such as apprenticeships, training placements, work experience, and the use of trades in the local area. This could be a recommendation to Planning Policy Sub-Committee and also reflected in the Joint Core Strategy. New investors or employers moving to the City should also be approached by the City Council to see what the Council, in conjunction with partners, could do to assist them.</p>		<p>considered as part of the Local Plan development process.</p>	
<p>8. Consideration should be given to the City and County Council promoting opportunities to develop and upskill staff, particularly those in the retail sector, in partnership with the Major Employers' Group, Federation of Small Businesses and the City Centre Retail Partnership.</p>	<p>Yes</p>	<p>GFirst Local Enterprise Partnership have established sector working groups with a remit to identify and address skills issues within those sectors, including Retail. The LEP are also considering the establishment of an Employment and Skills Board to align provision with employer need. - Ongoing</p>	
<p>9. Consideration should be given to the City Council including in its Local Plan an obligation for new employers coming to Gloucester to have their own travel schemes to assist employees in getting to work, particularly those living in rural areas. This could be a recommendation to Planning Policy Sub-Committee. This could include providing transport for the first few months to allow workers to explore car sharing alternatives, etc.</p>	<p>Yes</p>	<p>The inclusion of travel planning obligations for developers is being considered as part of the Local Plan development process.</p>	

<p>10. The City Council's website should have links to 'Yes2Jobs', Jobs Centre Plus and any other relevant websites.</p>	<p>Yes</p>	<p>Links to employment support organisations will be included in work to update the City Council's regeneration and Economic Development web pages – Target date March 2017</p>	

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Meeting:	Cabinet	Date:	12 October 2016
Subject:	Armed Forces Community Covenant Update		
Report Of:	Cabinet Member for Communities and Neighbourhoods		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Ed Pomfret, Health, Partnerships and Engagement Manager		
	Email:	edward.pomfret@gloucester.gov.uk	Tel: 396069
Appendices:	1. Armed Forces Community Covenant		

FOR GENERAL RELEASE

1.0 Purpose of Report

1.1 To provide an annual update to Members on the work done by Gloucester City Council to support current and ex-service personnel as part of the Gloucestershire Armed Forces Community Covenant and to seek ongoing endorsement of such activity.

2.0 Recommendations

2.1 Cabinet is asked to **RESOLVE** that

- (1) Activities to support current and ex-service personnel as part of the Council's ongoing commitment to the Covenant be endorsed;
- (2) An annual update of achievements against the covenant continues to be received and that this is timetabled into the Cabinet Forward Plan.

3.0 Background and Key Issues

3.1 Gloucester City Council, along with the five other District Councils, the County Council and Gloucestershire NHS and Gloucestershire Police Authority, signed up to the Gloucestershire Armed Forces Community Covenant on 27 February 2012 (Appendix 1). Cllr Dawn Melvin is the Member Champion for supporting the Armed Forces Community Covenant.

3.2 Principles of the Armed Forces Community Covenant

3.2.1 The Armed Forces Community Covenant is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. It is intended to complement the Armed Forces Covenant, which outlines the moral obligation between the Nation, the Government and the Armed Forces, at the local level.

- 3.2.2 The purpose of this Community Covenant is to encourage support for the Armed Forces Community working and residing in Gloucestershire and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most. This includes in-Service and ex-Service personnel their families and widow(er)s in Gloucestershire.
- 3.2.3 For Gloucester City Council and partner organisations, the Community Covenant presents an opportunity to bring their knowledge, experience and expertise to bear on the provision of help and advice to members of the Armed Forces Community.
- 3.2.4 For the Armed Forces community, the Community Covenant encourages the integration of Service life into civilian life and encourages members of the Armed Forces community to help their local community.

