Public Document Pack

Cabinet

Tuesday, 16th April, 2019
at 4.30 pm

PLEASE NOTE TIME OF MEETING

Council Chamber - Civic Centre

This meeting is open to the public

Members

Leader and Clean Growth & Development –
  Councillor Hammond
Adult Care - Councillor Fielker
Aspiration, Schools & Lifelong Learning –
  Councillor Paffey
Children & Families - Councillor Jordan
Community Wellbeing – Councillor Shields
Finance & Customer Experience - Councillor Chaloner
Green City – Councillor Leggett
Homes & Culture - Councillor Kaur
Transport & Public Realm - Councillor Rayment

(QUORUM – 3)

Contacts
Cabinet Administrator
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BACKGROUND AND RELEVANT INFORMATION

The Role of the Executive
The Cabinet and individual Cabinet Members make executive decisions relating to services provided by the Council, except for those matters which are reserved for decision by the full Council and planning and licensing matters which are dealt with by specialist regulatory panels.

The Forward Plan
The Forward Plan is published on a monthly basis and provides details of all the key executive decisions to be made in the four month period following its publication. The Forward Plan is available on request or on the Southampton City Council website, www.southampton.gov.uk

Implementation of Decisions
Any Executive Decision may be "called-in" as part of the Council's Overview and Scrutiny function for review and scrutiny. The relevant Overview and Scrutiny Panel may ask the Executive to reconsider a decision, but does not have the power to change the decision themselves.

Mobile Telephones – Please switch your mobile telephones to silent whilst in the meeting.

Use of Social Media
The Council supports the video or audio recording of meetings open to the public, for either live or subsequent broadcast. However, if, in the Chair's opinion, a person filming or recording a meeting or taking photographs is interrupting proceedings or causing a disturbance, under the Council's Standing Orders the person can be ordered to stop their activity, or to leave the meeting.
By entering the meeting room you are consenting to being recorded and to the use of those images and recordings for broadcasting and or/training purposes. The meeting may be recorded by the press or members of the public. Any person or organisation filming, recording or broadcasting any meeting of the Council is responsible for any claims or other liability resulting from them doing so. Details of the Council's Guidance on the recording of meetings is available on the Council's website.

The Southampton City Council Strategy (2016-2020) is a key document and sets out the four key outcomes that make up our vision.
- Southampton has strong and sustainable economic growth
- Children and young people get a good start in life

Executive Functions
The specific functions for which the Cabinet and individual Cabinet Members are responsible are contained in Part 3 of the Council's Constitution. Copies of the Constitution are available on request or from the City Council website, www.southampton.gov.uk

Key Decisions
A Key Decision is an Executive Decision that is likely to have a significant:
- financial impact (£500,000 or more)
- impact on two or more wards
- impact on an identifiable community

Procedure / Public Representations
At the discretion of the Chair, members of the public may address the meeting on any report included on the agenda in which they have a relevant interest. Any member of the public wishing to address the meeting should advise the Democratic Support Officer (DSO) whose contact details are on the front sheet of the agenda.

Fire Procedure – In the event of a fire or other emergency, a continuous alarm will sound and you will be advised, by officers of the Council, of what action to take.

Smoking policy – The Council operates a no-smoking policy in all civic buildings.

Access – Access is available for disabled people. Please contact the Cabinet Administrator who will help to make any necessary arrangements.

Municipal Year Dates (Tuesdays)

2018	2019
19 June	15 January
17 July	12 February (**Budget**)
21 August	19 February
18 September	19 March
16 October	16 April
20 November	
18 December	

- People in Southampton live safe, healthy, independent lives
- Southampton is an attractive modern City, where people are proud to live and work

CONDUCT OF MEETING

TERMS OF REFERENCE
The terms of reference of the Cabinet, and its Executive Members, are set out in Part 3 of the Council's Constitution.

RULES OF PROCEDURE
The meeting is governed by the Executive Procedure Rules as set out in Part 4 of the Council's Constitution.

BUSINESS TO BE DISCUSSED
Only those items listed on the attached agenda may be considered at this meeting.

QUORUM
The minimum number of appointed Members required to be in attendance to hold the meeting is 3.

DISCLOSURE OF INTERESTS
Members are required to disclose, in accordance with the Members' Code of Conduct, **both** the existence **and** nature of any "Disclosable Pecuniary Interest" or "Other Interest" they may have in relation to matters for consideration on this Agenda.

DISCLOSABLE PECUNIARY INTERESTS
A Member must regard himself or herself as having a Disclosable Pecuniary Interest in any matter that they or their spouse, partner, a person they are living with as husband or wife, or a person with whom they are living as if they were a civil partner in relation to:

(i) Any employment, office, trade, profession or vocation carried on for profit or gain.

(ii) Sponsorship:
Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in 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.

(iii) Any contract which is made between you / your spouse etc (or a body in which the you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.

(iv) Any beneficial interest in land which is within the area of Southampton.

(v) Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.

(vi) Any tenancy where (to your knowledge) the landlord is Southampton City Council and the tenant is a body in which you / your spouse etc has a beneficial interests.

(vii) Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:

    a) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or

    b) 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 etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.

Other Interests
A Member must regard himself or herself as having an, 'Other Interest' in any membership of, or occupation of a position of general control or management in:

Any body to which they have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature

Any body directed to charitable purposes

Any body whose principal purpose includes the influence of public opinion or policy

Principles of Decision Making
All decisions of the Council will be made in accordance with the following principles:-

- proportionality (i.e. the action must be proportionate to the desired outcome);
- due consultation and the taking of professional advice from officers;
- respect for human rights;
- a presumption in favour of openness, accountability and transparency;
- setting out what options have been considered;
- setting out reasons for the decision; and
- clarity of aims and desired outcomes.

In exercising discretion, the decision maker must:

- understand the law that regulates the decision making power and gives effect to it. The decision-maker must direct itself properly in law;
- take into account all relevant matters (those matters which the law requires the authority as a matter of legal obligation to take into account);
- leave out of account irrelevant considerations;
- act for a proper purpose, exercising its powers for the public good;
- not reach a decision which no authority acting reasonably could reach, (also known as the "rationality" or "taking leave of your senses" principle);
- comply with the rule that local government finance is to be conducted on an annual basis. Save to the extent authorised by Parliament, 'live now, pay later' and forward funding are unlawful; and
- act with procedural propriety in accordance with the rules of fairness.

AGENDA

1 APOLOGIES

To receive any apologies.

2 DISCLOSURE OF PERSONAL AND PECUNIARY INTERESTS

In accordance with the Localism Act 2011, and the Council's Code of Conduct, Members to disclose any personal or pecuniary interests in any matter included on the agenda for this meeting.

3 STATEMENT FROM THE LEADER

EXECUTIVE BUSINESS

4 RECORD OF THE PREVIOUS DECISION MAKING

Record of the decision making held on 19th March 2019, attached.

5 MATTERS REFERRED BY THE COUNCIL OR BY THE OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE FOR RECONSIDERATION (IF ANY)
(Pages 1 - 32)

CALL-IN OF EXECUTIVE DECISION CAB 18/19: 23514 – A Green City Charter for Southampton

Report of Chair of Overview and Scrutiny Management Committee, seeking a response to recommendations made by the Committee at the meeting held on 4th April 2019 regarding decision number CAB 18/19: 23514 – A Green City Charter for Southampton.

6 REPORTS FROM OVERVIEW AND SCRUTINY COMMITTEES (IF ANY)
(Pages 33 - 108)

Report of the Chair of the Scrutiny Inquiry Panel requesting that the Executive receive the final report of the Panel to enable the Executive to formulate its response to the recommendations.

7 EXECUTIVE APPOINTMENTS

To deal with any executive appointments, as required.

ITEMS FOR DECISION BY CABINET

8   HRA CAPITAL DIGITAL IMPROVEMENTS ☐ (Pages 109 - 118)

Report of the Cabinet Member for Homes and Culture seeking approval for the use of HRA capital to support the digital improvements required by the Housing Improvement Programme.

9   CONTROLLING STREET DRINKING USING PUBLIC SPACES PROTECTION ORDERS   (Pages 119 - 154)

Report of the Cabinet Member for Community Wellbeing seeking approval to extend the existing Public Spaces Protection Orders (PSPOs) in five localities within the City and to to vary the orders so that the controls on street drinking continue; to remove the controls on begging and to extend the boundaries of two of the orders (City Centre and Shirley) to address the wider distribution of street drinking in these areas.

10   SOLENT EMPLOYMENT SUPPORT   (Pages 155 - 162)

Report of the Cabinet Member for Aspiration, Schools and Learning seeking approval for receipt of European Social Fund (ESF) grant award to support local people to progress into education, training or sustained employment.

NOTE: This report is submitted for consideration as a general exception under paragraph 15 of the Access to Information procedure Rules in Part 4 of the Council's Constitution, notice having been given to the Chair of Overview and Scrutiny Management Committee and the public.

The matter requires a decision due to (a) a delay in receipt of DWP grant approval and (b) the project commencement date of 2nd June 2019 precedes the next Cabinet meeting scheduled for 18th June 2019 and for these reasons the decision cannot be deferred for inclusion in the next Forward Plan for decision following 28 clear days' notice.

11   WESTON SHORE INFANT SCHOOL - ROOF WORKS   (Pages 163 - 240)

Report of the Cabinet Member for Aspiration, Schools and Lifelong Learning seeking approval for a replacement roof.

NOTE: This report is submitted for consideration as a general exception under paragraph 15 of the Access to Information procedure Rules in Part 4 of the Council's Constitution, notice having been given to the Chair of Overview and Scrutiny Management Committee and the public.

The matter requires a decision in order to complete the conversion of Weston Shore Infants School to an Academy by the agreed transfer date of 1st May 2019 in line with the agreed timescale with the Regional Schools Commissioner and the DfE and for these reasons the decision cannot be deferred for inclusion in the next Forward Plan for decision following 28 clear days' notice.

Monday, 8 April 2019   Director of Legal and Governance

SOUTHAMPTON CITY COUNCIL
EXECUTIVE DECISION MAKING

RECORD OF THE DECISION MAKING HELD ON 19 MARCH 2019

Present:

Councillor Hammond	-	Leader of the Council, Clean Growth and Development
Councillor Rayment	-	Cabinet Member for Transport and Public Realm
Councillor Chaloner	-	Cabinet Member for Finance and Customer Experience
Councillor Fielker	-	Cabinet Member for Adult Care
Councillor Jordan	-	Cabinet Member for Children and Families
Councillor Kaur	-	Cabinet Member for Homes and Culture
Councillor Dr Paffey	-	Cabinet Member for Aspiration, Schools and Lifelong Learning
Councillor Shields	-	Cabinet Member for Community Wellbeing

Apologies: Councillor Leggett

44.   EDUCATION CAPITAL PROGRAMME

DECISION MADE: (CAB 18/19 23503)

On consideration of the report of the Director, Children and Families, Cabinet agreed the following:

(i)   Following Statutory Notice in accordance with the School Organisation (Prescribed Alterations to Maintained Schools Regulations) 2013 and having had regard to all representations received, it is agreed to extend the age range at St Mark's C of Primary School to provide education for children from Age 4 to 16 from September 2022.

(ii)   To progress with the proposed scheme at Chamberlayne College for the Arts to refurbish the main teaching block and landscaping of the site total Cost £8m.

(iii)   To progress a proposed scheme at St. George Catholic College to provide adequate accommodation on site for a six form entry (6FE) school. Cost £2.6m.

(iv)   To progress a proposed scheme at Cantell School to improve dining spaces and external landscaping to provide adequate accommodation on site for an eight form entry (8FE) school. Cost £1.2m.

(v)   To progress the proposed scheme to build St. Mark's All-Through School with a budget of £39.8m (including for all contingencies).

Cabinet considered the following recommendation from Overview and Scrutiny Committee held on 15th March 2019:-

(i)   That in the development of the travel plans for the St Mark's site, officers utilise opportunities to engage with cycling groups in the city to assist with the design of the cycle routes to the new all-through school.

Response:
Recommendation noted and welcomed.

NB: Councillor Shields declared a personal pecuniary interest and left the room for this item.

45.   HOME TO SCHOOL TRANSPORT AND POST-16 TRAVEL ARRANGEMENTS POLICY

DECISION MADE: (CAB 18/19 23404)

On consideration of the report of the Director of Children and Families, Cabinet agreed the following:

(i)   To consider the responses to the consultation exercise on revisions to the Southampton City Council Home to School and Post-16 Transport Policy 2018/19 Academic Year.
(ii)   To approve the policy, noting amendments in response to consultation feedback and updated national guidance.
(iii)   To authorise the Director of Children Services and Director of Growth to take all necessary actions to implement the new policy.

Cabinet considered the following recommendation from Overview and Scrutiny Committee held on 15th March 2019:-

(i)   That when opportunities arise, the Cabinet Member continues to support the use of available capital to invest in facilities and innovative projects that help to decrease the pressure on the SEN budget by reducing the need to transport children with SEN out of the city to be educated.

Response:
Recommendation noted and welcomed.

46.   CONNECTED SOUTHAMPTON TRANSPORT STRATEGY 2040

DECISION MADE: (CAB 18/19 23501)

On consideration of the report of the Interim Director for Growth, Cabinet approved the following:

(i)   Notes the outcomes of the 12 week public consultation that began on 25th July 2018 and ended on 17th October 2018 on the draft Connected Southampton Transport Strategy 2040. The outcome of the consultation is outlined in paragraphs 12 to 18 and Appendix 4 in the report.
(ii)   To consider and recommend to Council the draft Connected Southampton Transport Strategy 2040 as the new Local Transport Plan for Southampton.

(iii)   To authorise the Service Director – Growth, following consultation with the Cabinet Member for Transport and Public Realm, to make minor amendments to the document before publication.

47.   A REVISED CLEAN AIR STRATEGY FOR SOUTHAMPTON CITY COUNCIL

DECISION MADE: (CAB 18/19 23518)

On consideration of the report of the Director Transactions and Universal Services, Cabinet approved the following:

(i)   To consider and approve the amended Southampton City Council Clean Air Strategy (Appendix 1 to this report).

(ii)   To delegate authority to the Service Director for Transactions and Universal Services, to introduce future revisions, including making minor or consequential amendments following consultation with the Cabinet Member for Green City, so that the Strategy is able to respond to both national and local changes.

48.   A GREEN CITY CHARTER FOR SOUTHAMPTON

DECISION MADE: (CAB 18/19 23514)

On consideration of the report of the Director Transactions and Universal Services and having considered representations from Members of the Opposition Party, Cabinet agreed the following:

(i)   To adopt the Green City Charter as published in this paper.

(ii)   To delegate powers to the Director of Transactions and Universal Services to develop and introduce a Green City Plan by 2020 that will demonstrate how SCC will deliver on those commitments included in the Green City Charter.

(iii)   To support the promotion of the Green City Charter with stakeholders to encourage its wider adoption and the subsequent development of actions that will satisfy its aims, objectives and commitments.

Cabinet considered the following recommendations from Overview and Scrutiny Committee held on 15th March 2019:-

(i)   That the Mayor is asked to reconsider allowing the deputation on Climate Change, that was rejected on the grounds of having missed the set deadline, to be heard at Council on 20 March 2019.

Response:
Rejected, not within the Executive's remit.

(ii)   That the Cabinet Member outlines how the Council has achieved the 24% reduction in NOx in specific locations in Southampton from 2015-19.

Response:
Accepted, data is available.

(iii)   That, to support the development of the action plan and the identification of the required resources, the Administration reviews the Council's core strategies and policies to identify how they align with the ambitions within the Green City Charter.

Response:
Accepted, this is already being done.

(iv)   That the Executive encourages stakeholders to engage with the development of the next iteration of the Local Plan to ensure that it supports the ambitions contained within the Green City Charter.

Response:
Accepted.

(v)   That the Executive engages with all interested parties in the development of the Green City Charter.

Response:
Accepted, this has already been done and the engagement report is available.

(vi)   That, to encourage partners to sign up to the Charter, the Executive provides an indication to stakeholders of the financial resources the Council are prepared to commit to achieve the ambitions within the Green City Charter.

Response:
Accepted, the Executive's commitment is already in the public domain within the budget papers.

(vii)   That consideration be given to undertaking a scrutiny inquiry on the Green City Charter in 2019/20.

Response:
Rejected, not within the Executive's remit.

49.   <u>CONCESSIONARY FARES SCHEME 2019/20</u>

DECISION MADE: (CAB 18/19 23526)

On consideration of the report of the Interim Director for Growth, Cabinet approved the following:

(i)   To agree to reimburse bus operators in line with the Department for Transport Concessionary Fares Guidance and the methodology as detailed in appendix 1. This will use the Reimbursement Calculator published by the Department for Transport to determine the reimbursement rate for each operator.

(ii)   To agree the local enhancements above the statutory minimum, which is to allow concessionary travel from 0900 rather than 0930 and between 2300 and 0030 for Southampton residents.

