

Item No. 8.	Classification: Open	Date: September 12 2007	Meeting Name: Council Assembly
Report title:		Motions	
Ward(s) or groups affected:		All	
From:		Strategic Director of Legal and Democratic Services	

1. MOTION FROM COUNCILLOR TAYO SITU (seconded by Councillor Robert Smeath)

Please note that, in accordance with council assembly procedure rule 3.10(3), council assembly shall consider this motion.

Corporate Equalities Action Plan

1. Notes that this month the executive member for citizenship, equalities and communities will bring a report before the executive called 'Update on Implementation of Southwark's Equalities Scheme'.
2. Notes that since 2002 every local authority (and other public authority) in England, Scotland and Wales has had a statutory obligation to prepare an overarching 'race equalities scheme' which sets out how it will meet its duties under the amended Race Relations Act.
3. Notes that, like other councils, Southwark has chosen to have one equalities scheme to cover all equalities issues, rather than separate equalities schemes for race, gender, disabilities, etc.
4. Further notes that the Corporate Equalities Action Plan (CEAP) which the council formerly published that set out its equalities policies and objectives, their projected completion dates and which officer was responsible for them has been discontinued.
5. Council assembly believes that the CEAP was a useful, single document that laid out the policies and objectives the council was committed to and against which its performance could be measured.
6. Council assembly believes that the CEAP was the primary public document that the council used to publicise its practical (as opposed to procedural) commitments to the equalities agenda.
7. Believes that there is a commitment to producing the CEAP until at least 2009 in the Equalities scheme. The equalities scheme including this commitment was agreed by the executive and includes this commitment and to date has not been amended to remove it.
8. Council assembly believes that by deciding that the CEAP was not needed chief officers appear to have acted beyond their remit, acting against what has been decided by the executive through the proper decision making process.
9. Council assembly believes that whilst targets and actions directly or indirectly related to equalities are included in the corporate plan and the community

strategy there is a risk that the focus and detail of these targets and actions will be lost.

10. Council assembly notes the following elements in the 2003 – 2006 CEAP and not included in the corporate plan;
 - A 'lead responsibility' column for all commitments to show who is responsible for their implementation
 - An outline of the equalities roles of the leader, executive, councillors and chief officers
 - Details of the council's role as an employer and enabler of employment
 - The quantitative number of other commitments specifically made to target inequality in the borough
 - The qualitative level of detail (especially of what specific actions will be taken to achieve objectives)
11. Council assembly believes that whilst the CEAP was flawed, as confirmed by Lord Ouseley, it did provide a good base from which to build. It was a single space where all council equalities policies, responsibilities and actions were outlined with a good level of detail.
12. Council assembly believes that changing and improving equalities policies was easier with a single CEAP because existing policy was laid out clearly and not disparately in several vague documents. Believes that the case for "mainstreaming" equalities commitments has not yet been made, and that mainstreaming must not preclude focused monitoring of these areas in isolation.
13. Council assembly believes it is disappointing that there will not be a further Audit Commission report on progress into the implementation of the Ouseley recommendations.
14. Council assembly calls upon the executive to ensure that there will be a full Audit Commission follow up report.
15. Council assembly asks overview and scrutiny committee to investigate the decision to do away with a CEAP and wider issues arising from the implementation or otherwise of the Ouseley recommendations.

Comments of the Strategic Director (Regeneration and Neighbourhoods)

The executive member for citizenship, equalities and communities will be reporting to the executive in October on implementation of the council's equalities scheme.

Southwark has adopted the approach taken by many local authorities to develop one overarching equalities scheme to encompass all the statutory requirements placed upon us by a range of equalities legislation.

The council's policy in relation to equalities is to comply with the Local Government Equality Standard, a voluntary non-statutory benchmarking tool. The need to adopt a corporate equalities action plan (CEAP) was historically a requirement of this Standard. During the course of the last year, the Standard was amended, with the effect that there is no longer a requirement within the Standard for a stand alone corporate equalities action plan.

The published version of the equalities scheme 2005-08 states that the CEAP was under revision and that a new one would be developed that would take us to 2009, because at the time, that was the requirement of the Standard.

Given the changes to the equalities standard, the change made was a technical one. This was reflected in the report presented to the overview and scrutiny committee by the executive member for citizenship, equalities and communities in October 2006.