3.3 Gloucester City Council's Specific Measures

- The City Council support staff who are members of the Territorial Army (TA) or other military support service through flexible employment arrangements.
- Building control provide a free advice service and do not charge for any applications made for extensions or alterations to a domestic property for armed forces personnel returning with any disability.
- The City Council will continue to work with the armed forces on a number of events including the sale of poppies for Remembrance Sunday and the promotion of Armed Forces Day through staff newsletters and inclusion in the Council's events calendar.
- The Armed Forces Day committee, which representatives of the City Council sit on, is already planning an event to celebrate next year's Armed Forces Day. They have considered what the true meaning of the day is i.e. a way to say thank you to our serving forces. We should not be asking them to give up another day of free time to work and man stalls, which we're aware may have been the case recently. We will continue to contribute to this event via the events budget and we believe the event being planned for next year will allow residents to show their pride in the Armed Forces but at the same time ensure the serving personnel can enjoy it.
- The City Council continues to work in partnership with the Armed Forces to increase links to the local service units by welcoming service personnel and their families to the area by supporting various activities including sporting and charity events, and developing the potential for Ministry of Defence (MOD) discounts.
- The Council will continue to support the British Legion's Poppy day through an arrangement with GL1 for free use of accommodation for their Remembrance Sunday event. Linked to this, in partnership with Amey (the Council's Street Care contractor) we will ensure that planting around the war memorial is in good order throughout the year and especially for Remembrance Sunday.

- The war memorial at the cenotaph and the war graves at Gloucester cemetery will continue to be maintained to a high standard to recognize the sacrifices made by service personnel.
- The City Council will continue to support Army Recruitment Events by allowing access to suitable sites.

3.3.1 As well as continuing to deliver the specific measure listed above the City Council delivers a range of support services, as can be seen in section 3.4 below:-

3.4 **Current Activity**

3.4.1 **Housing Advice / Homelessness**

3.4.2 Members of the armed forces have a local connection to the district of their choice. This includes those currently serving; those who have served within the immediate preceding 5 years; bereaved spouse or civil partner who has recently or will cease to be entitled to Ministry of Defence accommodation following the death of their service spouse (and the death was wholly or partly attributable to their service); existing or former members of the reserve forces who are suffering from a serious injury, illness or disability which is wholly or partly attributable to their service.

3.4.3 Special rules are required for those in the armed forces to comply with The Localism Act recognising the services they have offered the country. On discharge members of the armed forces, with a Homeless priority need (dependent children or vulnerable as a result of disability) will be awarded Gold band for 6 months from the discharge date. Applicants who are homeless but with a non - priority need are given Silver band from their discharge date. Should they become homeless again within 5 years of the discharge date and have a priority need and are unintentionally homeless, applicants will be awarded Gold band again for 6 months from Notice being received. Non-priority need or Intentional homeless applicants will be awarded Silver band, backdated for 6 months from the date of the Notice being received.

3.4.4 Over the past 12 months, nine applicants have been rehoused in Gloucester through the Gloucestershire Homeseeker Choice Based Lettings scheme where they had been a member of the armed forces.

3.4.5 Managers within the Housing Advice and Homelessness Services receive regular updates from the Countywide Homelessness Coordinator regarding vacancies in Alabare schemes. Alabare is a charity that supports vulnerable, homeless and marginalised people. They provide specialist support for armed forces veterans who struggle to cope with life outside of the military. The reports they send cover the South West and Wales so officers are able to look at a wider variety of options to prevent homelessness within the armed forces community. We also work with the British Legion who can look at possible financial assistance for clients who may require support with furnishing properties, finances to secure accommodation and give general support to clients who need support. In addition, ward Councillors have supported the scheme since its inception and continue to provide advice and support.

3.4.6 Benefit Claimants

3.4.7 Where applicants are in receipt of housing benefit (HB) and/or council tax support (CTS), in common with most local authorities, the City Council has adopted a policy to disregard as income some extra elements of war disablement pensions.

- The intention of the policy is that Housing Benefit (HB)/Council Tax Support (CTS) claimants who get certain war pensions should get more HB/CTS than they otherwise would. This currently applies to 19 cases.
- In 2015/16 the Council awarded an extra £29,481 in HB as a result of this policy, and the Council received subsidy from DWP covering 75% of this expenditure - therefore the cost to the City Council of this policy in 2015/16 was around £7,370.

3.4.8 Discretionary Housing Payments (DHP)

3.4.9 There is further help with housing costs through the use of DHP.

- The City Council has a local procedure on awarding DHP and, under this procedure, the client team would disregard as income some extra elements of war disablement pensions (the same as in housing benefit). There is no requirement to record this. However, Officers believe the number of DHP customers who have benefited from this will be low.

3.4.10 Under-occupation reductions in Housing Benefit

3.4.11 Legislation does have a provision to assist armed forces personnel in that a bedroom used by members of the armed or reserve forces will not be counted as a 'spare' room whilst they are away from their main place of residence. This is providing that they have an intention to return to the property and they were in fact treated as a non-dependant person prior to their absence.