DECISION-MAKER:	CABINET		
SUBJECT:	CALL-IN OF EXECUTIVE DECISION CAB 18/19 23514 – A GREEN CITY CHARTER FOR SOUTHAMPTON		
DATE OF DECISION:	16 APRIL 2019		
REPORT OF:	CHAIR OF THE OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE		
CONTACT DETAILS			
AUTHOR:	Name:	Mark Pirnie	Tel:	023 8083 3886
	E-mail:	Mark.pirnie@southampton.gov.uk		
STATEMENT OF CONFIDENTIALITY			
None			
BRIEF SUMMARY			

The Chair of the Overview and Scrutiny Management Committee (OSMC) called in the decision made at the Cabinet meeting on 19 March 2019 relating to the Green City Charter for Southampton.

The Call-in was heard at the 4 April 2019 meeting of the OSMC. At the meeting the Committee decided to recommend that Cabinet re-consider the called-in decision and identified a number of additional recommendations, outlined in paragraph 5, for Cabinet to consider.

At its meeting on 16 April 2019 Cabinet is requested to respond to the recommendations made by the OSMC, following its consideration of the matter.

RECOMMENDATIONS:		
	(i)	That Cabinet considers its response to the recommendations made by the Overview and Scrutiny Management Committee at its meeting on 4 April 2019.
REASONS FOR REPORT RECOMMENDATIONS		
1.	To comply with the Call-in procedure rules set out in Part 4 of the Council's Constitution.	
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED		
2.	None.	
DETAIL (Including consultation carried out)		
3.	A Call-In notice signed by the Chair of the OSMC was received in accordance with Paragraph 12 of the Overview and Scrutiny Procedure Rules set out in Part 4 of the Council's Constitution. The Call-In notice relates to the following decision made by Cabinet on 19 March 2019: • A Green City Charter for Southampton	
4.	The Call-in notice, attached as Appendix 1, cites the reasons given for the Call-In.	

5.	The OSMC discussed the Call-in report at its meeting on 4 April 2019. At the meeting the Committee recommended that Cabinet re-consider the called-in decision and made the following additional recommendations:

1) That Cabinet agree to delay the approval and launch of the Green City Charter to enable the fostering of a cross party consensus on the strategic objectives within the Charter.

2) That, if Cabinet does not agree to recommendation 1, the following amendments to the draft Green City Charter are considered by Cabinet:

   a) Commitment one is amended to read as follows – *We want to be carbon neutral by 2030 at the latest; and will therefore promote and encourage the use of energy from renewable sources that do not compromise local air quality.*

   b) Commitment two is amended to read as follows – *We will take actions that will improve the quality of life in our city. We want the Healthy Life Expectancy Indicator to be the best amongst our peers and to significantly reduce our City's deaths that are attributable to air pollution.*

   c) Commitment seven is amended to read as follows – *We will reduce harmful emissions and, at an absolute minimum, ensure we do all we can to satisfy all World Health Organisation air quality guideline values immediately.*

   d) Commitment eight is deleted

3) That, if Cabinet agree to approve a Green City Charter at the 16 April 2019 meeting, the Executive immediately identifies the internal resources that will be committed to deliver the Charter.

4) That Cabinet writes to Government to request the full amount of funding asked for in January 2019 to support the nitrogen NO_2 business case.

5) That, if Government does not agree to the request for additional funding outlined in recommendation 4, Cabinet approaches partners to help fund the shore side power initiative or looks to fund the proposal from Council resources.

6) That the Executive clarifies the current position with regards to whether the use of Southampton's District Energy Scheme is a planning condition for new developments in the city centre.

7) The Committee are aware that all current heat generated from the Southampton's District Energy Scheme is supplied by gas. The Committee would like Cabinet to inform the Committee when the geothermal well will be brought back into operation.

	8) That Cabinet investigate establishing a Citizens' Assembly and provide an update on progress related to these considerations to the 13 June 2019 meeting of the Overview and Scrutiny Management Committee. 9) That Cabinet give consideration to the proposals contained within the alternative Green Charters developed by Green Resistance and Extinction Rebellion Southampton.
6.	Cabinet is requested to consider the recommendations arising from the consideration of the Call-in by the OSMC.

RESOURCE IMPLICATIONS

Capital/Revenue

7.	As detailed in the Cabinet report dated 19 March 2019 appended to this report.

Property/Other

8.	As detailed in the Cabinet report dated 19 March 2019 appended to this report.

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

9.	As detailed in the Cabinet report dated 19 March 2019 appended to this report.
10.	The Local Government Act 2000.

Other Legal Implications:

11.	As detailed in the Cabinet report dated 19 March 2019 appended to this report.

RISK MANAGEMENT IMPLICATIONS

12.	As detailed in the Cabinet report dated 19 March 2019 appended to this report.

POLICY FRAMEWORK IMPLICATIONS

13.	As detailed in the Cabinet report dated 19 March 2019 appended to this report.

KEY DECISION	Yes	
WARDS/COMMUNITIES AFFECTED:		All

SUPPORTING DOCUMENTATION

Appendices

1.	Call In Notice
2.	Decision Notice – A Green City Charter for Southampton
3.	Decision Report - A Green City Charter for Southampton
4.	Appendix 1 to Decision Report - A Green City Charter for Southampton

5.	Appendix 2 to Decision Report – A Green City Charter for Southampton
6.	Alternative proposals – Green Resistance
7.	Alternative proposals – Extinction Rebellion Southampton

Documents In Members' Rooms	
1.	None

Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out?	Identified in Appendix 3

Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	Identified in Appendix 3

Other Background Documents - Equality Impact Assessment and Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1. None	

NOTICE OF CALL-IN

In accordance with rule 12 of the Overview & Scrutiny procedure rules of the Council's Constitution, a request is hereby made that the Scrutiny Manager exercise the call-in of the decision identified below for consideration by Overview and Scrutiny Management Committee.

Decision Number: CAB 18/19: 23514 - A Green City Charter for Southampton	
Decision Taker: Cabinet	
Date of Decision: 19/03/2019	

Reason(s) for Requisition of Call-In of Decision:

- Lack of the agreed political engagement in the development of the Green City Charter. At the 16 January 2019 meeting of the OSMC, when considering the proposed CAZ for Southampton, the following recommendation was made by the Committee:

  'That the Green City Charter is developed via a cross-party working group and that consideration is given to involving stakeholders in this process.'

  The Executive's response to this recommendation, as published in the OSMC Monitoring Report at 14 February meeting, was as follows:

  'This has always been the Executive's intention.'

- Concerns with regards to the ambiguity of the language within the Charter; and

- Concerns that the Green City Charter presents a reputational risk to the Council.

Call-In Requested by:

Name	Signature	Date
Cllr P Baillie	*Peter Baillie*	21/3/2019

All Members requesting that a Decision be Called-In must sign this Call-In Notice. A decision may be called in by:

- The Chair of Overview and Scrutiny Management Committee
- Any 2 Members of Overview and Scrutiny Management Committee
- In respect of a Decision relating to Education, any 2 Parent Governor or Church Representatives

Please submit to the Scrutiny Manager within 5 clear days of the publication of the relevant decision.

Call In Notice - Green City Charter\\corp\data\CE\CL\CMMTEE\Scrutiny\2018-19\OSMC\Call In Notice - Green City Charter.doc

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RECORD OF EXECUTIVE DECISION	
Tuesday, 19 March 2019	

Decision No: (CAB 18/19 23514)

DECISION-MAKER:	CABINET
PORTFOLIO AREA:	GREEN CITY
SUBJECT:	A GREEN CITY CHARTER FOR SOUTHAMPTON
AUTHOR:	Steve Guppy

THE DECISION

(i)   To adopt the Green City Charter as published in this paper.

(ii)   To delegate powers to the Director of Transactions and Universal Services to develop and introduce a Green City Plan by 2020 that will demonstrate how SCC will deliver on those commitments included in the Green City Charter.

(iii)   To support the promotion of the Green City Charter with stakeholders to encourage its wider adoption and the subsequent development of actions that will satisfy its aims, objectives and commitments.

REASONS FOR THE DECISION

The development of a Green City Charter will facilitate the delivery of the Councils existing priority outcomes, refresh existing activities, and deliver new ones. It will ensure that environmental impacts are given due consideration in the delivery of services and decision making and where possible ensure we maximise the opportunity to deliver benefits. It will provide an opportunity to satisfy the expectations and ambitions identified in the Clean Air Zone Consultation exercise. It will seek to encourage city stakeholders to adopt the same set of principles and deliver their own actions. It will encourage all stakeholders including both business, community groups and public sector organisation to work together to deliver a shared outcome, making Southampton a cleaner, healthier, more sustainable and attractive environment for all.

DETAILS OF ANY ALTERNATIVE OPTIONS

No alternative options considered.

OTHER RELEVANT MATTERS CONCERNING THE DECISION

Cabinet considered the following recommendations from Overview and Scrutiny Committee held on 15th March 2019:-

(i)   That the Mayor is asked to reconsider allowing the deputation on Climate Change, that was rejected on the grounds of having missed the set deadline, to be heard at Council on 20 March 2019.

Response:
Rejected, not within the Executive's remit.

(ii)   That the Cabinet Member outlines how the Council has achieved the 24% reduction in NOx in specific locations in Southampton from 2015-19.

Response:
Accepted, data is available.

(iii) That, to support the development of the action plan and the identification of the required resources, the Administration reviews the Council's core strategies and policies to identify how they align with the ambitions within the Green City Charter.

Response:
Accepted, this is already being done.

(iv)   That the Executive encourages stakeholders to engage with the development of the next iteration of the Local Plan to ensure that it supports the ambitions contained within the Green City Charter.

Response:
Accepted.

(v)   That the Executive engages with all interested parties in the development of the Green City Charter.

Response:
Accepted, this has already been done and the engagement report is available.

(vi)   That, to encourage partners to sign up to the Charter, the Executive provides an indication to stakeholders of the financial resources the Council are prepared to commit to achieve the ambitions within the Green City Charter.

Response:
Accepted, the Executive's commitment is already in the public domain within the budget papers.

(vii) That consideration be given to undertaking a scrutiny inquiry on the Green City Charter in 2019/20.

Response:
Rejected, not within the Executive's remit.

CONFLICTS OF INTEREST

None.

CONFIRMED AS A TRUE RECORD
We certify that the decision this document records was made in accordance with the Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000 and is a true and accurate record of that decision.

Date: 19th March 2019

Decision Maker:
The Cabinet

Proper Officer:
Claire Heather

SCRUTINY
Note: This decision will come in to force at the expiry of 5 working days from the date of publication subject to any review under the Council's Scrutiny "Call-In" provisions.

Call-In Period expires on

Date of Call-in *(if applicable) (this suspends implementation)*

Call-in Procedure completed *(if applicable)*

Call-in heard by *(if applicable)*

Results of Call-in *(if applicable)*

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DECISION-MAKER:	CABINET		
SUBJECT:	A GREEN CITY CHARTER FOR SOUTHAMPTON		
DATE OF DECISION:	19 MARCH 2019		
REPORT OF:	CABINET MEMBER FOR GREEN CITY		
CONTACT DETAILS			
AUTHOR:	Name:	Steve Guppy	Tel:	023 80 917525
	E-mail:	steve.guppy@southampton.gov.uk		
Director	Name:	Mitch Sanders	Tel:	023 80 833613
	E-mail:	mitch.sanders@southampton.gov.uk		

STATEMENT OF CONFIDENTIALITY
N/A
BRIEF SUMMARY
Last summer the council undertook a consultation exercise to seek opinions on measures needed to improve local air quality. The council had been required by government to assess if a Clean Air Zone was needed to deliver compliance with the European Union's limit level for Nitrogen Dioxide. The consultation exercise received an unprecedented response and there was significant support for delivering improvement. The subsequent proposal indicated that nitrogen dioxide concentrations have improved in recent years, by as much as 24% in some of our most polluted areas, as consequence of both local and national action. It recommends a package of measures to ensure the likelihood of compliance being achieved. However, the consultation illustrated that there is significant ambition and aspiration to achieve more thanthe CAZ project could deliver. A new set of objectives and actions areneeded if this is to be satisfied.
The Government published its Environment Strategy in early 2018, 'A Green Future: Our 25 Year Plan to Improve the Environment' which proposes to deliver a range of measures to improve the environment within a generation. A set of priorities are identified and it recommends that local efforts be guided by the same goals. The UK Clean Air Strategy was published in January 2019 and advocates a joined up approach in delivering cleaner air, wider environmental and public health improvements and sustainable development. Both form part of a wider vision promoting sustainable development.
A special Cabinet meeting was held on the 22nd January where approval was granted to submit the proposed *Plan to Deliver Compliance with the EU Limit for Nitrogen Dioxide* to the Secretary of State. That Plan was submitted on the 31st January 2019. At the same cabinet meeting the recommendation to develop a Green City Charter was also approved. See agenda here.

The Green City Charter ('the Charter') is intended to identify priorities and commitments that will facilitate the council and other city partners and stakeholders to deliver actions that will:

- reduce pollution and waste;
- minimise the impact of climate change;
- reduce health inequalities and;
- create a more sustainable approach to economic growth.

The Charter will identify a clear set of objectives which satisfy the local need and appetite for change whilst being aligned with national priorities.

A Green City Working Group comprising of council officers from across its services has been established to support the delivery of the Charter and has conducted both internal workshops and an engagement exercise with external stakeholders to ensure the Charter caters for all groups and identifies appropriate priorities for action.

The Green City Working Group will establish a delivery, action and governance plan (Green City Plan) that will establish how the commitments within the Charter will be satisfied and engagement with external stakeholders is maintained. The Green City Working Group will report to the Cabinet Member for a Green City and seek to have the plan implemented no later than 2020.

RECOMMENDATIONS

(i)	To adopt the Green City Charter as published in this paper.
(ii)	To delegate powers to the Director of Transactions & Universal Services to develop and introduce a Green City Plan by 2020 that will demonstrate how SCC will deliver on those commitments included in the Green City Charter.
(iii)	To support the promotion of the Green City Charter with stakeholders to encourage its wider adoption and the subsequent development of actions that will satisfy its aims, objectives and commitments.

REASONS FOR REPORT RECOMMENDATIONS

1.	The development of a Green City Charter will facilitate the delivery of the Councils existing priority outcomes, refresh existing activities, and deliver new ones. It will ensure that environmental impacts are given due consideration in the delivery of services and decision making and where possible ensure we maximise the opportunity to deliver benefits. It will provide an opportunity to satisfy the expectations and ambitions identified in the Clean Air Zone Consultation exercise. It will seek to encourage city stakeholders to adopt the same set of principles and deliver their own actions. It will encourage all stakeholders including both business, community groups and public sector organisation to work together to deliver a shared outcome, making Southampton a cleaner, healthier, more sustainable and attractive environment for all.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2.	No alternative options considered.

	DETAIL (Including consultation carried out)
3.	Southampton is a large and diverse city, with a strong and growing economy (currently assessed 3rd in the PwC Good Growth for Cities index). Southampton is a regional hub for transport, business, commerce, leisure and retail as well as being home to a major international cargo and passenger port.
4.	Southampton is predominantly urban in character and the built up area and the city's influence extends beyond its administrative boundary. However, Southampton is also a city with a large amount of green space, with 49 parks and 1,140 hectares of open space, including the Common. It also neighbours the New Forest National Park, Southampton Water, the Solent and the range of protected environments within them.
5.	It is important to ensure that the city continues to support economic growth, but that this growth continues to support Southampton to be a green and environmentally sustainable city that will be resilient to the challenges of climate change. A move towards a low carbon, cleaner economy and greener landscape will enable the city to grow and evolve as a modern, healthy and attractive place to live, work and do business.
6.	Southampton City Council have been issued a Ministerial Direction requiring it to undertake a local assessment (feasibility study) of air quality in the city, and produce a business case for a Plan to demonstrate how compliance with the EU Ambient Air Quality Directive (AAQD) of 40 µg/m3 for Nitrogen dioxide (NO_2) can be achieved in the shortest possible time. This was submitted to the Secretary of State for Environment for approval on the 31st January 2019.
7.	Between June 21st 2018 and the 13th September 2018 the council undertook a consultation exercise with neighbouring authorities, local communities and businesses to: explain the objectives of the Clean Air Zone study; consider the potential health and economic impacts; understand any concerns; and assess the need for any mitigating actions or identify alternative options for consideration. The response was unprecedented. 9,309 replies were received and have been accounted for in developing the Clean Air Zone business case and identifying a preferred option for the Plan that will deliver compliance. 75% of respondents indicated that they thought air quality was a fairly or very big problem in Southampton. 80% agreed with the overall aim of a proposed Clean Air Zone and 56% supported a vehicle charging scheme as a means of delivering improvement. 78% and 77% believed it would deliver positive impacts on the environment and public health respectively. Of the comments received some of the most significant topics raised concerned; the need for action to improve air quality, the proposed measures not being enough and, the need to focus on sources other than road transport.