The last meeting of the Ouseley working group agreed to mainstream the implementation of recommendations of Lord Ouseley's report.

As part of the CPA corporate assessment, the Audit Commission will measure how effectively the council is working corporately, and with its partners, to improve services and deliver improved outcomes for local people. This will be undertaken in March/April 2008, and a number of the key lines of enquiry in the corporate assessment relate to the council's approach to equalities.

As part of this overall approach to business planning and performance management, the council remains able to track the progress of implementation of Lord Ouseley's recommendations.

Note: If the motion is agreed, any proposals will be submitted to the executive and the overview and scrutiny committee for consideration.

ITEM 8 MOTION 1: CORPORATE EQUALITIES ACTION PLAN (see main agenda, pages 23-24)

AMENDMENT A

MOVED: Councillor Columba Blango

SECONDED: Councillor Nick Stanton

Paragraph 1

Delete “this month”, **insert** “in October”

Paragraph 4

After “discontinued” **insert** “following the decision to amend the local government equality standard so that a CEAP was no longer required”

Paragraph 5

- After “Council assembly believes that”, **insert** “, under the previous Local Government Equality Standard,”
- After “measured” **insert** “but believes that, following the amendment to the equality standard, a change in the CEAP better enables the council to meet its ambition of attaining level 4 of the equalities standard.”

Paragraph 6

After “agenda” **insert** “and welcomes the introduction of Equality News, a regular report of the council’s work in the equalities sector.”

Paragraph 7

Delete and **replace with** “Notes that officers and the executive member acted entirely properly in moving to a different framework which better enables Southwark to achieve a higher equalities standard.”

Paragraph 8

Delete

Paragraph 9

- **Delete** “whilst” and **replace with** “including”
- **Delete** “are included”
- **Delete** “there is a risk that the focus and detail of these targets and actions will be lost” and **replace with** “shows a greater commitment from the council to meeting the highest standards of equality.”

Paragraph 11

Delete all after “Council assembly” and **replace with** “notes that the majority opposition group seem happy to pick and choose from among Lord Ouseley’s findings and believes that they do not have a coherent understanding of the benefits of mainstreaming the council’s equalities action plan.”

Paragraph 12

Delete

Paragraph 13

Delete all after “Council assembly” and **replace with** “notes that the Audit Commission has stated that it sees no benefit in carrying out a further audit of

Southwark's equalities work at this time but believes that, if the Audit Commission makes such a request in the future then the council should comply fully."

Paragraph 14

Delete

Paragraph 15

Delete

Motion, as amended, in full

The amended motion to read, as follows (note – deletions are shown by a line striking through those parts to be deleted and additions are shown in italics):

1. Notes that ~~this month~~ *in October* the executive member for citizenship, equalities and communities will bring a report before the executive called 'Update on Implementation of Southwark's Equalities Scheme'.
2. Notes that since 2002 every local authority (and other public authority) in England, Scotland and Wales has had a statutory obligation to prepare an overarching 'race equalities scheme' which sets out how it will meet its duties under the amended Race Relations Act.
3. Notes that, like other councils, Southwark has chosen to have one equalities scheme to cover all equalities issues, rather than separate equalities schemes for race, gender, disabilities, etc.
4. Further notes that the corporate equalities action plan (CEAP) which the council formerly published that set out its equalities policies and objectives, their projected completion dates and which officer was responsible for them has been discontinued *following the decision to amend the Local Government Equality Standard so that a CEAP was no longer required.*
5. Council assembly believes that, *under the previous Local Government Equality Standard*, the CEAP was a useful, single document that laid out the policies and objectives the council was committed to and against which its performance could be measured *but believes that, following the amendment to the Equality Standard, a change in the CEAP better enables the council to meet its ambition of attaining level 4 of the Equalities Standard.*
6. Council assembly believes that the CEAP was the primary public document that the council used to publicise its practical (as opposed to procedural) commitments to the equalities agenda *and welcomes the introduction of Equality News, a regular report of the council's work in the equalities sector.*
7. ~~Believes that there is a commitment to producing the CEAP until at least 2009 in the Equalities scheme. The equalities scheme including this commitment was agreed by the executive and includes this commitment and to date has not been amended to remove it.~~ *Notes that officers and the executive member acted entirely properly in moving to a different framework which better enables Southwark to achieve a higher equalities standard.*
8. ~~Council assembly believes that by deciding that the CEAP was not needed chief officers appear to have acted beyond their remit, acting against what has been decided by the executive through the proper decision making process.~~