3.4.12 Museum of Gloucester and Gloucester Life Museum

3.4.13 The City Council offers discounts to Defence Privilege card holders and staff attend the Freshers Fair each year at Imjin Barracks to let the residents know about all the things on offer. In addition, the Museum of Gloucester and Gloucester Life Museum welcome all military personnel and veterans. The museums hold a wide variety of exhibitions, events and activities at both museums throughout the year, as well as being places to come to find out about Gloucester's history, to enjoy our collection of world renowned works of art, to reminisce and sometimes simply to reflect.

3.4.14 Guildhall

3.4.15 The Guildhall offer discount to military personnel to the Cinema and are also signed up to a scheme where the venue is listed for military personnel to find.

4.0 Asset Based Community Development (ABCD) Considerations

4.1 Many of the measures referred to in section 3 developed from discussions with Armed Forces personnel regarding the needs that they identified and required support from the City Council and other agencies to provide. There is ongoing dialogue through the Council's Partnerships and Engagement Team with military personnel to ensure a good relationship continues.

5.0 Alternative Options Considered

5.1 There are no alternative options for consideration as the report is primarily an update of an ongoing commitment.

6.0 Reasons for Recommendations

6.1 It is important that Cabinet, and Members generally, understand the commitments made within the Armed Forces Community Covenant in 2012 and that these are reviewed to ensure that they remain relevant and consistent with legislation and the needs of serving and ex-serving service personnel.

7.0 Future Work and Conclusions

7.1 It is recommended that Cabinet receive an annual update of achievements against the covenant and that this is timetabled into the Cabinet Forward Plan.

8.0 Financial Implications

8.1 There are no financial implications associated with this report.

(Financial Services have been consulted in the preparation this report.)

9.0 Legal Implications

9.1 There are no legal implications associated with this report.

(One Legal have been consulted in the preparation this report.)

10.0 Risk & Opportunity Management Implications

10.1 There is a risk that Members and Officers overlook the commitments within the covenant during the course of the year. An annual review of the covenant will ensure that Members and officers keep the commitments of the covenant in the forefront of their minds.

10.2 There are opportunities to strengthen the relationship further with servicing and ex-serving personnel through the application of ABCD which has been applied to issues of isolation and community engagement.

11.0 People Impact Assessment (PIA):

11.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact, therefore a full PIA was not required.

12.0 Other Corporate Implications

Community Safety

12.1 There are no community safety issues associated with this report.

Sustainability

12.2 Monitoring outcomes against the covenant will ensure that the covenant is sustainable and continues to develop and grow.

Staffing & Trade Union

12.3 There are no staffing or trade union implications.

Background Documents: None



Community Covenant

AN ARMED FORCES COMMUNITY COVENANT

Between

Cheltenham Borough Council, Cotswold District Council,
Forest of Dean District Council, Gloucester City Council,
Gloucestershire County Council, Gloucestershire Police Authority,
Stroud District Council, Tewkesbury Borough Council,
NHS England, NHS Gloucestershire Clinical Commissioning Group,
Department for Work and Pensions, Wessex Reserve Forces' and
Cadets' Association, Gloucestershire Police and Crime Commissioner's
Office, Representatives of the Charitable and Voluntary Sectors,
the Civilian Community of Gloucestershire

and

THE ARMED FORCES COMMUNITY
IN GLOUCESTERSHIRE

**We, the undersigned, agree to work and act together
to honour the Armed Forces Community Covenant.**

Armed Forces Community Covenant

Signed:



Thomas Herman, OBE. Commander, Royal Navy, Deputy Naval Regional Commander (Wales and Western England)

Signed on behalf of Royal Navy

Date: 27.2.12

Signed:



Brigadier Piers Hankinson, MBE. Commander, 43 (Wessex) Brigade



Brigadier General David Paterson, OBE. Allied Rapid Reaction Corps (ARRC)

Signed on behalf of Army

Date: 27.2.12

Signed:



Rich Wylor-Owen. Squadron Leader, OC 501 Sqn RAuxAF

Signed on behalf of Royal Air Force

Date: 27.2.12

Signed:



Cllr Carol Topples. Cabinet Member for Housing and Communities, Cotswold District Council

Signed on behalf of Cotswold District Council

Date: 27.2.12



Armed Forces Community Covenant

Signed:



Cllr Andy Lewis. Mayor, Gloucester City Council



Cllr Steve Morgan. Deputy Leader, Gloucester City Council



Cllr Fred Wood. Gloucester City Council

Signed on behalf of Gloucester City Council

Date: 27.2.12

Signed:



Cllr Barbara Driver. Mayor, Cheltenham Borough Council

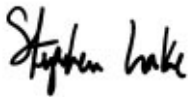


Cllr Steve Jordan. Leader, Cheltenham Borough Council

Signed on behalf of Cheltenham Borough Council

Date: 27.2.12

Signed:



The Very Revd Stephen Lake, Dean of Gloucester

Signed on behalf of Dean of Gloucester

Date: 27.2.12

Signed:



Cllr Norman Stephens. Leader, Chairman, Forest of Dean District Council



Cllr Patrick Molyneux. Leader, Forest of Dean District Council

Signed on behalf of Forest of Dean District Council

Date: 27.2.12



Armed Forces Community Covenant

Signed:



Cllr Mark Hawthorne. Leader, Gloucestershire County Council



Cllr Brian Thornton. Chairman, Gloucestershire County Council

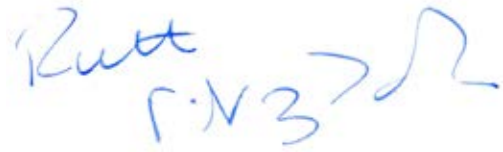
**Signed on behalf of Gloucestershire
County Council**

Date: 27.2.12

Signed:



Jill Crook. Director of Nursing, NHS Gloucestershire



Ruth Fitzjohn. Chair, NHS Gloucestershire

Signed on behalf of NHS Gloucestershire

Date: 27.2.12

Signed:

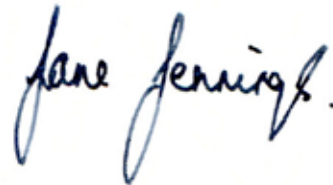


Cllr Rob Garnham. Chair, Gloucestershire Police Authority

**Signed on behalf of Gloucestershire Police
Authority**

Date: 27.2.12

Signed:



Jane Jennings. Acting Manager, Royal British Legion -
County Welfare Office

Signed on behalf of Royal British Legion

Date: 27.2.12

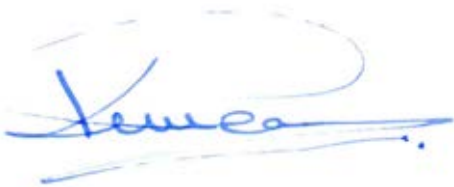


Armed Forces Community Covenant

Signed:



Cllr John Hudson. Chairman, Stroud District Council



Cllr Keith Pearson. Deputy Leader, Stroud District Council

Signed on behalf of Stroud District Council

Date: 27.2.12

Signed:



Michael Heap. Chair of Gloucestershire VCS Assembly

Signed on behalf of the Voluntary Sector Assembly

Date: 27.2.12

Signed:



David Owen. Chief Executive - Gloucestershire First

Signed on behalf of Gloucestershire First

Date: 27.2.12

Signed:



Cllr David Waters. Mayor of Tewkesbury Borough Council



Cllr Robert Vines. Leader, Tewkesbury Borough Council

Signed on behalf of Tewkesbury Borough Council

Date: 27.2.12



Armed Forces Community Covenant

Signed:



Jerry Willmott CBE. VAPC (Veterans Advisory and Pensions Committee)

Signed on behalf of Veterans Advisory & Pensions Committee

Date: 27.2.12

Signed:



John Hall. Chief Fire Officer, Gloucestershire Fire & Rescue Service

Signed on behalf of Gloucestershire Fire & Rescue Service

Date: 27.2.12

Signed:



Tony Godwin. Superintendent, Gloucestershire Constabulary

Signed on behalf of Gloucestershire Constabulary

Date: 27.2.12

Signed:



Mary Hutton, Accountable Officer
NHS Gloucestershire Clinical Commissioning Group

Signed on behalf of NHS Gloucestershire Clinical Commissioning Group

Date: 07.01.14



Armed Forces Community Covenant

Signed:



Jenny Kirby
Head of Armed Forces Health (south) - Bath, Gloucester,
Swindon and Wiltshire Area Team, NHS England

Signed on behalf of NHS England

Date: 07.01.14

Signed:



Martin Surl, Police and Crime Commissioner for
Gloucestershire

**Signed on behalf of Office of the Police and
Crime Commissioner for Gloucestershire**

Date: 07.01.14

Signed:



Nick Browning - District Manager Gloucestershire and the
West of England JCP - Department for Work and Pensions

**Signed on behalf of Department for Work
and Pensions**

Date: 07.01.14

Signed:



Brigadier Tony Dalby-Welsh, Chief Executive
Wessex Reserve Forces' and Cadets' Association

**Signed on behalf of Wessex Reserve
Forces' and Cadets' Association**

Date: 07.01.14



Signed:



Wing Commander Hamilton Elliott
SSAFA

Signed on behalf of SSAFA

Date: 21.06.14

Witness 1:



Sir Francis Richards
President of the Gloucestershire Branch of SSAFA

Witness 2:



Lt Gen T P Evans DSO CBE



SECTION 1: Participants

1.1 This Armed Forces Community Covenant is made between:

The serving and former members of the Armed Forces and their families working and residing in Gloucestershire

And Cheltenham Borough Council, Cotswold District Council, Forest Of Dean District Council, Gloucester City Council, Gloucestershire County Council, Gloucestershire Police Authority, Stroud District Council, Tewkesbury Borough Council, NHS England, NHS Gloucestershire Clinical Commissioning Group, Department for Work and Pensions, Wessex Reserve Forces' and Cadets' Association & Gloucestershire Police and Crime Commissioner's Office, the Charitable and Voluntary Sector, the Civilian Community of Gloucestershire

SECTION 2: Principles of the Armed Forces Community Covenant

- 2.1** The Armed Forces Community Covenant is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. It is intended to complement the Armed Forces Covenant, which outlines the moral obligation between the Nation, the Government and the Armed Forces, at the local level.
- 2.2** The purpose of this Community Covenant is to encourage support for the Armed Forces Community working and residing in Gloucestershire and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most. This includes in-Service and ex-Service personnel their families and widow(er)s in Gloucestershire.
- 2.3** For Gloucestershire County Council and partner organisations, the Community Covenant presents an opportunity to bring their knowledge, experience and expertise to bear on the provision of help and advice to members of the Armed Forces Community. It also presents an opportunity to build upon existing good work on other initiatives such as the Welfare Pathway.
- 2.4** For the Armed Forces community, the Community Covenant encourages the integration of Service life into civilian life and encourages members of the Armed Forces community to help their local community.

SECTION 3: Objectives and General Intentions

Aims of the Community Covenant

- 3.1** The Armed Forces Community Covenant complements the principles of the Armed Forces Covenant which defines the enduring, general principles that should govern the relationship between the Nation, the Government and the Armed Forces community
- 3.2** It aims to encourage all parties within a community to offer support to the local Armed Forces community and make it easier for Service personnel, families and veterans to access the help and support available from the MOD, from statutory providers and from the Charitable and Voluntary Sector. These organisations already work together in partnership at local level.
- 3.3** The scheme is intended to be a two-way arrangement and the Armed Forces community are encouraged to do as much as they can to support their community and promote activity which integrates the Service community into civilian life.

SECTION 4: Measures

Leadership Gloucestershire (LG) which brings together key public sector organisations in the county and provides vision, leadership and strategic direction in those areas where it is vital for organisations to work together has taken the lead on the Armed Forces Community Covenant in the county.

LG sees the Community Covenant as a long-term statement of intent to improve and build on existing military/civilian community relations. It believes that as a minimum we should ensure that the Armed Forces Community suffers no disadvantage as a result of their service to the Country and hopes that the Covenant will provide an opportunity to build upon existing good work and initiatives in the county.

All members of LG have provided examples of existing best practice and future commitments to show what signing up to the Armed Forces Community Covenant means in the context of their own organisation. This information has been collated in the Appendix to this document.

LG will keep the strategic overview and explore opportunities for joint working in this area. The Appendix will be revisited at LG at least once a year.

(For further information on the members and terms of reference of Leadership Gloucestershire see: <http://www.gloucestershire.gov.uk/index.cfm?articleid=105458>)

THE ARMED FORCES COVENANT

An Enduring Covenant Between

The People of the United Kingdom
Her Majesty's Government

– and –

All those who serve or have served in
the Armed Forces of the Crown

And their Families

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.



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