8.	The subsequent Plan being proposed indicates that nitrogen dioxide concentrations have improved in recent years as consequence of both local and national action. It also recommends a package of measures to ensure the likelihood of compliance being achieved. However, the consultation illustrated that expectations and ambitions for cleaner air in Southampton extended beyond achieving legal compliance and the objectives set by the governments Clean Air Zone Framework. A new set of objectives and actions is needed if this is to be satisfied. To satisfy this expectation a proposal to introduce a Green City Charter is recommended which will provide an opportunity to establish more ambitious improvements through alternative long-term, far-reaching projects.
9.	The Clean Air Zone consultation and the wider stakeholder engagement work has identified that there is a significant appetite amongst stakeholders to contribute to delivering improvements. Although the council has far reaching responsibilities it recognises that it cannot deliver the scope of change needed to achieve the standard of air quality that many want. The council also believes that encouraging and supporting voluntary change can be more effective in the long term than enforcing it. The Green City Charter can provide a vehicle to harness the enthusiasm seen during the Clean Air Zone Consultation and seek to maintain and even accelerate to momentum apparent during this exercise.
10.	The principles driving improved air quality support wider environmental improvements and benefits to the city. Similarly, the approach to delivering improved air quality (like partnership working) can be applied more generally to create a set of objectives and commitments that are mutually beneficial and can collectively build a more sustainable city.
11.	Making Southampton a greener city can only be achieved through partnership working with local residents, businesses and other stakeholders. Everything we do, whether as an individual in work, at home or visiting the city, or as an organisation, has an environmental impact. The council's intention is to work with partners to develop a shared set of principles that will ensure the environment is at the forefront of all decision making whether at work or at home.
12.	Government published its Clean Air Strategy on the 14th January 2019. This forms part of a wider government vision on the environment including the vision for a Green Brexit (the new Environment Bill) and A Green Future: Our 25 Year Plan to Improve the Environment. Section 3 identifies the link between clean air, the wider environmental and public health agenda and sustainable development. It states that "*in the past, pollution was sometimes seen as a price we had to pay for progress, but that is outdated thinking. We now know that clean, green and healthy environments in urban and rural areas are an essential component of progress, not a barrier to economic development*".

13.	Government published 'A Green Future: Our 25 Year Plan to Improve the Environment' in January 2018. This identifies key environmental benefits and pressures and sets out goals and targets for improving the environment within a generation. It details how government will work with communities and businesses to do this. It recognises many organisations and partnerships pursue their own plans, and opportunities for joining up and integrating environmental work are missed. At a local level it suggests that environmental effort be guided by the goals it has outlined but also to reflect local needs and priorities as well as being more integrated and efficient. A Green City Charter can achieve this and can ensure Southampton is best placed to benefit from the support, initiatives and funding that central government will provide through the delivery of its own strategy.
14.	Southampton City Council is already actively delivering schemes that support sustainable living. These include its Clean Air Strategy, the MyJourney sustainable travel programme, Fuel Poverty Action Plan and CitizEn Energy. But there is scope to build on these and an opportunity to use the experiences gained in delivering them to invest in a wider range of opportunities that will benefit the council and the city.
15.	Other cities have been recognised as *Green Cities* for the efforts they have made to promote sustainable living. They have been able to demonstrate the significant benefits a more sustainable economy can deliver. Southampton can learn from these cities, identify good practice and how to deliver it.
16.	An internal Green City Working Group of Southampton City Council officers developed a draft Charter. An initial workshop session on the 11th December 2018 was used to identify the key objectives and themes for further development using the priorities published in the government's 25 Year Plan and feedback from the CAZ consultation as a guide. A subsequent session on the 9th January 2019 attended by cabinet members and a wider range of officers developed the objectives further and developed some specific commitments around the identified themes. The draft charter was included with the proposal for a Green City Charter presented to cabinet on the 22nd January 2019.
17.	A programme of external stakeholder engagement was subsequently undertaken to develop the Charter further to ensure it is suitably extensive; focused on the key priorities; inclusive to all and capable of delivering the positive outcomes needed to achieve its aims. This engagement included an online survey, a Youth Forum event, People's Panel poll and three workshops attended by members of the local business community and health community, academia, community and campaign groups, neighbouring councils and government agencies. Feedback from the engagement exercises has been used to generate the Green City Charter as published in appendix 1.
18.	During the external engagement exercise some stakeholders have expressed a wish to become "early adopters" and have indicated a commitment to sign-up as part of the Charter's official launch.

The Green City Working Group will establish a delivery, action and governance plan that will establish how the council will deliver on the commitments included in the Charter and how it will ensure wider adoption of the Charter and delivery of actions amongst other stakeholders, including joint working opportunities. It intends to introduce a stakeholder group that will be able to scrutinise adoption of the Charter, provide steer on subsequent actions and develop ideas and joint working.   Green City Working Group will report to the Green City Cabinet Member and seek to have the plan implemented no later than 2020.

RESOURCE IMPLICATIONS

Capital/Revenue

There is currently a budget of £30k set aside for delivery of the Green City Charter in the 2019/20 budget proposals agreed at Council on 20th February.

The Charter represents an opportunity to establish more ambitious improvements through alternative long-term, far-reaching projects which will be developed during Action Planning exercise. This will involve a full assessment of any costs associated with the delivery of the proposed actions that are not covered by existing budgets, identification of appropriate funding streams (including new grant opportunities) and approvals made in line with financial regulations.

There are a number of existing projects and budgets across the Council that will support the Green City Charter and become part of that programme. These will need to be assessed and built into the Green City Action Plan, but are likely to include;

	General Fund Capital Budgets		General Fund Revenue Budgets	
	2018/19	2019/20 - 2020/21	2018/19	2019/20
Capital & Revenue Projects	£M	£M	£M	£M
Cycling & cycle network improvements	2.734	0.809		
Urban Freight Strategy	0.008	0.047		
Electric Vehicle Action Plan	0.270	0.812		
Proposed electric vehicle fleet replacements	-	0.820		
Green Projects – partnership with Environment centre	0.063	-		
City wide insulation projects	0.056	-		
Bus retrofitting	1.170	1.500		
MyJourney behavioural change (Transport Access Fund)			0.695	0.795
Totals	**4.301**	**3.988**	**0.695**	**0.795**
Grand Total		**8.289**		**1.490**

The Council also submitted a business case to government for reducing Nitrogen Dioxide levels within the City with a funding request of up to £6.4M and, if accepted, it will also form part of the Green City Charter work stream.
Property/Other
None associated directly with adoption of the Charter. The delivery and action plan will confirm implications associated with specific actions that subsequently emerge.
LEGAL IMPLICATIONS
Statutory power to undertake proposals in the report:
s.1 Localism Act 2011 allows the Council to do anything deemed necessary or desirable to deliver or support its functions and duties providing that action is not otherwise prohibited by statute (the general power of competence). The preparation and delivery of a Green City Charter is authorised by virtue of s.1.
Other Legal Implications:
The contents of a Green City Charter and its subsequent actions may be authorised by a variety of statutory powers and duties, depending on what those actions are. Legal powers to undertake those actions emerging from the Charter will be further investigated as part of the delivery process and be subject to the democratic process as applicable. In undertaking the preparation of the Charter and subsequent actions the Council needs to have regard to the impact of any proposals on protected characteristics under the Equalities Act 2010 and s.17 Crime & Disorder Act (the duty to reduce or remove opportunities for crime and disorder in the area) as well as the duty to secure the rights and freedoms protected under the Human Rights Act 1998. These duties will be addressed by the preparation of an Equalities and Safety Impact Assessment ('EISA'). The Council also has various duties under the Environment Act 1995 and Environmental Protection Act 1990 to address air quality and other environmental pollutants and the proposals under the Charter will assist in delivering this duty.
RISK MANAGEMENT IMPLICATIONS
There are is a potential reputational risk for SCC if it is not seen to be 'delivering' the stated goals in the Charter.
POLICY FRAMEWORK IMPLICATIONS
A Green City Charter will support the delivery of the Council Strategy 2016-2020 outcome "People in Southampton live safe, healthy, independent lives".
A Green City Charter will support the delivery of the Health and Wellbeing Strategy 2017-2025 outcomes "People in Southampton live active, safe and independent lives" and "Inequalities in health outcomes are reduced".
A Green City Charter will support the Clean Air Strategy by providing a mechanism to deliver further improvements in local air quality.
A Green City Charter is consistent with the principles outlined in the Government's Environment Strategy, 'A Green Future: Our 25 Year Plan to Improve the Environment' and their Clean Air Strategy.

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	All

SUPPORTING DOCUMENTATION	

Appendices

1.	A Green City Charter for Southampton
2.	Engagement Summary Report

Documents In Members' Rooms

1.	None

Equality Impact Assessment

Do the implications/subject of the report require an Equality Impact Assessment (EIA) to be carried out?	No

Privacy Impact Assessment

Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	No

Other Background Documents

Equality Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s) None	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)

Green City Charter for Southampton

Our vision is to create a cleaner, greener, healthier and more sustainable city. Southampton will be a better place for present and future generations that is prepared for the challenges presented by climate change. We will achieve this by ensuring we are ambitious, lead by example and set ourselves challenging goals.

1. **We want to be carbon neutral by 2030;**

2. **We will take actions that will improve the quality of life in our city. We want the *Healthy Life Expectancy Indicator* to be the best amongst our peers and to remove the difference cities like Southampton experience with rural areas in terms of *deaths attributed to air pollution;***

3. **We will work in partnership – share our knowledge and inspire others;**

4. **We will protect and enhance our natural environment;**

5. **We will make the best use of our resources, reduce our energy consumption, minimise waste and ensure we repair, reuse and recycle;**

6. **We will encourage, promote and incentivise the use of sustainable and active travel;**

7. **We will reduce emissions and aspire to satisfy World Health Organisation air quality guideline values. By 2025 we want to see nitrogen dioxide levels of 25 µg/m^3 as the norm;**

8. **We will use energy that is generated from renewable sources and support the generation of sustainable energy that does not compromise local air quality;**

9. **We will use services and products that support our vision.**

We are committed to delivering on these commitments.

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GREEN**CITY**
SOUTHAMPTON

Green City Charter – Engagement report

Introduction

Last summer the council undertook a consultation exercise to seek opinions on air quality. This consultation received a huge response and illustrated that there is significant ambition and aspiration to do more to make the city greener. The council is developing a new Green City Charter which will seek to deliver actions that will reduce pollution and waste, minimise the impact of climate change, stop health inequalities and create a more sustainable approach to economic growth. The Green City Charter will play a key role in helping Southampton City Council deliver its vision of a cleaner, greener more sustainable and resilient city in partnership with residents, businesses and organisations from across the city.

In order to create a charter that the whole city can own and contribute to a range of engagement has been undertaking to gather feedback and ideas to feed into the final charter. It has also provided an opportunity to get some early suggestions of commitments that organisations and individuals could make to the charter once launched.

Methodology

A range of methods were used to capture the views and feedback from a range of stakeholders. The following list of engagements took place:

1. Online suggestion box situated on the homepage of the council website.
2. A People's Panel Poll asking respondents to prioritise potential actions for the Green City Charter to get feedback from a wide range of members of the public.
3. Engagement session with the Youth Forum.
4. Engagement sessions with key stakeholders.
5. Clean Air Zone Consultation analysis. There were a number of points raised within the responses to the consultation that can help feed into the development of Green City Charter.

By using a range of feedback from different sources the resulting charter can be a document that many groups recognise and support.

Feedback received

The feedback received from the different sources outlined, has been analysed and summarised within the following section. In total, 1,126 people were engaged on the Green City Charter.

Online suggestion box

An online suggestion box was situated on the homepage of the council website for a total of 6 weeks. A total of 105 respondents completed the short survey. Respondents were asked to provide any ideas or suggestions for the Green City Charter or an offer of support or a commitments that would like to make. Figure 1 shows the ideas and suggestions raised by respondents. The offers of support and commitments are summarised within a later section.
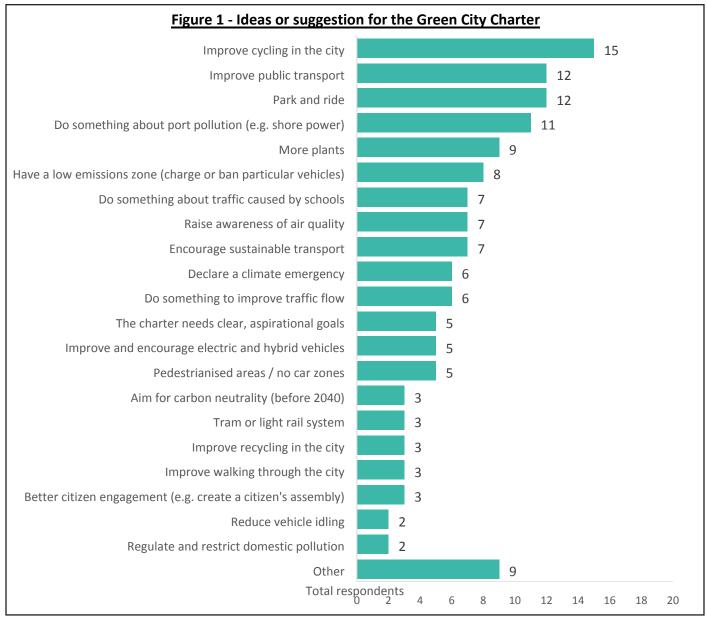
Figure 1 - Ideas or suggestion for the Green City Charter

Idea	Total respondents
Improve cycling in the city	15
Improve public transport	12
Park and ride	12
Do something about port pollution (e.g. shore power)	11
More plants	9
Have a low emissions zone (charge or ban particular vehicles)	8
Do something about traffic caused by schools	7
Raise awareness of air quality	7
Encourage sustainable transport	7
Declare a climate emergency	6
Do something to improve traffic flow	6
The charter needs clear, aspirational goals	5
Improve and encourage electric and hybrid vehicles	5
Pedestrianised areas / no car zones	5
Aim for carbon neutrality (before 2040)	3
Tram or light rail system	3
Improve recycling in the city	3
Improve walking through the city	3
Better citizen engagement (e.g. create a citizen's assembly)	3
Reduce vehicle idling	2
Regulate and restrict domestic pollution	2
Other	9

Figure 1

The following table gives the unique ideas and suggestions given which have been listed as 'Other' in Figure 1:

| |
|---|
| Don't develop or expand the city more until emission levels are an acceptable level |
| More car clubs to reduce the number of cars that need to be parked on the roads and pavements. |
| Increase city centre parking |
| Get rid of parking in city centre |
| Use technology to reduce traffic. (i.e. parking bay sensors that tell an app for drivers what spaces are available in the city to save them driving around) |
| Workplace parking levies |
| Last mile deliveries by cargo bike |
| Improve advice on what is best environmentally as it is inconsistent and keeps changing |
| We have lots of ideas for how energy efficiency, energy generation and fuel poverty work could be streamlined to be more effective and have a greater impact. We also have ideas for how air quality work could be tied together, more action focused and lead to an increased public and stakeholder engagement. |
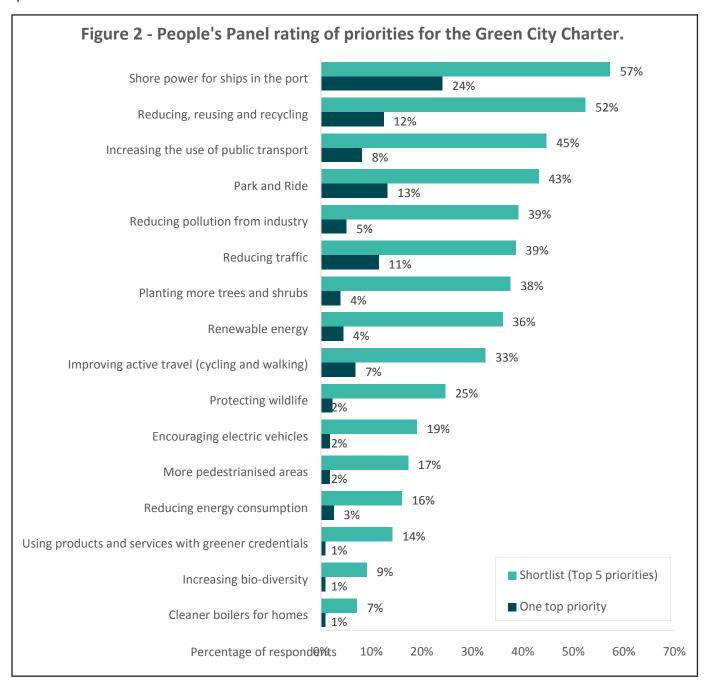
The Southampton Warmth for All Partnership (SWAP) welcome the opportunity for a Green City Charter in strengthening opportunities to reduce fuel poverty, support low carbon and renewable energy initiatives, improve the health and wellbeing of local communities and reduce health inequalities.

People's Panel Poll

In the latest People's Panel poll, members were asked to prioritise actions that they felt should be included within the Green City Charter. A total of 973 respondents completed the poll. Respondents were first asked to select up to 5 actions from a list of 16 that they felt should be prioritised higher than the others. From their shortlisted 5 actions, they were then asked to select just one that would be their top priority. Figure 2 show the results of these two questions.

Figure 2 - People's Panel rating of priorities for the Green City Charter.