9. Council assembly believes that whilst *including* targets and actions directly or indirectly related to equalities are included in the corporate plan and the community strategy there is a risk that the focus and detail of these targets and actions will be lost. *shows a greater commitment from the council to meeting the highest standards of equality.*
10. Council assembly notes the following elements in the 2003 – 2006 CEAP and not included in the corporate plan;
- A “lead responsibility” column for all commitments to show who is responsible for their implementation
 - An outline of the equalities roles of the leader, executive, councillors and chief officers
 - Details of the council’s role as an employer and enabler of employment
 - The quantitative number of other commitments specifically made to target inequality in the borough
 - The qualitative level of detail (especially of what specific actions will be taken to achieve objectives)
11. Council assembly believes that whilst the CEAP was flawed, as confirmed by Lord Ouseley, it did provide a good base from which to build. It was a single space where all council equalities policies, responsibilities and actions were outlined with a good level of detail. *notes that the majority opposition group seem happy to pick and choose from among Lord Ouseley’s findings and believes that they do not have a coherent understanding of the benefits of mainstreaming the council’s equalities action plan.*
12. Council assembly believes that changing and improving equalities policies was easier with a single CEAP because existing policy was laid out clearly and not disparately in several vague documents. Believes that the case for “mainstreaming” equalities commitments has not yet been made, and that mainstreaming must not preclude focused monitoring of these areas in isolation.
13. Council assembly believes it is disappointing that there will not be a further Audit Commission report on progress into the implementation of the Ouseley recommendations.
14. Council assembly calls upon the executive to ensure that there will be a full Audit Commission follow up report. *notes that the Audit Commission has stated that it sees no benefit in carrying out a further audit of Southwark’s equalities work at this time but believes that, if the Audit Commission makes such a request in the future then the council should comply fully.*
15. Council assembly asks overview and scrutiny committee to investigate the decision to do away with a CEAP and wider issues arising from the implementation or otherwise of the Ouseley recommendations.

AMENDMENT B**MOVED:** Councillor Andrew Pakes**SECONDED:** Councillor Sandra Rhule**Insert** after point 4:

“Notes the Ouseley report’s findings, published in 2004 and the recommendations from that report which imposed a number of responsibilities on the council to tackle inequalities resulting from the council’s practices.

Council notes that the rationale for the lack of a corporate equalities action plan or for any reports back on delivery on the Ouseley recommendations was that they had been “mainstreamed” into departments overall responsibilities and that they would be actioned by virtue of coming under targets in the broader corporate plan.”

Insert at end:

”Council notes, and expresses concern, that when confronted with direct questions on actions relating to the Ouseley recommendations departments were unable to provide answers and a corporate response was provided only six weeks later.

Council notes that following that response a number of these have clearly not been actioned.

These areas of inaction or little action include:

- That the Audit Commission has not reported back directly to scrutiny and community councils and will not be in the future;
- That the Audit Commission will not deliver its final report on the implementation of the Ouseley recommendations;
- That the council does not have comprehensive E&D data on all services that have been outsourced to external providers and contractors;
- That the percentage of senior BME staff has fallen from 17.2% to 15.7%;
- That analyses of complaints do not include trends and diversity profiles;
- That the composition of the officer hierarchy in regeneration and planning does not reflect the borough’s diversity;
- 36% of agency staff are still not classified by E&D criteria;
- That the council did not investigate the alleged discriminatory practices (that selective agency recruitment had been effected to engage white Canadians, Australians and New Zealanders into senior positions to the detriment of local BME staff); and,
- That little action has been taken to put right the bias in favour of agency staff from these areas. “

ITEM 8 MOTION 2: CARBON EMISSION TARGETS (see main agenda and supplemental agenda no. 2, pages 24 and 32-33)

AMENDMENT C

MOVED: Councillor Paul Noblet
SECONDED: Councillor James Barber

Insert new first paragraph:

“Council assembly notes:

- The firm target set by the executive 10 months ago of an 80% cut in emissions by 2050;”

In the first paragraph, **delete** “adopt the” and **replace** with “welcomes the Mayor of London’s”

After “2025” **add**:

“but notes that, of his 60% target he has only put in place policies and programmes to achieve 30%, whereas under Southwark’s existing plan there will be a 37% reduction by 2025 from the council’s own actions regardless of other schemes.