Priority	Shortlist (Top 5 priorities)	One top priority
Shore power for ships in the port	57%	24%
Reducing, reusing and recycling	52%	12%
Increasing the use of public transport	45%	8%
Park and Ride	43%	13%
Reducing pollution from industry	39%	5%
Reducing traffic	39%	11%
Planting more trees and shrubs	38%	4%
Renewable energy	36%	4%
Improving active travel (cycling and walking)	33%	7%
Protecting wildlife	25%	2%
Encouraging electric vehicles	19%	2%
More pedestrianised areas	17%	2%
Reducing energy consumption	16%	3%
Using products and services with greener credentials	14%	1%
Increasing bio-diversity	9%	1%
Cleaner boilers for homes	7%	1%

Percentage of respondents: 0%, 10%, 20%, 30%, 40%, 50%, 60%, 70%

Figure 2

Youth Forum engagement

In total 18 young people attended the youth forum champions event to feedback on the draft charter and give their suggestions. The young people started the session with the Leader of the council hearing about the vision for the Green City Charter and a time to ask him some questions.

The young people were given an opportunity to provide feedback on the wording and content of each of the charter commitments, the main themes of their views were:

- The commitments are very wordy and contain unclear terms
- It is not always clear what the commitment is aiming to achieve
- Some of these things should be happening already (recycling, reducing energy consumption etc.)
- The commitments don't talk about educating people on the benefits of these things or the risks if we don't do anything

The group was also asked to rank the draft commitments in order of priority, they did this in two groups the three themes that featured in the top five for each group are below:

- Enhancing the natural environment
- Using renewable energy
- Promoting sustainable and active travel

Engagement sessions with key stakeholders

On 4 March 2019, three stakeholder workshops were held at the civic centre to gather feedback from a variety of business and health representatives, academics and experts and environmental and community groups, to inform the targets and actions of the Green City Charter. Each session ran for an hour where discussion on the vision for the Green City Charter was opened up to the stakeholders before moving on to an activity where groups were asked to add suggestions and pledges of their own to the charter.

Over the course of the day, feedback was captured from these three workshops and used to amend the charter. The following views on the vision and themes are below:

Vision statement

From the feedback, stakeholders felt that the charter should extend further than climate change and the themes should be broadened. The word proposed wording focusing on resilience was disliked across all 3 working groups as it was felt too 'defeatist' in accepting the effects of climate change, rather than progressively reducing the effects.

Communication was a large factor in the vision of the charter and stakeholders felt that working together with shared values and collaboratively was essential. The second paragraph should therefore widen the scope of the charter and highlight the level of partnership required to ensure a successful charter. The sentence for removing economic barriers should be removed as it was felt to negative and the charter should reflect positive outcomes and growth.

Some stakeholders agreed with the vision, supporting the idea of 'lifelong commitments', however, some felt that the focus needs to be more tangible.

1. We will protect and enhance our natural environment and improve the quality of life of those in our communities.

Stakeholders where keen to establish what was meant by 'enhance' and suggested that all policies should reflect this statement of protecting the quality of life for people, noting this statement was key.

2. We will reduce emissions and improve air quality, beyond existing legal standards.

Stakeholders felt that stating 'beyond' legal levels was too vague and not a measurable target. It was felt that set targets should replace the broadness of this theme, such as those being set by the World Health Organisation to reduce NOx by 2025.

3. We will prioritise the use of sustainable and active travel.

It was agreed that the term 'prioritise' did not come across proactive enough and 'encourage', 'promote', and 'incentivise' was preferred. A lot of stakeholders wanted to include specifically the implementation if more cycling, bus routes and pedestrianised zones.

4. We will innovate using new technology to reduce emissions, waste and energy consumption.

Although the majority agreed with the approach to 'innovate' there was debate around what that translated to in delivery, for example, whether it should include specific mention of the universities and their involvement or whether it reflects future use of technological innovation. The feedback also highlighted the similarities between theme 4 and 6, both with a targets to reduce energy consumption and minimise waste.

5. We will seek to use of energy that is generated from renewable sources and support the generation of local sustainable energy that does not compromise air quality.

The term 'seek' did not feel ambitious enough and stakeholders wanted a bolder commitment to the charter that was accountable for swifter change. Stakeholders noted that the charter currently does not have any targets to educate or raise awareness to the importance of consumption.

6. We will make the best use of our resources, reduce our energy consumption, minimise waste and ensure we reuse and recycle as much as we can.

Stakeholders raised concerns that this theme overlapped with theme 4.

7. We will help to create a city which will support our vision and is resilient to the challenges presented by climate change.

Feedback form the 3 working groups suggested that this theme was a reflection of the charter's vision rather than a specific commitment, setting out the type of place the city wants to be or inspire towards.
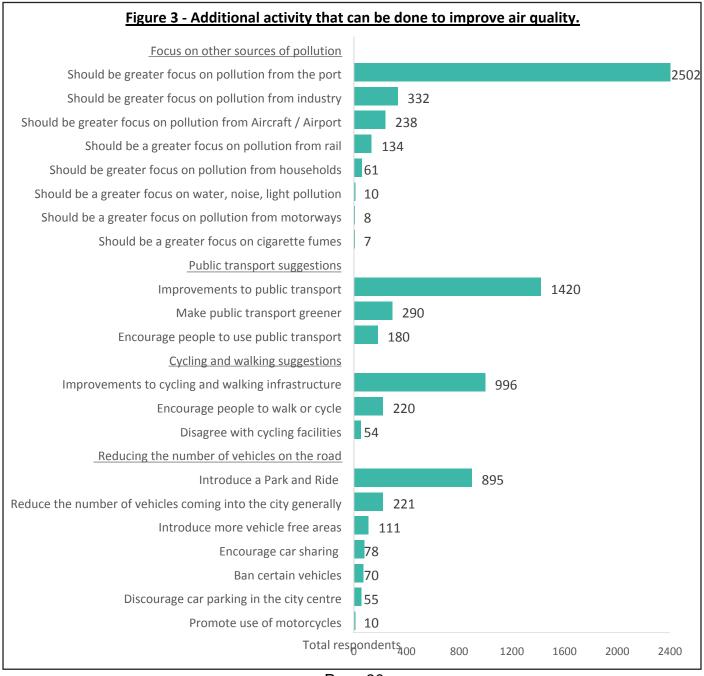
8. We will seek to use services and products that share our vision.

Previous feedback already suggested that the word 'seek' was not ambitious enough. Stakeholders noted a lack of health targets within the charter, to increase the quality and health outcomes of the community.
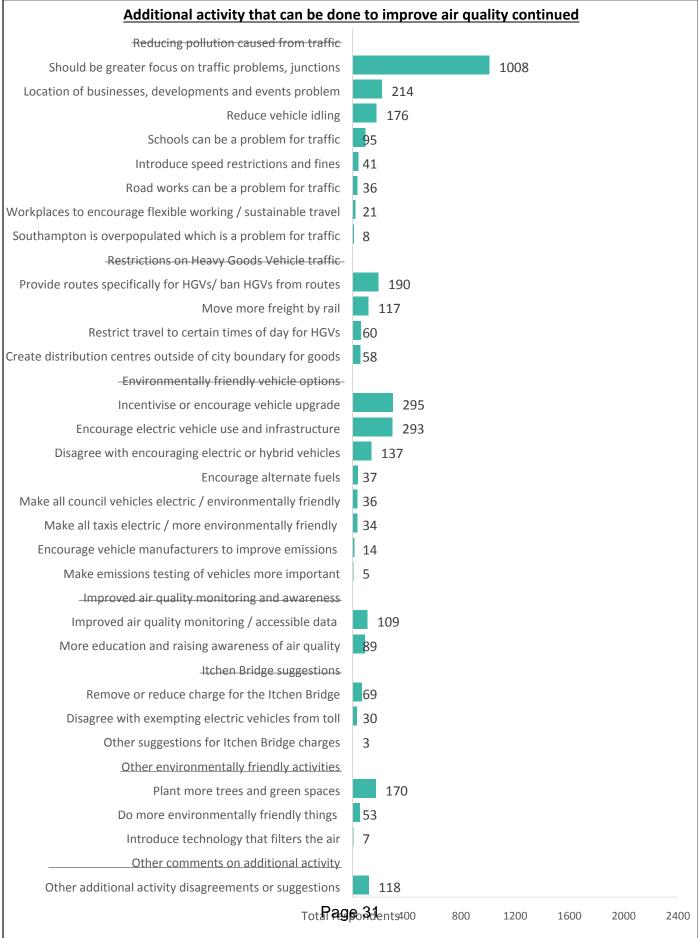
Clean Air Zone consultation

The Clean Air Zone consultation ran for 12 weeks from 21 June 2018 to 13 September 2018 and sought views on proposals for a Clean Air Zone in Southampton. In total, there were 9,309 responses to consultation through a combination of questionnaires, emails, letters and social media comments. This was the highest response of any consultation run in Southampton. All written responses were read and comments were assigned to 132 categories based upon similar sentiment or theme. Around 50 of these categories were specific suggestions for additional activity that could be done to improve air quality. Figure 3 shows these suggestions and the numbers of respondents that raised this in their comments. The five suggestions raised by the highest numbers of respondents suggested that there should be: a greater focus on pollution from the port (2502 respondents); improvements to public transport (1420 respondents); a greater focus on traffic problems and junctions (1008 respondents); improvements to cycling and walking infrastructure (996 respondents); and the introduction of a Park and Ride (895 respondents).

Figure 3 - Additional activity that can be done to improve air quality.

Category	Total respondents
Focus on other sources of pollution	
Should be greater focus on pollution from the port	2502
Should be greater focus on pollution from industry	332
Should be greater focus on pollution from Aircraft / Airport	238
Should be a greater focus on pollution from rail	134
Should be greater focus on pollution from households	61
Should be a greater focus on water, noise, light pollution	10
Should be a greater focus on pollution from motorways	8
Should be a greater focus on cigarette fumes	7
Public transport suggestions	
Improvements to public transport	1420
Make public transport greener	290
Encourage people to use public transport	180
Cycling and walking suggestions	
Improvements to cycling and walking infrastructure	996
Encourage people to walk or cycle	220
Disagree with cycling facilities	54
Reducing the number of vehicles on the road	
Introduce a Park and Ride	895
Reduce the number of vehicles coming into the city generally	221
Introduce more vehicle free areas	111
Encourage car sharing	78
Ban certain vehicles	70
Discourage car parking in the city centre	55
Promote use of motorcycles	10

Additional activity that can be done to improve air quality continued

Reducing pollution caused from traffic

Category	Value
Should be greater focus on traffic problems, junctions	1008
Location of businesses, developments and events problem	214
Reduce vehicle idling	176
Schools can be a problem for traffic	95
Introduce speed restrictions and fines	41
Road works can be a problem for traffic	36
Workplaces to encourage flexible working / sustainable travel	21
Southampton is overpopulated which is a problem for traffic	8

Restrictions on Heavy Goods Vehicle traffic

Category	Value
Provide routes specifically for HGVs/ ban HGVs from routes	190
Move more freight by rail	117
Restrict travel to certain times of day for HGVs	60
Create distribution centres outside of city boundary for goods	58

Environmentally friendly vehicle options

Category	Value
Incentivise or encourage vehicle upgrade	295
Encourage electric vehicle use and infrastructure	293
Disagree with encouraging electric or hybrid vehicles	137
Encourage alternate fuels	37
Make all council vehicles electric / environmentally friendly	36
Make all taxis electric / more environmentally friendly	34
Encourage vehicle manufacturers to improve emissions	14
Make emissions testing of vehicles more important	5

Improved air quality monitoring and awareness

Category	Value
Improved air quality monitoring / accessible data	109
More education and raising awareness of air quality	89

Itchen Bridge suggestions

Category	Value
Remove or reduce charge for the Itchen Bridge	69
Disagree with exempting electric vehicles from toll	30
Other suggestions for Itchen Bridge charges	3

Other environmentally friendly activities

Category	Value
Plant more trees and green spaces	170
Do more environmentally friendly things	53
Introduce technology that filters the air	7

Other comments on additional activity

Category	Value
Other additional activity disagreements or suggestions	118

Total respondents 400 800 1200 1600 2000 2400

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Green City Strategy for Southampton

- Climate Change is '*our greatest threat in thousands of years*'. '*The continuation of our civilisations and the natural world upon which we depend, is in your hands*' – David Attenborough 2018
  - We have 12 years to limit the climate change catastrophe – UN in 2018

Our vision is to create a clean, green, healthy and sustainable city and so make Southampton a better place to live in. We will act in Southampton to help reverse climate change and tackle an immediate health emergency caused by air pollution.

1. **We have a Climate Emergency and need the City to be carbon neutral by 2030, and 80% of the way to this by 2025;**

2. **We will reduce traffic pollution by at least 30% by 2025 in order to reduce emissions of nitrogen dioxide to levels of 25 µg/m^3 or less as the norm. We will also reduce particulate pollution (PM 2.5) to 10 µg/m^3 or less by 2025;**

3. **We envisage that no-one will need to run a car within the City because everything is easily accessible without one by walking, cycling, new clean technology or public transport. We will provide pedestrian clean air 'islands' all across the City by 2025. These will provide pleasant, safe and clean places to go for everyone in the City (including around schools and hospitals) so people can walk to for all their everyday needs and provide social community hubs;**

4. **We envisage a city that generates the energy it needs from exclusively renewable sources, much of it generated within the City itself. Renewable energy will provide 80% of Southampton's needs by 2025, including more use of geothermal energy;**

5. **By 2025 60% of buildings are to be self-sufficient in power with micro-generation and energy storage systems to provide the electricity needs of each house. This is to be complemented by large scale insulation programmes;**

6. **We will take actions that will improve the quality of life in our city. By 2025 we aim for the *Healthy Life Expectancy Indicator* to the best amongst our peers and to remove the difference cities like Southampton experience with rural areas in terms of premature *deaths attributed to air pollution;***

7. **We will double the number of trees and hedges in the City by 2023, with an emphasis on those that eat pollution especially alongside roads as this is very effective at reducing pollution;**

8. **We will make the best use of our resources, minimise waste and ensure we reduce, repair, reuse, rethink and recycle with immediate effect;**

9. We will halve food waste in the City by 2022;

10. We will work in partnership within and outside Southampton – share our knowledge and inspire others;

11. The City Council will use services and products that support this vision. All Southampton City Council actions and decisions are to be consistent with this Charter and the Vision stated above. Priority in all procurement decisions will be given to local produce, products and services;

12. We will deliver further agreed specific objectives, including but not limited to those defined in the Clean Air Manifesto for Southampton.

We are committed to delivering on these commitments and will ensure that at least 5% of City Council spending every year is used to address the above. We will also seek additional funding from other sources and delegated powers from Government to achieve the objectives.

There will be an Action Group to chase through actions and ensure that the above targets are met or exceeded. This group will include representatives of all interested parties.

The Council will help achieve this by being ambitious, leading by example and setting challenging goals. The real cost/benefits of every decision taken will be defined in terms of health, infrastructure, air quality, environment, amenity and economy.

We face an unprecedented Climate Emergency and we need commensurate and rapid emergency action.

Written by The Green Resistance with support from:
- Southampton Extinction Rebellion
- Southampton Friends of the Earth
- Southampton Greenpeace
- Southampton Green Party
- Transition Southampton

Dear Peter *(Cllr Peter Baillie – Chair of OSMC)*

Thank you for listening to our members at the scrutiny panel last Thursday and for making the recommendation that our points on the green charter be considered by cabinet. As alluded to in the meeting ours are more ideas on strategic objectives and those of the green resistance are more the possible flesh and bones of the charter.

A bullet point summary of we would like to see in the charter is:

- **A reiteration of the state of climate emergency as the opening framework for the charter**

- **A commitment to carbon neutrality by between 2025 and 2030 including a definition of the scope of carbon emissions to be reduced i.e. scope 1 - direct consumption of fossil fuels, scope 2- indirect consumption through electricity heat and cooling networks and scope 3 - indirect emissions inherent in goods and services i.e. a review of procurement policy**

- **A commitment to lobby Westminster for powers and funding to make the carbon neutrality target possible**

- **A commitment to form a citizens assembly to work alongside council on the green charter, with voting rights and access to expert advice**

We believe from conversations with Steve Leggett that all of these are things that are already being worked on behind the scenes so we hope it would not be too much of a leap to include them in the charter.

I also attach the recent climate emergency motions passed by Portsmouth and the one from Bristol adapted to Southampton (we changed 2030 to 2025 in this attachment otherwise the wording is the same save some locally-specific comments) as examples of the wording used by other councils making similar commitments. Whether or not these commitments are enshrined in a council motion or a green charter ratified by full council doesn't really matter to us so long as everybody is on board.

I will leave it to you to disseminate the contents of this email as you see fit and we look forward to attending the cabinet meeting on 16th.

Kind regards

Christelle Blunden
XRS
(Extinction Rebellion Southampton)

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DECISION-MAKER:	OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE		
SUBJECT:	SCRUTINY INQUIRY PANEL - THE FUTURE OF WORK IN SOUTHAMPTON FINAL REPORT		
DATE OF DECISION:	4 APRIL 2019		
REPORT OF:	CHAIR OF THE SCRUTINY INQUIRY PANEL		
CONTACT DETAILS			
AUTHOR:	Name:	**Mark Pirnie**	Tel:	**023 8083 3886**
	E-mail:	**Mark.pirnie@southampton.gov.uk**		

STATEMENT OF CONFIDENTIALITY
None

BRIEF SUMMARY
From September 2018 to March 2019 the Scrutiny Inquiry Panel undertook an inquiry looking at the future of work in Southampton. The final report of the Panel is attached as Appendix 1 for consideration and approval by the Overview and Scrutiny Management Committee (OSMC).