That the Mayor of London has plans to introduce emissions based charging for the congestion zone but that, under his scheme, only 14% of cars would be likely to pay more and that his scheme has been criticized as ‘madness’ and likely to result in an increase in carbon emissions in the congestion zone.”

At the end, **insert**:

“Council assembly further notes:

- That the government has set a target of 60% cut in carbon emissions by 2050 but the Intergovernmental panel on climate change found that this would lead to a global warming of potentially twice the safety threshold;
- That UK carbon emissions, which were falling when the present government came to power, have now risen each year since 2002;
- That the government has repeatedly delayed promised carbon capture and storage schemes;
- That the government has failed to meet the 2003 Energy white paper target of doubling the rate of energy efficiency improvements;
- That 5 million UK homes with cavity walls have no cavity wall insulation;
- That walking and cycling time have dropped by 10% since 1997 and bus use has declined;
- That flood risk management budgets were cut by £15m in 2006. A National Audit Office report says less than half of high risk flood management systems have been maintained to their target condition;
- That green taxes have been reduced as a share of GDP from 3.6 per cent in 1999 to 2.9 per cent in 2005;
- That the DCLG plans more than 100,000 new homes on flood plains;

- That in 2006, DEFRA cut the Environment Agency's flood defence budget; and,
- That the MoD has cut the Met Office's Hadley Centre budget for climate change research.

Council assembly notes one set of environmental proposals which would:

- See the end of new petrol driven cars by 2040;
- Mean a minimum of 30% of electricity generation being from non-carbon sources by 2020 and an end to all carbon generated electricity by 2050;
- Provide new incentives for micro-generation schemes such as those planned for Southwark;
- Introduce carbon capture and storage schemes to reduce fossil fuel power station emissions by 90%;
- Introduce a target of 60% carbon emissions reduction in the housing sector by 2050;
- Mean that all new homes would have to conform to greenhouse standard by 2011 and let local authorities set higher standards where appropriate and feasible;
- Set a target of a cut of 30% in emissions by 2020; and,
- Welcomes the work of another party which has made recommendations on many of these issues.

Council assembly believes:

- That the UK must show leadership on environmental issues;
- That all development should be carbon neutral over the longer term;
- That the climate change levy is too complex and has too many exemptions and should therefore be reformed;
- That promoting walking, cycling and public transport could save a third of what is needed in the transport sector by 2050; and,
- That the Mayor of London's emissions based congestion charging is halfhearted and likely to have little effect on the types of cars entering the charging zone.

Council assembly calls on the executive to:

- Continue with plans to use greener forms of energy generation in Southwark including combined heat and power systems on estates;
- Continue to encourage Southwark residents to travel by foot and by cycle where possible and by public transport for longer journeys; and,
- Continue to require developers to use green sources of energy in their developments and rejects Government plans to abolish the 'Merton rule'".

ITEM 8 MOTION 3: METRONET (see main agenda, pages 24-26)

AMENDMENT D**MOVED:** Councillor Barrie Hargrove**SECONDED:** Councillor Andrew Pakes**Delete all, and replace with:**

“Council assembly notes that, until its collapse in July Metronet was responsible for the maintenance and upgrading of two of the tube lines that serve Southwark.

Council assembly:

- Welcomes the contingency plans put in place to deal with the collapse of Metronet, which has allowed maintenance work to continue on the tube network.
- Supports call for lessons to be learnt, including a full investigation into why this particular form of management has not proven sustainable.
- Deplores any delays and inconvenience to passengers, and any possible delays to service improvements that may result from the collapse.

Council assembly believes that whilst fully recognising the need for and wholly supporting the modernisation of the tube system, wholesale privatisation in place of the current public-private partnership would have dire consequences for London and Londoners.

Council assembly believes that any costs arising out of the collapse of Metronet should not fall on Londoners and should not impact on major transport projects such as the Cross-River Tram and the East London Line.