RECOMMENDATIONS:		
	(i)	To consider and approve the final report of the Scrutiny Inquiry Panel, attached as Appendix 1, and forward it to the Executive for consideration and further action.
	(ii)	To delegate authority to the Chair of the Committee to approve any minor amendments arising from considerations raised at the Committee's meeting on 4 April 2019.

REASONS FOR REPORT RECOMMENDATIONS	
1.	In accordance with the Council's constitution, this Committee must approve the final report of a scrutiny inquiry and refer it to the Executive for consideration and further action.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	None

DETAIL (Including consultation carried out)	
3.	The OSMC, at its meeting on 12 July 2018, requested that the Scrutiny Inquiry Panel undertake an inquiry looking at the future of work in Southampton.
4.	The set objectives of the inquiry were:
	a. To develop understanding of the potential opportunities and risks to the Southampton economy generated by smart automation.
	b. To consider the existing plans and proposals in place to maximise the opportunities and mitigate the risks in Southampton.
	c. To identify what is being done elsewhere to prepare economies for the impact of smart automation.

	d. To identify what initiatives could be introduced in Southampton to upgrade the skills mix of the workforce, support digital sectors that can generate new jobs, target new opportunities and seek to ensure that the benefits of this technological revolution are felt by all across the city.
5.	The Scrutiny Inquiry Panel undertook the inquiry over 5 evidence gathering meetings and received information from a wide variety of organisations. This included think tanks, representatives from both Southampton universities and higher education, representatives from the UK tech sector, Solent LEP, Southampton based tech entrepreneurs, the Leader of the Council and the Cabinet Member for Aspiration, Schools and Lifelong Learning as well as Southampton City Council officers.
6.	The final report contains 19 recommendations in total, summarised in Appendix 2, which if implemented the Panel believe will help to act as a catalyst for improving the skills mix in the city and support the growth of the tech sector.
7.	A final report of the Inquiry is attached as Appendix 1. This Committee needs to consider whether the report adequately responds to the inquiry objectives outlined in the Terms of Reference shown within the attached report
8.	The Overview and Scrutiny Management Committee procedure rules within the constitution require that within two months of the date of this committee approving a final inquiry report, the Executive will consider the report and submit a formal response to the recommendations contained within them. If this Committee is therefore minded to accept the final version of the report, then the document will be forwarded to the Executive on 16 April 2019 for further action.

RESOURCE IMPLICATIONS

Capital/Revenue/Property/Other

9.	In practice any future resource implications arising from this review will be dependent upon whether, and how, each individual recommendations within the Inquiry report are progressed by the Executive. More detailed work will need to be undertaken by the Executive in considering its response to each of the recommendations set out in the Inquiry report.

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

10.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.

Other Legal Implications:

11.	None

RISK MANAGEMENT IMPLICATIONS

12.	None

POLICY FRAMEWORK IMPLICATIONS

13.	None.
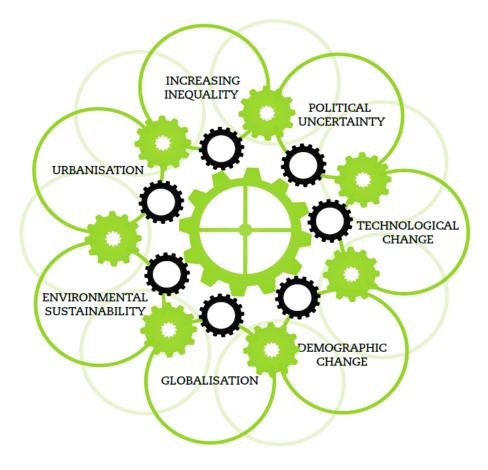
KEY DECISION	No	
WARDS/COMMUNITIES AFFECTED:	None directly as a result of this report	

<div align="center"><u>**SUPPORTING DOCUMENTATION**</u></div>

Appendices		
1.	The Future of Work in Southampton – Final Report	
2.	The Future of Work in Southampton – Conclusions and Recommendations	

Documents In Members' Rooms	
1.	None

Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out?	No

Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	No

Other Background Documents: Equality Impact Assessment and Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1. None	

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The Future of Work in Southampton

'Southampton a city of opportunity where everyone thrives'.

Source: Bakhshi et al. 2017, *Future of Skills: Employment in 2030*, London: Nesta and Pearson

PANEL MEMBERSHIP – 2018/19
Councillor McEwing (Chair)
Councillor Fitzhenry (Vice-Chair)
Councillor Bogle
Councillor Coombs
Councillor Furnell
Councillor Guthrie
Councillor Laurent

Scrutiny Manager – Mark Pirnie
mark.pirnie@southampton.gov.uk

SOUTHAMPTON
CITY COUNCIL

Contents

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Chair's Introduction

Councillor McEwing - Chair of the Future of Work in Southampton Inquiry Panel (2018/19)

The potential impact of the fourth industrial revolution and other trends on employment has understandably been the focus of numerous international and national studies over the past few years. Reflecting the opportunities and concerns the various reports have identified, this inquiry has sought to consider the potential impact of artificial intelligence, robotics and other digital technologies on the Southampton economy.

At the inaugural meeting of the inquiry the Panel were informed that whilst a number of key sectors in the city are expected to see a growth in job opportunities moving forward, 22 percent of the current jobs in Southampton are in occupations very likely to decline by 2030. This encouraged the Panel to consider how Southampton's workforce can stay ahead of the robots and how the city can create the jobs to replace those that will be disappear.

This report considers the issues in two separate but intrinsically linked parts. Part 1, reflecting the correlation between education and training and the prosperity of a city, looks at the skills mix in the city and the need for a skills revolution to enable the city to respond to the opportunities for economic growth that the technological revolution will bring. Part 2 looks at opportunities to grow the increasingly important technology sector in Southampton.

The Panel recognises that it is essential that both of these objectives are achieved. Without a skilled workforce and a growing economy there is a risk that we will either have an increasingly highly skilled workforce in the city without the jobs for the population to occupy, or, an expanding technology sector without the residents in the city with the required skills to fill the new positions. Both of these scenarios will impact on the economic performance of the city and could result in increased inequality and social tension in Southampton.

In response to the scenarios above the Panel has recommended a number of actions that it believes will help to address the current skills mismatch in Southampton between where the city is now and where it needs to be, and will support the growth of the technology sector in Southampton.

I would like to thank all those who provided evidence to the inquiry and ensured that the Panel were well informed. I would also like to thank members of the Panel for their contributions; the way in which the inquiry was conducted; and their willingness to consider new approaches and ideas.

3

The Future of Work in Southampton

<u>**The Aim of the Inquiry**</u>

1.   Forecasts indicate that the job market will look very different in 2030. Reports identify that advances in 'smart automation', the combination of Artificial Intelligence (AI), robotics and other digital technologies, have the potential to bring great benefits to the economy by boosting productivity and creating new and better products and services.

2.   Studies referenced in this report predict that new automation technologies will create totally new jobs in the digital technology area and, through productivity gains, will support additional jobs of existing kinds, primarily in service sectors that are less easy to automate.

3.   However, analysis suggests that up to 30% of UK jobs could potentially be at high risk of automation by the early 2030s. The risks appear highest in sectors such as transportation and storage, manufacturing and wholesale and retail, but lower in sectors like health and social work.

4.   Given the importance of the issue and the potential impact of 'smart automation' on the Southampton economy, the Overview and Scrutiny Management Committee recommended 'The Future of Work in Southampton' as an appropriate subject for a scrutiny inquiry at the July 2018 meeting.

5.   The set objectives of the inquiry were:

   a. To develop understanding of the potential opportunities and risks to the Southampton economy generated by smart automation.
   b. To consider the existing plans and proposals in place to maximise the opportunities and mitigate the risks in Southampton.
   c. To identify what is being done elsewhere to prepare economies for the impact of smart automation.
   d. To identify what initiatives could be introduced in Southampton to upgrade the skills mix of the workforce, support digital sectors that can generate new jobs, target new opportunities and seek to ensure that the benefits of this technological revolution are felt by all across the city.

6.   The full terms of reference for the inquiry, agreed by the Overview and Scrutiny Management Committee, are shown in Appendix 1.

How the inquiry was conducted

7.   The Scrutiny Inquiry Panel undertook the inquiry over 5 evidence gathering meetings and received information from a wide variety of organisations. This included think tanks, representatives from both Southampton universities and higher education, representatives from the UK tech sector, Solent LEP, Southampton based tech entrepreneurs, the Leader of the Council and the Cabinet Member for Aspiration, Schools and Lifelong

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Learning as well as Southampton City Council officers. A list of witnesses that provided evidence to the inquiry is detailed in Appendix 2.

8.   A visit was also made to Network, the Council funded co-working space located on the 2nd floor of the Marland's Centre, to better understand the facilities that will be available at this welcome development.

9.   The key findings, conclusions and recommendations from the inquiry are detailed succinctly later in this report.

10.   Members of the Panel would like to thank all those who have assisted with the development of this review, in particular the following who have provided the Panel with invaluable advice throughout the inquiry:

- Denise Edghill, Service Director – Growth, Southampton City Council;
- Sajid Butt, Strategic Skills Manager, Southampton City Council;
- Jeff Walters, Economic Development Manager, Southampton City Council.

5

Introduction and Background

The Fourth Industrial Revolution

11.   The World Economic Forum report, 'The Future of Jobs 2018', provides a succinct interpretation of the dynamics impacting on the global labour market created by increasing automation, artificial intelligence (AI) and emerging technological changes:

'*As technological breakthroughs rapidly shift the frontier between the work tasks performed by humans and those performed by machines and algorithms, global labour markets are undergoing major transformations*'[1].

12.   The report, 'The Future of Skills: Employment in 2030' from Nesta (a global innovation foundation) identifies, in addition to automation, the potential effects of other relevant trends, including globalisation, population ageing, urbanisation, and the rise of the green economy on the labour market.[2]

What impact will it have?

13.   The June 2017 report from PwC, 'The Economic Impact of Artificial Intelligence on the UK Economy', concluded that:

'UK GDP will be up to 10.3% higher in 2030 as a result of AI – the equivalent of an additional £232bn – making it one of the biggest commercial opportunities in today's fast-changing economy. The impact over the period will come from productivity gains (1.9%) and consumption side product enhancements and new firm entry stimulating demand (8.4%).

There will be significant gains across all UK regions, with England, Scotland, Wales and Northern Ireland all seeing an impact from AI in 2030 at least as large as 5% of GDP, and extra spending power per household of up to £1,800-£2,300 a year by 2030.'[3]

14.   However, significant concerns have been raised about the potential impact of AI and new technologies on jobs and inequality in the UK. The Chief Economist of the Bank of England, Andy Haldane, speaking on the BBC's Today Programme[4], warned that the UK will need a skills revolution to avoid "large swathes" of people becoming "technologically unemployed" as artificial intelligence makes many jobs obsolete.

15.   Andy Haldane said the possible disruption of the Fourth Industrial Revolution could be "on a much greater scale" than anything felt during the First Industrial Revolution of the Victorian era. He said that he had seen a widespread "hollowing out" of the jobs market, rising inequality, social tension and many people struggling to make a living.

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[1] The Future of Jobs Report 2018, World Economic Forum, page vii
[2] Bakhshi, H., Downing, J., Osborne, M. and Schneider, P. 2017, The Future of Skills: Employment in 2030, London: Pearson and Nesta
[3] The economic impact of Artificial Intelligence on the UK economy, PWC, June 2017
[4] Bank of England chief economist warns on AI jobs threat, BBC website, 20 August 2018
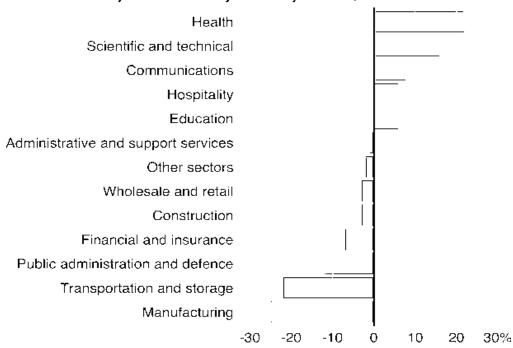https://www.bbc.co.uk/news/business-45240758

16. Mr Haldane's points were echoed by the head of the Government's Advisory Council on AI, who also warned there was a "huge risk" of people being left behind as computers and robots changed the world of work.

17. Tabitha Goldstaub, Chair of the AI Council, said that the challenge was ensuring that people were ready for change and that the focus was on creating the new jobs of the future to replace those that would disappear. Indeed Mr Haldane said that job losses would be compensated for by the creation of new jobs as a "new technological wave" broke over society.[5]

Which jobs are likely to be displaced?

18. The Future of Skills: Employment in 2030 report identifies that the job market will look very different in 2030. Generally, those jobs that are made up of routine tasks are at a greater risk of decline, whereas those occupations requiring interpersonal and cognitive skills are well placed to grow.

19. The report identifies that 8% of the current UK workforce are in an occupation that will very likely experience an increase in workforce share and 21.2% in an occupation that will very likely experience a fall.[6]

20. The majority of jobs at risk are in a handful of occupations. Nesta identified 36 minor occupation groups likely to shrink in the future, but 53 percent of all jobs at risk in cities are in just 5 occupations:[7]

Table 1

Occupations representing the majority of all jobs at risk of displacement

	Minor occupation group	Share of all jobs at risk in cities (%)
1.	Sales assistants and retail cashiers	19.5
2.	Other administrative occupations	11.0
3.	Customer service occupations	9.0
4.	Administrative occupations: finance	7.0
5.	Elementary storage occupations	6.6

Source: Bakhshi et al. 2017, *Future of Skills: Employment in 2030*, London: Nesta and Pearson; ONS 2017, Business Register of Employment Survey; Census 2011.

21. There are a range of views with regards to whether AI and new technologies will create as many jobs in the UK as they displace. Analysis by PwC, whilst recognising that there would be "winners and losers" by industry sector, with many jobs likely to change, identified that AI could give the UK a small net jobs boost over the next 20 years.[8]

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[5] Bank of England chief economist warns on AI jobs threat, BBC website, 20 August 2018
https://www.bbc.co.uk/news/business-45240758
[6] Bakhshi, H, Downing, J, Osborne, M. and Schneider, P. 2017, The Future of Skills: Employment in 2030, London: Pearson and Nesta, p89
[7] Reference cited from Cities Outlook 2018, Centre for Cities, p15
[8] https://www.pwc.co.uk/press-room/press-releases/AI-will-create-as-many-jobs-as-it-displaces-by-boosting-economic-growth.html

7

How AI could change the job market

Estimated net job creation by industry sector, 2017-2037

Health
Scientific and technical
Communications
Hospitality
Education
Administrative and support services
Other sectors
Wholesale and retail
Construction
Financial and insurance
Public administration and defence
Transportation and storage
Manufacturing

-30 -20 -10 0 10 20 30%

Source: PwC analysis, July 2018

22.   The World Economic Forum has produced a table providing examples of stable, new and redundant roles across industry. This table is attached as Appendix 4.

What jobs are likely to be displaced in Southampton?

23.   Andrew Carter, Chief Executive of Centre for Cities, presented an overview of the future of work in Southampton at the inaugural meeting of the Inquiry. Reflecting the occupations at high risk of automation his analysis identified that some cities are more vulnerable to job displacement than others.

24.   Utilising the data from the Nesta report the extrapolated information presented identified that 21% of the current jobs in urban Britain (3.6m) are in occupations very likely to decline by 2030. The figure for Southampton was estimated to be 22% (circa 23,000 jobs).

25.   However, reflecting the growth sectors identified in Figure 1, and Southampton's strength in the maritime, marine and health sectors it is likely that a number of key sectors in the city will see a strong growth in job opportunities moving forward.

> **22% of the current jobs in Southampton are in occupations very likely to decline by 2030**

8

26. To better understand the potential impact on Southampton it requires a two-pronged approach:

   a) Job design – Assessing the type and volumes of jobs that will be generated through sectors undergoing transformation.

   b) Occupational modelling – Assessing the type and jobs that will be under threat from automation and increased digitalisation.

9

Part 1 - How can Southampton stay ahead of the robots?

27.   Whilst factoring in the growth of some existing roles and the creation of new jobs resulting from the "technological wave", as identified in the previous section an estimated 22% of the current jobs in Southampton are in occupations very likely to decline by 2030.

28.   This raises the question how can Southampton avoid a significant part of its population being left behind and, to quote the Chief Economist at the Bank of England, becoming "technologically unemployed" as AI makes jobs obsolete, potentially increasing inequality and social tension?