Council assembly calls upon the executive to write to the Mayor of London and the Secretary of State for Transport emphasising the importance of these projects and registering Southwark’s concern that the costs of the Metronet collapse should not jeopardise these vital schemes.”

ITEM 8 MOTION 4: DRINK DRIVING (see main agenda, pages 26-27)

AMENDMENT E

MOVED: Councillor Peter John
SECONDED: Councillor Jenny Jones

In paragraph 7, after the words "irresponsible crime", **insert** the following:

“The public has a right to expect the highest standards from councillors and the executive.

That the executive, and particularly the member for health and social care, has an important responsibility for leading the council on alcohol policy including the prevention of alcohol abuse and drink driving - both of which are deeply damaging and cause illness and death.

Believes that curbing drink driving and tough action to prevent it should be a key task for the council, for the executive and for the Safer Southwark Partnership.

That drink driving is a serious crime, which endangers the lives of the people we serve.

Believes that a criminal conviction for drink driving would undermine the ability of the health and social care executive member to carry out their role and that this would be a matter over which that member should resign from the executive.”

Insert at end:

“Resolves to ask the executive to ask officers to bring a report to council assembly on the incidence of drink driving in Southwark and the effectiveness of measures to tackle it.”

AMENDMENT F

MOVED: Councillor Chris Page
SECONDED: Councillor Paul Bates

Insert at end:

“That drink driving is a serious offence, and should not be trivialised.

This council assembly condemns the view that if a drink driver does not crash, then the crime is less serious.”

AMENDMENT G

MOVED: Councillor Jeff Hook

SECONDED: Councillor David Hubber

Insert, after paragraph 4:

“Notes that Don Foster, MP tabled an amendment in favour of lowering the drink drive limit to 50mg in 2003 and that the government voted against such a move and condemns the government for failing to take action on this matter despite promising to do so before the 1997 general election.”

ITEM 8 MOTION 5: OLYMPICS 2012 (see main agenda and supplemental agenda no. 2, pages 27-28 and 34-36)

AMENDMENT H

MOVED: Councillor Alison McGovern

SECONDED: Councillor Susan Elan Jones

Delete all and **replace** with:

“Council assembly fully supports London hosting the Olympic games in 2012 and believes that it is an excellent opportunity for our city to demonstrate its creativity, diversity and vibrancy to the rest of the world

Council assembly notes the lack of support shown by the executive for the London Olympics and calls on them to write to the Mayor of London expressing their support for the games.

Council assembly notes the lack of preparation for the Olympics made by the executive and calls on the executive to take meaningful action so that the people of Southwark can take advantage of the opportunities the Olympics will bring.

Council assembly notes that being a volunteer at the Olympics is a once in a lifetime opportunity for young people in Southwark

Council assembly notes that there will be 70,000 volunteers from around the world at the games in 2012. It further notes that recruitment will start in 2010 and that the bulk of volunteers will be recruited based upon their volunteering experience.

Council assembly calls on the executive to inform young people in Southwark that volunteers will be recruited based upon experience and to help them find volunteering opportunities in the run-up to 2010 through schools, the website and other information services.

Council assembly believes that if the executive does not give assistance to people in Southwark who want to be volunteers, many of them will be disappointed.

Council assembly notes that the organisers are making the 2012 games a bigger opportunity for small businesses than any held before by advertising every contract and sub-contract well in advance and making sure that there is a level playing field for all tenders.

Council assembly resolves to call on the executive to do more to pass this information down to Southwark businesses and to give them the support that they need to take full advantage of the huge opportunities the games offer them.

Council assembly notes that the games are going to offer significant employment opportunities in a whole range of different sectors, from construction to hospitality, but only for people with the proper education, training and qualifications.

Council assembly resolves to call on the executive to do more to help people into vocational education and training so that the unemployed in Southwark can take full advantage of the opportunities that the Olympics will bring.

Council assembly notes that the cultural Olympiad will begin next summer when the Olympic games finish in Beijing and that, as a four year long celebration of culture, arts and education throughout the UK, it is both an opportunity to attract people to Southwark and to enrich the lives of Southwark residents.

Council assembly notes that the executive is failing to take a lead on the cultural Olympiad in Southwark.

Council assembly believes that whilst the cultural offerings of the South Bank will rightly profit from huge visitor numbers during the games, much of the rest of the borough is likely to miss out if the executive persists to neglect its promotion.