The Importance of Skills

29.   In his presentation to the Panel, Andrew Carter, Chief Executive of Centre for Cities, identified that:

"Skills are one of the most important factors in determining economic outcomes and are fundamental to people's ability to adapt to the changing world of work. The cities with highly skilled and qualified employees will be able to respond more effectively to the opportunities for economic growth and prosperity that the technological revolution will bring."

30.   Rapid change is a characteristic of the fourth industrial revolution. AI is, and will continue to revolutionise every sector of our economy, transforming the world of word, and the skills base that businesses, and individuals need to succeed. As Tabitha Goldstaub, Chair of the AI Council, stated:

  "....*change is happening and it is definitely happening quicker than ever before.*"[9]

31.   The 2018 World Economic Forum report contains two statements that emphasise the size and speed of change relating to workforce skills:

- By 2022 no less than 54% of all employees will require significant re- and upskilling

- The proportion of core skills required to perform a job that will remain the same – is expected to be about 58%, meaning an average shift of 42% in required workforce skills over the 2018-2022 period.[10]
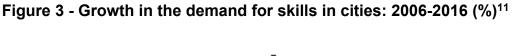
The Skills Required to Succeed in the Labour Market
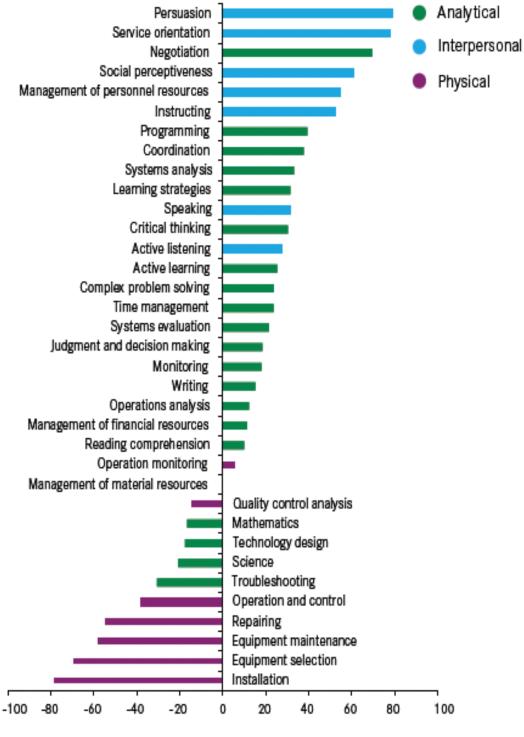
32.   The following charts presented to the Panel by Andrew Carter outline the changing demand for skills, and specifically the increasing need for interpersonal and analytical skills.

33.   Getting the required skills mix in Southampton will be a key factor in determining the economic outcomes for the city, reflecting the correlation between a highly skilled population and increased productivity. It is therefore critical that the skills system in Southampton and the Solent adapts to respond to these changes.

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[9] Bank of England chief economist warns on AI jobs threat, BBC website, 20 August 2018
https://www.bbc.co.uk/news/business-45240758
[10] The Future of Jobs Report 2018, World Economic Forum, page ix

10

Figure 3 - Growth in the demand for skills in cities: 2006-2016 (%)[11]

Source: Emsi, 2018

11

Figure 4 - Demand for skills in UK cities, 2016

Source: Emsi, 2018

Preparing young people for the future world of work

34.   The charts above identify the need to equip young people in Southampton with analytical and interpersonal skills through education and training to enable them to adapt and prosper in the future labour market.

35.   The Centre for Cities report, 'Can cities outsmart the robots?', outlines a number of key settings that can help to ensure that young people have the skills to thrive:[12]

- Early Years – The development of analytical and interpersonal skills begins very early in life and early years has an impact on the ability to learn and achieve over the longer term. Therefore it is important to ensure that every pupil receives excellent early year's education.

- Schools and Colleges – Analytical and interpersonal skills can be developed through exposure to a varied curriculum and extra-curricular activities, including work experience. GCSE attainment and take-up of extra-curricular activities reveal important insights into the development of analytical and interpersonal skills among children.

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[12] E Magrini and N Clayton (2018) Can cities outsmart the robots?, Centre for Cities

12

Adult Education and Lifelong Learning - Ensuring that the existing workforce is able to adapt to changes in the demand for skills

36.   Around 90% of the current workforce in the Solent will be working in 10 years' time.[13] It is therefore vital that adults that have left compulsory education have the opportunity to develop their skills in response to the constantly changing demands.

37.   The chart below however highlights the 15% reduction in the national workforce undertaking job-related training between 2004-2017:

Share of workers who received on-the-job training in the past 13 weeks, (%)

Figure 5 - Source: ONS 2018, Annual Population Survey 2004-2017

38.   The skills challenge the fourth revolution is creating requires education and training that reaches beyond the school gates. As technological developments change the landscape there is a need for the workforce to constantly adapt and up-skill. There is a need for agile, life-long learning and a society where such continuous learning is supported and regarded as the norm.

39.   The expectation that increasing numbers of economically active people are going to need to embark on lifelong learning in order to maintain skills and capabilities is supported by the prediction by Bernard Salt, commentator on demographics in Australia, that in their lifetime millennials are on track for 25 job changes over a 40 year career.[14]

> 'In their lifetime millennials are on track for 25 job changes over a 40 year career' – Bernard Salt

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[13] Solent LEP Response to the Industrial Strategy Green Paper Consultation, April 2017
[14] Bernard Salt, "Trajectory of Middle-Aged Millennials, Masters of Change, The Australian, June 24 2017 – Cited in Rise of the Humans 2, KPMG, October 2017

13

Digital Skills - Basic

40. The digital skills of a city's residents will be a key determinant of economic success moving forward. It is predicted that, within 20 years, 90% of all jobs will require some element of digital skills.[15] At present twelve million people in the UK don't have the digital skills needed to thrive in a data-driven economy[16] and the difference between the annual income of those with basic digital skills and those without is on average £13,000.[17] Without basic digital skills it will become increasingly difficult for Southampton residents to access the labour market.

Digital Skills - Advanced

41. The fourth industrial revolution is creating, and will continue to create jobs, in the digital technology sector that require technological expertise to, amongst other tasks, develop, learn to use and interpret AI systems. The Tech Nation report identified that the UK has 2.1 million digital tech jobs, and that employment rose 13.2% between 2014 and 2017 in the digital tech sector.[18]

42. With specific reference to AI, the review by Professor Dame Wendy Hall and Jérôme Pesenti, 'Growing the AI Industry in the UK', concluded that 'skilled experts are needed to develop AI, and they are in short supply. To develop more AI, the UK will need a larger workforce with deep AI expertise, and more development of lower level skills to work with AI.'[19]

43. The Tech Nation 2018 report also identified access to talent as the biggest challenge in 83% of tech clusters in the UK. Ensuring a pipeline of skilled, diverse and qualified digital experts to meet the skills gap that AI will create is a sensible approach to help Southampton create the new jobs of the future to replace those that will disappear.

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[15]UK Digital Strategy (2017), Department for Culture, Media and Sport
[16] Go ON UK, Basic Digital Skills, 2015
[17] Lloyds Bank UK Consumer Digital Index 2018
[18] Tech Nation Report 2018, Connection and Collaboration: powering UK tech and driving the economy, Tech City UK, https://technation.io/insights/report-2018/jobs-and-skills/
[19] Hall, W and Pesenti, J. (2017), 'Growing the Artificial Intelligence Industry in the UK: The independent review'

14

Skill levels in Southampton – Is Southampton ready for the challenges?

44. The previous section established the importance of skills in delivering economic outcomes and enabling people to adapt to the changing world of work. At the third meeting of the Inquiry the Panel considered the current skills and qualifications profile of Southampton.

Qualifications Profile of Southampton

45. Table 2 - *NVQ Level qualifications of working age population (aged 16-64) - % of all: ONS Annual Population Survey (APS) January 2016 to December 2016.*

Region name	% NVQ 4 or higher	% NVQ 3 only	% NVQ 3 or higher	% NVQ 2 only	% NVQ 2 or higher	% NVQ 1 only	% No qualifications	% NVQ 1 or below	% Trade Apprenticeships	% Other qualifications
England	42.4	17.3	59.7	15.2	74.9	10.3	4.8	15.1	3.2	6.7
South East	44.9	17.2	62.1	15.0	77.1	10.6	3.6	14.2	3.1	5.7
Southampton	38.1	22.9	61.0	13.9	74.9	9.9	4.3	14.2	4.2	6.7
Portsmouth	37.4	18.7	56.1	17.1	73.2	11.7	5.4	17.1	3.8	6.0
Isle of Wight	32.1	21.8	53.9	18.2	72.1	15.2	4.0	19.2	4.8	3.9
Hampshire	40.5	20.9	61.4	15.1	76.5	11.7	3.1	14.8	3.5	5.1

46. Analysis published in the Southampton Strategic Assessment, updated in September 2017, summarised that NVQ Level 4 and above qualifications are often taken as a pre-requisite for active participation in the high value-added knowledge economy, whereas Level 3 is generally regarded as the entry point to higher education and therefore future engagement with knowledge intensive activities in the economy. Level 2 is often the basic entry point into employment. Overall, almost three quarters (74.9%) of Southampton's working age residents were qualified to NVQ Level 2 or higher. This is the same as the England average, although 2.2% points lower than the South East (77.1%).

47. At the other end of the skills spectrum, 4.3% of residents in Southampton have no qualifications (5,600 people), which is lower than the England average of 4.8%, but higher than the South East (3.6%). The proportion of the working age population with no qualifications has fallen from 10.0% in 2004 to 4.3% in 2016 in Southampton. Despite improvements, economically active residents with low or no qualifications are still a key group, especially reflecting the need to raise skill levels to improve the human capital necessary to remain competitive in a global economy.[20]

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[20] Southampton City Council - Southampton Strategic Assessment, Southampton Economic Assessment, September 2017 http://www.publichealth.southampton.gov.uk/images/7-skills-and-qualifications-sea-sep-2017-final.pdf

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Preparing Young People for the Future World of Work

48.   Early Years – In 2018 the percentage of pupils in Southampton achieving at least the expected standards across all early learning goals was 70.3%. This compares to the England average of 70.2%.

49.   Key Stage 4 – In Southampton the percentage of pupils achieving GCSEs 9-4 in Maths and English in 2018 was 57.1%. This compared to the England average of 64.4% and the South East Average of 66.7%.

Youth Opportunities Index

50.   In October 2018 the Learning and Work Institute published a Youth Opportunity Index.[21] This index helped to provide a relative measure of education and employment outcomes for young people across England's local authorities.

51.   The Youth Opportunity Index brings together data on achievement at age 16 (Key Stage 4 – GCSEs), attainment of Level 3 by age 19 (A-levels and A-level equivalent), access to higher education (Proportion of 15-year olds in a local authority entering higher education by age 19), take up of apprenticeships, employment rates and a measure of the quality of work (net underemployment).

52.   Out of the 150 Local Authority areas Southampton achieved the following ranking (1 being the best):

•   Overall – 146 out of 150

•   Level 4 (GCSE - Attainment 8) – 114 out of 150

•   Level 3 (A level and A level equivalent) – 144 out of 150

•   Apprenticeships – 131 out of 150

•   Higher Education – 142 out of 150

•   Employment – 115 out of 150

•   Net Underemployment – 117 out of 150

53.   This index clearly identifies a number of concerning outcomes. Further analysis of higher education participation rates in Southampton was undertaken by SUN (Southern Universities Network) in March 2017[22]. The data was based on the participation rates of young people aged 18 between 2005 and 2009, who entered higher education (HE) by the 2010-11 academic year.

54.   The vast majority of wards within the city of Southampton had lower than average rates of HE progression compared to local and regional averages, with 8 wards within Quintile 1 (lowest 20%). The lowest rates of progression were seen in Bitterne, with a HE participation rate of 11.7 percent. Coxford

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[21] Youth Opportunity Index, Learning and Work Institute, October 2018
https://www.learningandwork.org.uk/our-work/life-and-society/improving-life-chances/youth-commission/youth-opportunity-index-rank-lea/
[22] White Working Class Males in British Higher Education, Southern Universities Network, March 2017

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(13.1 percent) and Redbridge (11.9 percent) also had some of the lowest rates across the city, with Portswood (51.3 percent) being the only ward in the highest quintile (Quintile 5). For comparison the South East regional HE participation rate was between 33.8 percent to 36.6 percent (Quintile 4)

Adult Education and Lifelong Learning

55.   Figure 5 presented earlier in this report provided a national overview of the percentage of the workforce undertaking job-related training from 2004-2017. For comparison Andrew Carter informed the Panel in his presentation that, according to the ONS Annual Population Survey, Southampton experienced a 12% reduction in the share of workers who received on the job training. The figure for England and Wales was -15%.
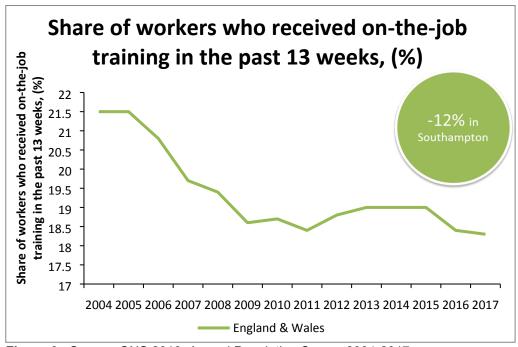
Figure 6 - Source: ONS 2018, Annual Population Survey 2004-2017

56.   The Inquiry Panel were also informed that adult education training in Southampton had been hit by funding cuts for formal adult education. City College used to have 12,000 adult education students annually, there are now 3,000 adult learners. The Council delivers support to 3,500 adult learners, this used to be 5,000.

Digital Skills

57.   Southampton City Council's Digital Strategy 2018-2022 provides a few measures of digital readiness that provide an insight into the basic digital skills in Southampton. It concludes that 89% of residents have access to a computer and 80% shop or bank on-line.

58.   When considering more advanced digital skills that are going to be required to drive the economy forward the Tech Nation 2018 report identified that

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access to talent is the third biggest challenge for the Southampton tech cluster.[23]

Summary

59.   When assessing the information presented to them the Panel concluded that there is a skills mismatch in Southampton between where the city is now and where the city needs to be. The skills profile of the city needs to improve if it is to take full advantage of the forthcoming opportunities and significantly improve its prospects for growth over the medium to long term.

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[23] Tech Nation Report 2018, Connection and Collaboration: powering UK tech and driving the economy

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What action is being taken to address the skills challenge?

National Initiatives

60. The Government has been proactive in recognising that modern jobs need modern skills and has developed a number of initiatives that will target investment in skills, from schools to adult learning, to help the UK secure the workforce it needs. A number of the key approaches are outlined below.

Industrial Strategy

61. In November 2017 the Government published its Industrial Strategy.[24] The strategy sets out proposals to boost productivity by backing businesses to create good jobs and increase the earning power of people throughout the UK with investment in skills, industries and infrastructure.

62. Key policies in the Industrial Strategy that should help to address the identified skills challenges include:

    - Investing an additional £406 million in maths, digital and technical education – helping to address the shortage of science, technology, engineering and maths (STEM) skills.

    - Creating a new National Retraining Scheme that supports people to re-skill themselves, beginning with a £64 million investment for digital and construction training.

    - Establishing a technical education system that rivals the best in the world to stand alongside our world-class higher education system. T-Levels – Designed to create parity of esteem between academic and vocational education are due to commence in 2020. Part of the course will include industrial placements.

63. The strategy identifies four Grand Challenges to put the UK at the forefront of the industries of the future. Growing the AI and data-driven economy is the first Grand Challenge and the ambition is to put the UK in the vanguard of the AI and data revolution.

64. The strategy recognises the need for a step-change in digital training and includes plans for a highly skilled digital workforce: industry-funded post-graduate programmes, online professional development courses and government-funded doctorate programmes to improve high level digital skills are included in the proposals.

65. Included within the National Industrial Strategy is an expectation that local areas, led in most areas by the Local Enterprise Partnership (LEP), will develop Local Industrial Strategies. The Industrial Strategy White Paper set out that the first Local Industrial Strategies will be agreed with Government

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[24] Department for Business, Energy & Industrial Strategy (2017), Industrial Strategy
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664563/industrial-strategy-white-paper-web-ready-version.pdf

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by March 2019. Government will aim to agree all places' Local Industrial Strategies in England by early 2020.

66. Local Industrial Strategies are required to:
    - Align with the National Industrial Strategy;
    - Set out clearly defined priorities on how areas will maximise their contribution to UK Productivity and respond to Grand Challenges;
    - Make the most of their distinctive strengths;
    - Address local strengths and weaknesses, as well as market opportunities and failures;
    - Build on City Deal and Local Growth Deal investments.

National Careers Strategy

67. In December 2017 the Department for Education published, 'Careers strategy: making the most of everyone's skills and talents'.[25] The document, was developed alongside the National Industrial Strategy reflecting the need for high-quality careers support to help people to understand the range of opportunities available to them and the qualifications they need to succeed in the workforce of the future.

68. The strategy outlines a range of actions to be delivered from January 2018 to the end of 2020, including dedicated careers support for adults, and testing "careers hubs" in 20 areas, linking schools, colleges, universities and other local organisations.

National Centre for Computer Education and the Institute of Coding

69. To meet the growing demand for digital skills, the National Centre for Computing Education has been set up to make a significant contribution to the teaching of computing education throughout England.

70. The Centre supports the teaching of computing in schools and colleges across all key stages, giving teachers the subject knowledge and skills to establish computing as a core part of the curriculum.

71. The Institute of Coding are a group of educators, employers, learners and government policy influencers across England and Wales with a mission to bridge the digital skills gap. The Institute are funded by the Department for Education via the Office for Students.

<u>Southampton / Solent Initiatives</u>

72. Numerous initiatives in Southampton, driven by the City Council and partners, and across the Solent Region, predominantly through the LEP, have been introduced recently to prepare the city for the future of work.

73. The initiatives that are to be highlighted do not specifically reflect upon the work that is being undertaken across Southampton's schools and colleges to

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[25] DfE (2017) Careers strategy: making the most of everyone's skills and talents
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf

improve outcomes. The importance of young people in Southampton acquiring the required skills and qualifications is understood.

74. Partners across the education sector in the city are working together to improve outcomes and ensure that the gap between the attainment in Southampton and regional / national standards is reduced. The various School's Forums and the Southampton Education Forum (SEF), a collaborative leadership model bringing together educational institutions, networks and leaders from secondary, special, further, higher education and local government, are working to shape and develop future citizens who are equipped for the challenges of tomorrow. More information on the work of the SEF is available from www.teachsouthamptoneducation.co.uk

Solent Apprenticeships Hub

75. Southampton City Council is leading on a Solent wide partnership after securing nearly £1m of funding to deliver a new 'Apprenticeship Hub' in the Solent region. The project will raise local employer awareness of and engagement in Apprenticeships to meet their growth aspirations, whilst simultaneously supporting under-represented groups to increase their participation and progression in Apprenticeships.

76. The Solent Apprenticeship Hub will also support larger employers to spend their levy funds and is working up a model to facilitate the underspend of their levy through the Levy Transfer Fund to boost supply chain capacity.

77. The Solent Apprenticeship Hub will demonstrate a wider skills service to all employers and work in parallel with the Solent Growth Hub to offer a seamless service; thereby simplifying the 'route map to growth' for businesses.

Solent Careers Hub

78. In July 2018 the Solent region was one of 20 areas across the country to receive a boost in preparing young people for the world of work as the Solent LEP was successful in securing one of the Careers Hubs to help transform careers education for young people. This initiative is currently for the East of the Solent LEP region. The LEP have just submitted a bid for the West of the region that includes Southampton.

79. The Solent Careers Hub will have access to support and funding to help meet the Gatsby Benchmarks, a framework of eight guidelines about what makes the best careers provision in schools and colleges developed by the Gatsby Foundation. This includes:

- A 'Hub Lead' to help coordinate activity and build networks
- Access to bursaries for individual schools and colleges to train 'careers leaders'
- Central Hub Fund equivalent to around £1k per school or college
- Access to funding for schools to support employer encounters

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80.   Sarah McCarthy-Fry, Chair of the Solent LEP Employment and Skills Board, said*:*

'It gives us an opportunity to build on the early success of our Enterprise Adviser Network which has resulted in over 50% of all secondary schools in the Solent having a volunteer business leader working collaboratively with them to improve careers provision. Through our Careers Hub, we will provide further links for our young people of today to the careers of tomorrow. Support from our local employers will be vital in ensuring connections are made to future career opportunities and our local workforce can continue pushing the boundaries of technology, innovation and business. We hope to eventually see the Careers Hub rolled out to every school and college in the Solent."[26]

Solent Local Industrial Strategy

81.   The Solent LEP have commenced the preparation of a Solent Industrial Strategy. The strategy is expected to be developed by the LEP in partnership with local authorities in the Solent region. Support has been commissioned to help in the preparation of the strategy and in reviewing and developing the evidence base.

Southern Universities Network (SUN)

82.   The Southern Universities Network is a collaborative partnership comprising HE providers in Hampshire, Dorset and the Isle of Wight. The SUN provides outreach activities for schools and colleges. The SUN has been tasked with increasing HE participation in over 70 wards, working with 101 schools and all further education colleges in the region. As directed in Office for Students' guidance, work will be focused on young people in Years 9–13 and their 'key influencers'. A number of these key wards are in Southampton.

Southampton Careers Inspiration Group

83.   The Southampton Careers Inspiration Group, with EBP South (Education, Business Partnership South) run an event annually called 'Get Inspired'. Employers show children a range of new opportunities that are available. 1200 pupils from Southampton schools attended this year's event with all but one school in the city attending.

Digital Strategy

84.   Southampton City Council published a Digital Strategy in 2018.[27] The strategy covers the period 2018 to 2022 and includes the following commitments that will, if implemented, help to address some of the identified digital skills gaps in the city:

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[26] https://solentlep.org.uk/what-we-do/news/solent-lep-announced-as-careers-hub-to-help-transform-careers-education/
[27] Southampton City Council – Digital Strategy 2018-2022
www.southampton.gov.uk/images/digital_strategy-2018-22_tcm63-398225.pdf

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- Commission adult education to support digital inclusion and digital literacy in the city
- Work with universities and other partners to attract and retain digital talent
- Work closely with schools to maximise the digital skills of all children.

85. The Council has been in contact with the Institute of Coding to help develop an approach to boost digital skills amongst citizens, learners and employees in Southampton.

Higher Level Digital Skills

86. The city needs a pipeline of people studying for science and technology degrees and a pipeline to PhD's. There also needs to be opportunities for people to retrain and move into this field of work. This is something that the Council has also raised with the Institute of Coding to help develop a solution for enhancing the quality and scope of digital literacy and expertise across all educational phases leading to post graduate level.

87. The Council is also working with the Future of British Manufacturing (FoBM) on its Digital Catalysts programme, which places students into SMEs that can help the transition into Industry 4.0 (a name given to the current trend of automation and data exchange in manufacturing technologies). The Council is liaising with the Solent Growth Hub and Universities across the region to develop strong applications for FoBM to consider in this initiative.

88. The University of Southampton is strong in AI and technology and is a member of the Alan Turing Institute (the national institute for data science and AI). The University hosts a Web Sciences Centre for Doctoral Training funded by the UK Research Council. A bid by the University to become an Artificial Intelligence Centre for Doctoral Training is being evaluated. These initiatives are in addition to the various PHD's and research opportunities, in relevant disciplines to grow the tech industry, supported by the University.

89. Online learning can be an integral element of the skills jigsaw, helping to increase the diversity of learners. The Southampton Data Science Academy, part of the Web Science Institute, was established to bridge the data skills gap and delivers a number of accredited on-line modular courses in data science.

90. The Council is also looking to adapt models such as https://idea.org.uk/ to provide a digital passport that enables all citizens to continually participate in and apply new forms of learning.

Southampton Education Quarter

91. This is work in progress and has since been adapted to fit with the 'RSA Cities of Learning' model (see paragraph 100). The aim is to not only enrich experiential learning for all citizens but to generate ideas and innovative ways of working using technology and new partnership models that can spark an entrepreneurial, lifelong learning spirit across the City much needed in an era of constant change.

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SWOT Analysis – Skills landscape in Southampton

92.   To help visualise the skills landscape in Southampton the evidence presented to the Inquiry Panel has been incorporated into a basic SWOT analysis.

Strengths:

- Ambition and vision – "A city of opportunity where everyone thrives"
- The assets of the city – Including 2 leading universities, the Web Science Institute at the University of Southampton and Solent University's industry-led curricula.
- Strong collaboration across the City's educational institutions and luminaries through the Southampton Education Forum.
- Co-location of Economic Development and Skills within the Growth Directorate at SCC.
- Genuine, cross-party support and leadership from the Council as demonstrated through undertaking this Inquiry.

Opportunities:

- Solent Industrial Strategy – Opportunity to contribute to and influence through maximising cross-team input within the Council.
- Adapting the RSA 'Cities of Learning' model to realise the 'Southampton Education Quarter' vision.
- Replicate model of the Solent Careers Hub in the East of the region into the West to enhance quality and impact of employer engagement, careers information, advice and guidance and work experience.
- Solent Apprenticeship Hub – Pool levy funding from large employers to boost quality and volume of skilled labour across key sectors and occupations in the City.
- Simplify skills landscape – Create virtual platform that promotes training and upskilling opportunities, including on-line education, with onward progression routes into jobs/for further learning.
- Digital Skills – Opportunity to utilise university IT facilities during holidays to upskill residents and to support IT teaching in schools.
- Maximise the contacts and influence that the Universities in Southampton have to champion Southampton.

Weaknesses:

- Too many young people come out of formal education without the required skills and qualifications.
- Key Stage 4 and 5 exam results are below statistical neighbours.
- Too many young people do not see the full range of job opportunities available to them. This limits aspirations.
- Reflecting national concerns the city has a significant number of working age adults that will need re-skilling and upskilling to prosper in the future labour market.
- Low aptitude for continuous learning across the City.
- The number of adults accessing formal adult education has decreased, thereby limiting their scope for higher paid jobs.
- The skills and training landscape is complicated to navigate for businesses and residents.
- No Skills Strategy to help co-ordinate activity and align / underpin strategic objectives in a thematic manner.

Threats:

- The speed of change exceeds the ability to upskill the workforce.
- Time limited initiatives and funding reductions.
- Lack of co-ordination in Southampton and across the Solent.
- Uncertainty in the Further Education sector in Southampton.

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93.   Throughout the Inquiry the Panel were informed of practice being delivered outside of Southampton that may help to address some of the challenges raised.

Lifelong Learning – Bristol Learning City

94.   Bristol became a UNESCO Learning City in 2016. As a learning city, Bristol is championing learning as a way to transform lives, communities, organisations and the city, with an ambitious vision of a future where:

- All individuals and communities are proud to learn throughout their lives
- Every organization has a committed, skilled and diverse workforce
- The city's success is shared by all.

95.   The presentation from the Chief Executive of the Centre for Cities identified that Bristol had bucked the UK trend with regards to in work training (20% increase in in-work training from 20014 to 2017).

96.   The focus of Bristol Learning City used to be on encouraging entrepreneurialism but now the focus is on raising standards in schools and improving education outcomes - Bristol has seen one of the strongest improvements in school exam results in England and has a high proportion of qualified residents.

97.   Bristol Works is a collaboration between employers, learning providers and local communities to develop a skilled local workforce. Their aim is to offer bespoke experience of work programmes created with schools, based on the needs of young people -www.bristol.works/.

98.   The Future Bright initiative, funded through the West of England Combined Authority seeks to help people who are in work and in-receipt of in-work benefits improve their skills - www.westofengland-ca.gov.uk/future-bright/

99.   A learning festival is being planned to celebrate lifelong learning. Bristol Learning City offered to provide support to Southampton, to share ideas and to connect Southampton to other learning cities.

Lifelong Learning – Cities of Learning Initiative

100.   In recognition of the importance of developing a learning culture in Southampton the Panel were also provided with information on the Cities of Learning - www.thersa.org/discover/publications-and-articles/reports/cities-of-learning-prospectus

Digital Skills – West Midlands

101.   A number of cities, including London and Bristol are developing initiatives to improve the digital skills of residents. The West Midlands Combined Authority has recently launched the West Midlands Digital Skills Partnership.

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The partnership brings together tech firms, businesses, universities, colleges and training providers from the region, and is aiming to find ways to improve local people's digital skills and qualifications: www.wmca.org.uk/news/new-digital-partnership-aims-to-level-up-west-midlands-skills/

Skills Plans – York and London

102.   York has produced a skills plan with the aim of developing, retaining and attracting talent and making sure that no one is left behind: www.york.gov.uk/downloads/download/3957/york_skills_plan_2017-2020

103.   The Mayor of London has published a Skills and Adult Education Strategy for London. The strategy, amongst a number of initiatives, looks to re-shape, alongside Smarter London Together, the Apprenticeship Levy into a Skills Levy to gear training towards the high growth sectors of the economy, and to use the soon to be devolved Adult Education Budget to have control over where learning will be prioritised: www.london.gov.uk/sites/default/files/sfl_strategy_final_june_20186.pdf www.london.gov.uk/what-we-do/business-and-economy/supporting-londons-sectors/smart-london/smarter-london-together

Part 1 - Conclusions and Recommendations: How can Southampton stay ahead of the robots?

104.   A summary of the key evidence presented at each of the inquiry meetings is attached as Appendix 3. All of the reports, presentations and minutes from the inquiry meetings can be found here:

https://www.southampton.gov.uk/modernGov/ieListMeetings.aspx?CId=703&Year=0

105.   **Conclusions**

- Global labour markets are undergoing major transformations as a result of technological developments and other relevant trends. These changes are happening at a rapid pace.

- The developments may lead to increased GDP across the UK but jobs, particularly those routine in nature, will be displaced as Artificial intelligence and smart automation makes roles obsolete. Analysis identifies that 22% of the current jobs in Southampton are in occupations very likely to decline by 2030.

- New jobs will be created to replace those that disappear. Those occupations that require interpersonal, analytical and digital skills are expected to continue to grow.

- There is a skills mismatch in Southampton between where the city is now and where the city needs to be. A significant cohort of Southampton residents, including those leaving formal education and adults of working age, need to acquire new skills to succeed in the future labour market otherwise they are at risk of being left behind, resulting in increasing inequality and possible social tension in the city.

- Getting the required skills mix in Southampton will be a key factor in determining the economic outcomes for the city, reflecting the correlation between a highly skilled population and increased productivity. It is therefore critical that the skills system in Southampton and the Solent adapts to respond to these changes.

- A number of examples of good practice exist in Southampton that are helping to address the skills challenges the city is facing. In addition a number of national, regional and Southampton initiatives have recently commenced, or have been announced, that should ensure that a number of the identified gaps are addressed. These include the Solent Apprenticeships Hub, the Solent Careers Hub, and proposals within the Industrial Strategy.

- Examples of good practice from other cities have identified that opportunities exist for the city to do more to reduce the risks outlined. These include the following:

  o Supporting the development of essential and advanced digital skills across Southampton;

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- Maximising the existing assets and resources in the city;

- Whilst recognising the essential role that businesses need to play in re-skilling their workforce, there is an opportunity to simplify the adult learning landscape in Southampton for employers and residents;

- Stimulating the development of a lifelong learning culture in Southampton; and

- Co-ordinating action across Southampton to promote collective responsibility for improving education, skills and training.

Recommendations

106.   Reflecting the key findings and conclusions the following actions are recommended to address the skills challenges facing Southampton and keep the workforce ahead of the robots:

1. **Develop a Southampton focussed contribution to the Solent Industrial Strategy** - The commitment within the national Industrial Strategy to create local industrial strategies offers a chance to set out a coordinated set of actions to deal with the challenges and opportunities the Solent areas faces, including the identified skills challenges that are an impediment to improving productivity. Local Industrial Strategies will also guide the strategic use of local funding streams and act as a gateway to any future local growth funding being deployed. To support and influence the development of the Solent Industrial Strategy, and subsequent funding opportunities, it is recommended that Southampton develops its own action plan that outlines key initiatives to support future growth of the city. This should be a Council-wide methodology to ensure a thematic, evidence-rich approach, including job design and occupational modelling, that bucks conventional approaches to transformational place-making.

2. **Adapt and actualise the RSA Cities of Learning model for Southampton** - Cities of Learning is a new approach for activating a grassroots, city-based, mass-engagement movement around learning and skills. It seeks to close gaps in opportunity and empower places to promote lifelong learning as core to their cultural and civic identity. This would complement Council discussions on establishing an Education Quarter as part of a wider push for Southampton to be recognised as a City of Learning. This requires close collaboration with the City's core educational institutions and networks, for example, Southampton Education Forum (SEF).

3. **Develop and implement a Skills Strategy for Southampton** – This should underpin the work underway in the Local Industrial Strategy as it is the capability of the citizens of the City – present and future – who will be at the forefront of change and thus needing to drive it. Virtual tools and platforms such as https://idea.org.uk/ should be explored to see how they would add value to digital literacy, entrepreneurial spark and work readiness. The strategy should be a bridge between different policy themes at the Council and benchmark, for example, the 'fit' between educational provision to future skills' requirements to ensure a seamless, high-value, progressive journey

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for every learner. The role of SEF is critical in this regard. In parallel, the strategy should establish how human capital development and employee performance and wellbeing in the realm of work and entrepreneurship is optimised. Models developed by the likes of the 70:20:10 institute should be considered. The Skills strategy should also be fully cognisant of a desire to:

a) Generate strong, rewarding, sustained jobs growth
b) Tackle social mobility
c) Achieve inclusive growth

4. **Simplify the Adult Learning Landscape** – A significant amount of money is still being spent on training in Southampton. This is being spent through various formal and informal channels and with different providers. There is an opportunity to increase the accessibility of learning opportunities by simplifying the adult learning landscape for employers and residents. One solution is to develop a virtual platform that informs employers about training courses available in the city, and the proactive support that the Council and partners can give to businesses as they look to upskill their workforce, as well as provide residents comprehensive information about training opportunities available, including the relevant MOOCs (Massive Open Online Courses) and what it will help them to achieve.