Council assembly believes that the heart of the borough already has a unique and vibrant character which should be celebrated in its own right.

Council assembly believes that the cultural Olympiad should be used to promote arts and culture throughout the borough.

Council assembly calls on the executive to produce a strategy that outlines how the council can work with other bodies to promote the whole borough and a program of exciting events that will take place in 2008/2009.

Council assembly notes that while the leader has expressed a desire for a culture park in Burgess Park he has not yet produced any details of how it will happen, when it will be finished, how much it will cost, how it will be paid for or any evidence of any action taken to turn his desire into a reality.

Council assembly believes that a sculpture park in Burgess Park cannot be finished for the beginning of the Cultural Olympiad and calls on the executive to take meaningful action to promote the centre of Southwark rather than just expressing desires.

Council assembly notes that over 200 teams take part in the Olympic games and that many of them will want training facilities in Britain before and during the event.

Council assembly believes that Southwark has the chance to attract visiting teams to Southwark and improve our sporting facilities.

Council assembly notes the executive's lack of action in bringing a national team to the borough and calls on the executive to do more.

Council assembly believes that the executive has not done enough to promote sport for all and that the games could be used as a springboard for getting everybody more involved in sport, not just the young and not just the able-bodied.

Council assembly resolves to call on the executive to extend the Southwark Community Games beyond the age of 16, for the council to ensure that all sports facilities are accessible to people with a disability and that it supports potential paralympians in equal terms their able bodied counterparts."

ITEM 8 MOTION 6: REGENERATION (see main agenda, pages 28-32)

AMENDMENT I

MOVED: Councillor Richard Thomas

SECONDED: Councillor Jane Salmon

Paragraph 2

After “regeneration” **insert** “and welcomes the strong lead already being taken by the executive in partnership with their development partners in this area.”

Paragraph 7

After “journals” **insert** “, noting that the executive has already announced its commitment to ensure diversity and equality in the supply chain workforce including equalities impact assessments and notes that the Building London Creating Futures programme as an excellent track record in promoting opportunities among hard to reach groups and those under-represented in the construction sector.”

Paragraph 8

After “these opportunities” **insert** “, noting that the executive is already working with Lend Lease on an approach that ensures opportunities for local people and SMEs are made widely available through the development period through an on-site access centre as well as partner organisations including Jobcentre Plus, local training and community organisations, local business networks and business support agencies.”

Paragraph 9

After “practices” **insert** “, noting that the council is proposing that Lend Lease should implement the council’s innovative Building London Creating Futures project whilst working with the supply chain to develop and enforce equitable recruitment practices. Appropriate targets will be set under the regeneration agreement for recruitment of under-represented groups into construction jobs across the supply chain.”

Paragraph 10

After “contracts” **insert** “, noting that the council has a good record of providing procurement support to local SMEs and will seek to agree with Lend Lease further development of a dedicated specialist procurement project to support Southwark SME/BME businesses to access contracts both for construction and for goods and services in the completed development.”

Paragraph 11

After “SMEs” **insert** “, noting that the council has already secured a commitment from Lend Lease for the construction of substantial affordable work/business space available on flexible lease terms, and in a range of unit sizes suitable for small businesses and that the council has adopted supplementary planning guidance which provides for non-retail workspace within the core area as a necessary component of any eventual area-wide planning consent.”

Paragraph 12

After “enterprise” **insert** “, noting that the council’s section 106 supplementary planning document provides for section 106 contributions to be used for employment and enterprise support programmes and that officers will seek to secure funds from a range of sources, including section 106, to support delivery of the full economic development benefits expected from the development.”

Paragraph 13

After “council” **insert** “, noting that the council has through the planning approach adopted for the Elephant, rejected a ‘clone town’ shopping centre with national retail multiples in favour of a network of open streets that supports shopping within a public environment with guarantees space for local, independent retailers.”

Paragraph 14

After “businesses” **insert** “, noting that SMEs will be supported during the development period and beyond through supply chain support, local business support services and business networks which will continue to operate locally, provide advice and communications forums for local SMEs.”

Paragraph 17

After “health and safety” **insert** “noting that the council has a long standing commitment to promoting health and safety within its Building London Creating Futures employment and training initiative, including the promotion of incident and injury free (IIF) construction sites and provision of specialist health and safety training for those entering the construction sector through the national construction site certification scheme.”

Paragraph 18

After “Living Wage” **insert** “noting that the council has campaigned strongly in support of the London Living Wage and would encourage all our partners and contractors to sign up to offering this where feasible.”

Paragraph 19

After “(e.g. trade unions),” **insert** “noting that the council recognises the value of trade unions in supporting fair and equitable recruitment and employment practices and we would encourage all our partners and contractors to take a positive approach to employee representation through trade unions.”

Paragraph 21

After “equivalents” **insert** “, noting that the council has made it clear that it will seek to agree through the regeneration agreement the adoption of the Building London Creating Futures model (or an appropriate alternative) within the Elephant and Castle redevelopment to deliver local construction jobs, including apprenticeships, and access to the skills needed to work in construction.”

Paragraph 22

After “training” **insert** “, noting that the council made it clear that it will seek to ensure that those furthest from the labour market are included in the benefits of economic development by including in the regeneration agreement the ongoing delivery of the Southwark Works programme throughout the development. In addition the council will seek to develop with Lend Lease a specific job brokerage and training programme focused on jobs in the completed Elephant and Castle development.”

Paragraph 23

After “in their area” **insert** “, noting that the council will seek to include within the regeneration agreement, a programme of work with Lend Lease, local schools, FE and HE colleges, employers and the Southwark Education Business Alliance to raise awareness of opportunities within the development.”

After paragraph 24 **insert** new paragraph to read “Council assembly notes the responsibility of Southwark as a corporate parent and calls on the executive to

ensure the best possible access to training and employment for the borough's looked after children."

Motion, as amended, in full

The amended motion to read, as follows (note - additions are shown in italics):

Council assembly believes that local people should benefit from the regeneration and it is critical that they have the skills and competencies to gain meaningful employment from it.

Council assembly believes that there should be dedicated resources to help local people and businesses to benefit from the jobs, training and business opportunities created by the Elephant and Castle regeneration *and welcomes the strong lead already being taken by the executive in partnership with their development partners in this area.*

Council assembly believes that managing the supply chain effectively is essential to secure opportunities for small and medium enterprises (SMEs) during and post regeneration

Council assembly calls upon the executive to adopt the following recommendations as part of the negotiations for the regeneration agreement which should bind both the council and Lend Lease to adhere to these core principles in taking forward the regeneration of the Elephant and Castle. The negotiations should be based upon ensuring that the opportunities coming from the regeneration scheme should benefit the existing population despite the challenges many in the area face, by investing in education, qualifications and skills and to support local people and SMEs to benefit from the opportunities presented by the regeneration scheme.

Council assembly calls upon the executive to ensure that the negotiations for the regeneration agreement aim to ensure that local SMEs benefit from supply chain opportunities by providing them with the support and training required to bid for contracts, and that those displaced have the opportunities to return post regeneration.

And therefore calls upon the executive to ensure that:

1. The regeneration agreement includes a commitment from Lend Lease and all sub-contractors to ensure equality and diversity is at the forefront of the recruitment practice including advertising in minority newspapers and journals, *noting that the executive has already announced its commitment to ensure diversity and equality in the supply chain workforce including equalities impact assessments and notes that the Building London Creating Futures programme as an excellent track record in promoting opportunities among hard to reach groups and those under-represented in the construction sector.*
2. All current and future opportunities should be advertised on the Southwark Council website and proactive steps should be taken to ensure local people and SMEs know about these opportunities, *noting that the executive is already working with Lend Lease on an approach that ensures opportunities for local people and SMEs are made widely available through the development period through an on-site access centre as well as partner organisations including Jobcentre Plus, local training and community organisations, local business networks and business support agencies.*

3. The council's development partner should be accountable for tracking fair and compliant employment practices, *noting that the council is proposing that Lend Lease should implement the council's innovative Building London Creating Futures project whilst working with the supply chain to develop and enforce equitable recruitment practices. Appropriate targets will be set under the regeneration agreement for recruitment of under-represented groups into construction jobs across the supply chain.*
4. There is adequate supply chain support to assist local firms seeking to compete for contracts, *noting that the council has a good record of providing procurement support to local SMEs and will seek to agree with Lend Lease further development of a dedicated specialist procurement project to support Southwark SME/BME businesses to access contracts both for construction and for goods and services in the completed development.*
5. Ensure that the plan includes developing affordable workspace requirements, similar to policies on affordable housing, to make sure that retail and employment space in new development includes affordable accommodation for local SMEs, *noting that the council has already secured a commitment from Lend Lease for the construction of substantial affordable work/business space available on flexible lease terms, and in a range of unit sizes suitable for small businesses and that the council has adopted Supplementary Planning guidance which provides for non-retail workspace within the core area as a necessary component of any eventual area-wide planning consent.*
6. Funding secured through section 106 obligations is used to fund schemes that promote local enterprise, *noting that the council's section 106 supplementary planning document provides for section 106 contributions to be used for employment and enterprise support programmes and that officers will seek to secure funds from a range of sources, including section 106, to support delivery of the full economic development benefits expected from the development.*
7. new retail development avoids domination by "clone town" chains at the expense of independent retailers, inviting bodies such as NEF (New Economics Foundation) to advise the council, *noting that the council has through the planning approach adopted for the Elephant, rejected a 'clone town' shopping centre with national retail multiples in favour of a network of open streets that supports shopping within a public environment with guarantees space for local, independent retailers.*
8. Support is offered to SMEs in capacity building. That should include promoting good quality public transport in tandem with a sensible approach to parking and vehicle access; and establishing forums where local SMEs can work together to advertise so that they are in a position to compete with larger businesses, *noting that SMEs will be supported during the development period and beyond through supply chain support, local business support services and business networks which will continue to operate locally, provide advice and communications forums for local SMEs.*

Council assembly calls upon the executive to ensure that the regeneration offers local people the opportunity for sustainable jobs:

It should be made clear in the regeneration agreement that Lend Lease and subcontractors should adopt best employment practice by providing employment

opportunities, transparent recruitment, fair employment terms and a decent working environment. This includes:

- A total commitment to health and safety, *noting that the council has a long standing commitment to promoting health and safety within its Building London Creating Futures employment and training initiative, including the promotion of Incident and Injury Free (IIF) construction sites and provision of specialist health and safety training for those entering the construction sector through the nation Construction Site Certification Scheme*
- A commitment where feasible to offer the London Living Wage, *noting that the council has campaigned strongly in support of the London Living Wage and would encourage all our partners and contractors to sign up to offering this where feasible*
- Full access to appropriate employee representation (e.g. trade unions), *noting that the council recognises the value of trade unions in supporting fair and equitable recruitment and employment practices and we would encourage all our partners and contractors to take a positive approach to employee representation through trade unions.*

Council assembly calls upon the executive to help ensure that local people have the skills for jobs arising from the regeneration agreement by:

Providing the support for local people to gain apprenticeships and qualifications such as the construction skills certificate schemes, NVQs and equivalents, *noting that the council has made it clear that it will seek to agree through the regeneration agreement the adoption of the Building London Creating Futures model (or an appropriate alternative) within the Elephant and Castle redevelopment to deliver local construction jobs, including apprenticeships, and access to the skills needed to work in construction.*

Introducing an employment outreach programme designed to give one-to-one support and advice for local job seekers as well as access to basic skills and interview skills training, *noting that the council made it clear that it will seek to ensure that those furthest from the labour market are included in the benefits of economic development by including in the regeneration agreement the ongoing delivery of the Southwark Works programme throughout the development. In addition the council will seek to develop with Lend Lease a specific job brokerage and training programme focused on jobs in the completed Elephant and Castle development.*

Launching a local education programme aimed at raising young people's career aspirations related to the wide range of job opportunities that will be available in their area, *noting that the council will seek to include within the regeneration agreement, a programme of work with Lend Lease, local schools, FE and HE colleges, employers and the Southwark Education Business Alliance to raise awareness of opportunities within the development.*

Council assembly also calls upon the executive to agree with the regeneration partner clear public targets for local employment and that the monitoring of these targets will be public.

Council assembly notes the responsibility of Southwark as a corporate parent and calls on the Executive to ensure the best possible access to training and employment for the borough's looked after children.

Council assembly calls upon the executive to ensure that the process for ensuring community engagement and involvement should be spelt out in the regeneration agreement. This involves reaching out to all sections of our community including young people, BME communities and those residents with disabilities.