5. **Digital Skills** – Deliver the commitments in the Digital Strategy, namely to:

    - Commission adult education to support digital inclusion and digital literacy in the city;

    - Work with universities and other partners to attract and retain digital talent;

    - Work closely with schools to maximise the digital skills of all children.

    Options available include the creation of a partnership similar to the West Midlands Digital Skills Partnership to improve local digital skills and develop a pipeline of highly skilled residents that can fill the tech sector vacancies (a focus on diversity must be a key target reflecting, amongst other issues, the gender inequality employed in the digital tech sector in the UK); Working with the city's universities, utilise their excellent IT facilities during university holidays to upskill residents and pupils; support the City's Sixth Form and FE providers to enhance their digital curriculum offer to learners and employers. Continued work with the Institute of Coding and FoBM (Future of British Manufacturing) will help in this regard.

6. **Apprenticeship Levy** – To help address specific skills gaps and build supply chain capability across key sectors and occupations, use the Levy Transfer mechanism to increase productivity levels, revenues and prospects for business growth.

7. **Leadership and Management Training** - Improve the quality, coherence and subsequent roll-out of leadership and management training to cultivate a dynamic leadership culture that can help achieve the City's ambitions over the medium to long term.

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8. **Establish a better platform for residents, especially young people, to access accurate information on career opportunities akin to this model** **http://www.theworldofwork.co.uk** - This provides an opportunity to raise aspirations, help citizens to make better and informed decisions to achieve their career goals, and for the City to retain its talent.

9. **Support and encourage Southampton businesses to adopt the Investors in People Tool, Jumpstart** – This tool supports organisations to grow and develop, to generate better employee engagement, improve performance and to consolidate high standards of HR practices. Organisations such as the Hampshire Chamber of Commerce could assist. (https://www.investorsinpeople.com/jumpstart/)

10. **Southampton City Council to Lead by Example** – If the City Council is to champion the up-skilling of the Southampton workforce it needs to lead by example and ensure that appropriate training is provided to City Council employees, and Councillors, to ensure that the Council's workforce has the required mix of skills to succeed and make an enhanced economic impact over the long term.

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Part 2 – Growing the Tech Sector in Southampton

107. The introduction to this report identified that a number of industrial sectors will increase in size and importance during the fourth industrial revolution. A sector that is growing in the UK, and is forecast to continue to create jobs is the digital technology sector.

108. The 2018 Tech Nation report identified that the UK has 2.1 million digital tech jobs, and that employment rose 13.2% between 2014 and 2017 in the digital tech sector.[28]

109. As AI and new technology make a number of roles in the city obsolete the Panel considered how the tech sector in Southampton could be supported, and encouraged to grow, to increase the productivity of the city and create the jobs to replace those that will be displaced.

The Technology Sector in Southampton

110. Southampton was recently identified as a technology 'Super Cluster' in a report published by CBRE, the world's largest commercial real estate investment firm. The report, *EMEA Tech Cities: Opportunities in Technology Hotspots*[29]*,* identifies four separate categories of technology cluster based on a city's level, concentration and growth of tech sector employment.

111. Between 2010-16 high-tech employee numbers grew 25%, ranking Southampton individually fifth out of the 23 cities covered in the report. A particular focus on 'knowledge-intensive' employment over the same period also saw a greater increase, of 50%, putting Southampton in the top 3 cities.

Figure 7:

1. Thames Valley
2. Zurich
3. M3 Corridor
4. Prague
5. Southampton
6. Bristol
7. Rotterdam
8. Cambridge

SUPER CLUSTERS

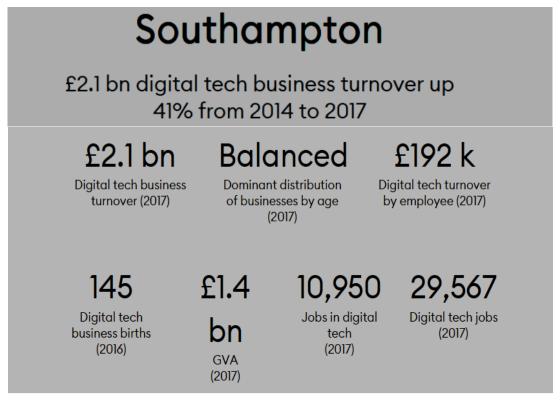Locations with High-Tech Employment > 50,000 but < 70,000 and Location Quotient > 1

112. The annual Tech Nation report provides an overview of the value and size of technology clusters in the UK. Whilst clusters do not directly correlate to

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[28] Tech Nation Report 2018, Connection and Collaboration: powering UK tech and driving the economy, Tech City UK, https://technation.io/insights/report-2018/jobs-and-skills/
[29] EMEA Tech Cities - Opportunities In Technology Hotspots, CBRE, September 2018

31

local authority boundaries the 2018 report identified the following about the Southampton tech sector cluster:

Figure 8:

Southampton

£2.1 bn digital tech business turnover up 41% from 2014 to 2017

£2.1 bn
Digital tech business turnover (2017)

Balanced
Dominant distribution of businesses by age (2017)

£192 k
Digital tech turnover by employee (2017)

145
Digital tech business births (2016)

£1.4 bn
GVA (2017)

10,950
Jobs in digital tech (2017)

29,567
Digital tech jobs (2017)

Source – Tech Nation 2018 report - https://technation.io/insights/report-2018/southampton/

- Digital tech jobs – includes all people working in digital tech occupations, irrespective of the industry. For example, a software developer working in a retail company.
- Jobs in digital tech – includes all people working in digital tech industries, including non-digital jobs. For example, an accountant working in a web development firm.

Catalysts for UK Digital Tech Growth and Innovation

113.   Whilst recognising that Southampton has a significant tech sector it is vital for the city that it continues to expand and develop to drive economic growth.

114.   The Tech Nation 2017 report recognises that nurturing and growing the technology sector requires the collaboration of a great many stakeholders, including start-ups, scale-ups, universities, investors, the Government, local governments and corporates but, following analysis of feedback from digital tech founders and community leaders, it has identified six key areas that could act as catalysts for growth in digital technology in the UK.[30]

115.   Three out of the six catalysts relate to skills and diversity and were referenced in Part 1 of this report. These are:

- Skilling up for digital business
- Gender diversity

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[30] Tech Nation 2017 report, Tech City UK, p41-42

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- Attract the best and brightest global talent

116. The remaining three catalysts that have been identified as important elements that can help to grow the technology sector are as follows:

- Access to finance, at every stage of growth
- Boost digital connectivity
- Physical spaces for company formation and growth

Access to finance at every stage of growth

117. In the Tech Nation 2017 report over 40% of digital tech founders or businesses reported that access to funding is a significant business challenge. The report recognises that although not every company needs venture capital or loans to fuel their growth, improving access to capital can make all the difference to international competitiveness, especially for high growth companies. The Tech UK report concludes that this could be achieved through:

- Nurturing and developing local angel networks
- Patient Capital (long-term capital)
- Harnessing the power of universities – UK universities can provide crucial access to funding and practical business support for their students and alumni.

Boost digital connectivity

118. The Tech UK survey identified that almost one third (30%) of founders and CEOs said digital infrastructure continues to present a challenge. Investment is essential if businesses are to thrive and grow. In the UK, fixed internet traffic is now set to double every two years[31], whilst mobile data traffic will increase at a rate of between 25% and 42% per year[32]. In order to meet this rising demand the Tech UK report recommends continuing to increase access to Ultra-Fast Fibre to the Premises (FTTP).
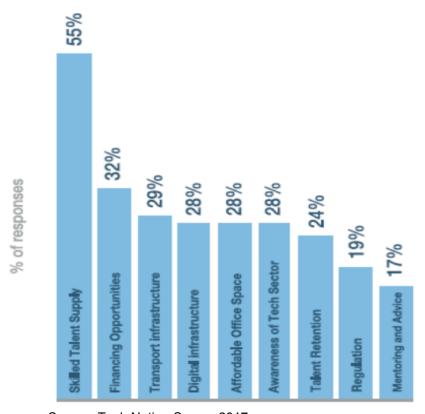
Physical spaces for company formation and growth

119. The Tech Nation 2017 survey identified that co-working spaces play a vital role in successful digital tech ecosystems. Almost three quarters (74%) of survey respondents who had used co-working spaces rated them as useful.

120. The 2017 Tech Nation survey identified the following growth challenges to the tech industry in Southampton when responses from the city's digital tech founders and digital community leaders were extrapolated:

- 57% - Financing Opportunities
- 35% - Limited Highly Skilled Workers

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[31] Fixed internet traffic worldwide: Forecasts and Analysis 2012 - 2018, Analysis Mason (2015).
[32] Mobile Data Strategy, Ofcom

33

- 35% - Poor Transport Infrastructure
- 29% - Limited Digital Infrastructure

121.   This compares to the national survey response identified below:

Figure 9: Key challenges faced by digital tech businesses

Source: Tech Nation Survey 2017

122.   In addition to the catalysts identified within the Tech Nation report, Sue Daley, Associate Director, Technology & Innovation at TechUK, the representative body for the UK tech sector, highlighted in her presentation to the Inquiry Panel the importance of a number of other ingredients for growing the tech sector in a city. These included the following:

- **Data** – This is the fuel for AI companies. Companies need open data to develop and test services.

- **Computer power** – Small tech organisations need access to high performance computing technology.

- **Leadership and vision**

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Catalysts for UK Digital Tech Growth and Innovation – How is Southampton performing?

123.   The Inquiry Panel met with key stakeholders to discuss the extent to which the aforementioned key ingredients to grow the tech sector were in existence in Southampton, and how effectively they were performing.

Access to finance at every stage of growth – Harnessing the power of universities

124.   Solent University and the University of Southampton have track records in supporting business start-ups and spin offs. Solent University are ranked 8th in the country for student start-ups. These are primarily tech businesses, some of which have gone on to be very successful.

125.   The University of Southampton supports a number of initiatives to support business start-ups. The SETsquared Partnership is, according to UBI Global, the global no. 1 university business incubator and enterprise partnership comprising five research-intensive universities: Bath, Bristol, Exeter, Southampton and Surrey.

126.   Southampton SETsquared is based on the University of Southampton Science Park. The Science Park contains 17 buildings, 100 companies, 1,000+ jobs, and contributes £500m economic value per annum. The Science Park is open to people that are not graduates of the University of Southampton but most are recruited from the University.

127.   Low failure rate of businesses supported through SETsquared (only 20-30 businesses a year) due to high level of support provided (business planning, management support, financing) and the selection process. SETsquared is a successful specialist and niche business incubator. However, they are being tasked by the Government to increase the number of companies that they work with and to deliver programmes with a wider capture.

128.   Companies that outgrow the Science Park are encouraged to remain part of the Science Park community and engage in the networks and support new start-ups. Businesses tend to stay in Southampton if they become established here. Southampton has a lower cost base than London and is a pleasant place to live.

129.   The University of Southampton has a number of programmes, aside from SETsquared, to support business start-ups. These include Future Worlds, a campus initiative to grow businesses and accelerate start-ups which has a network of mentors, investors and experts, and Z21, an initiative with the Solent LEP to accelerate University of Southampton web stat-ups towards investment and rapid growth.

Access to finance at every stage of growth – Nurturing and developing

130.   A number of organisations are available in Southampton to provide support to business start-ups. Creative Growth Southampton is a new business support initiative established to help grow and develop small creative

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industry businesses, including tech industries, in Southampton. It provides business advice, networking, mentoring and training.

131. The Solent LEP Growth Hub also provides business support. The Hub supports all businesses throughout the Solent region offering advice and signposting to businesses. Solent LEP Growth Hub clients can access support to:

- Finance and Funding
- Sales and Marketing
- Export, trading
- Research and Innovation

132. A new role has been established at the City Council (Economic Development Operations Manager) within the Growth Directorate to raise awareness of available funding and support to businesses, and to identify the gaps in support in Southampton.

Boosting digital connectivity

133. Two applications to Government for full fibre network funding have been unsuccessful. The digital infrastructure of the city needs improving to support economic growth. Businesses are not currently being put off from investing in Southampton because of poor connectivity but, as other cities begin to offer full fibre and 5G, there is concern that they may have a competitive advantage over Southampton.

134. A Digital Strategy for Southampton for 2018-2022 has been produced. Key measures of success include: Southampton is known for good connectivity; more businesses are attracted to the city; improved city centre fast Wi-Fi coverage, including free 5G rollout starts in 2020; and Increase in digital start-ups.

135. There is a general consensus that the objectives and actions within the strategy reflect good practice, with support for the external focus as it relates to growing the digital economy in Southampton, securing external investment in ultra-fast fibre, Wi-Fi and 5G connectivity, as well as improving digital skills.

136. Since the strategy was approved the focus has been on addressing internal digital and IT issues within the Council. When the Inquiry Panel discussed this little progress had been made improving connectivity in the city or, as discussed earlier in Part 1, advancing digital skills.

137. However, alternative mechanisms to deliver 5G and Full-Fibre (FTTP) are being explored and there have been a number of recent developments relating to connectivity in Southampton that should be welcomed.

138. The Economic Development team are working with a specialist infrastructure investor to enable the commercial roll-out of a full-fibre Gigabit network in Southampton. The deployment will begin later this year, to consumers (households) and businesses offering gigabit broadband speeds of up to

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1,000 Mbps.   The plan is to deploy the first fibre network to over 100k premises in Southampton for which funding has been secured. The project is fully funded through the National Digital Infrastructure Fund.

139.   In addition on 7 March 2019 Vodafone revealed that they intend to launch 5G in Southampton during 2019. The city is one of just 12 locations that will benefit from faster mobile data speeds and an ultra-responsive network.

Physical spaces for company formation and growth

140.   The Network co-working space is due to open in June 2019. The Council's £1.5m development on the second floor of the Marland's Centre will provide a new and cutting edge space, offering an environment that will support creative, digital and knowledge based entrepreneurs by providing a collaborative working environment. A management company will be appointed to curate the space at Network and support will be provided to businesses using the facility.

Figure 10: Artists impression of the Network co-working space in Southampton

141.   A flexible working space operated by Coffee Lab has also recently opened in Southampton.

142.   Plans are being developed for a new Central Business District in Southampton from the train station across to the waterfront. The ambition of the 'Mayflower Quarter' is to create the business environment of the future in Southampton with a mixture of business and residential opportunities.

143.   Proposals for a new creative space in the city utilising shipping containers have been proposed to add to the diversity of creative spaces in the city. Feedback provided identified that creative young people are drawn to different, interesting locations.

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Open Data / Computer power

144.   The Digital Strategy includes an objective to make more datasets available under open data standards. Open data is happening in other cities in the UK including Milton Keynes, London, Bristol and Leeds (working with the Open Data Institute).

145.   The Panel were informed that Southampton Connect (the overarching strategic partnership body in the city) and the University of Southampton's Web Science Institute have established a project called Connected Southampton, a 'Smart City' development project. The project will aim to deliver at least one research/delivery pilot that uses data and technology in a new way to help address societal challenges that are negatively impacting on Southampton. It is envisaged that the projects will also attract additional major funding into the city.

146.   The first work stream that Connected Southampton is undertaking is a Virtual Infrastructure project to establish the basic infrastructure of data sharing platforms in Southampton. This would take the form of a Data Trust, to enable an improved understanding of available data in the city and sharing of that data between trusted partners, in order to facilitate the use of shared data to address societal challenges.

147.   The initiative builds on the Industrial Strategy and AI Sector Deal. It is envisaged that Southampton can become a national demonstrator for how to use AI well and lead in the field.

Leadership and Vision

148.   Southampton has a significant tech sector and the Digital Strategy contains an appropriate vision for the city and the ambition to grow Southampton's economy by improving public digital infrastructure and showing digital leadership locally.

149.   Feedback from Dan Thomas, Founder and Director, MOOV2, a company recently acquired by EtchUK (also based in Southampton), and the Council's Economic Development Manager identified that, despite having key components for success and some great tech companies operating in pockets across Southampton, the city's tech sector is not achieving its full potential, and the sum is not greater than the individual components. There is also a view that neighbouring cities are perceived to be more vibrant and 'cooler' than Southampton, an important factor in attracting and retaining tech talent and start-ups.

> "neighbouring cities are perceived to be more vibrant and 'cooler' than Southampton" – Dan Thomas, ETCH

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150.   Leadership and vision from the city is required to overcome the following issues relating to Southampton's tech sector, identified at the Inquiry Panel meeting:

- Improve the image of the city (The City Council is working collaboratively with partners to develop a narrative to help celebrate and promote the city)

- Raise the profile of the tech sector in Southampton and promote tech events

- Encourage collaboration and networking

- Facilitate knowledge transfer and facilitation of ideas to enhance the scope for innovation

- City leaders and partners need to believe in Southampton as the city of opportunity where everyone thrives and to talk up the city and the assets that we have.

TechUK have offered to support Southampton in growing the tech sector in the city.

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SWOT Analysis – Southampton Tech Sector

151.   To identify where resources need to be focussed to support the growth of the tech sector in Southampton, the evidence presented to the Inquiry Panel has been incorporated into a basic SWOT analysis of the tech sector:

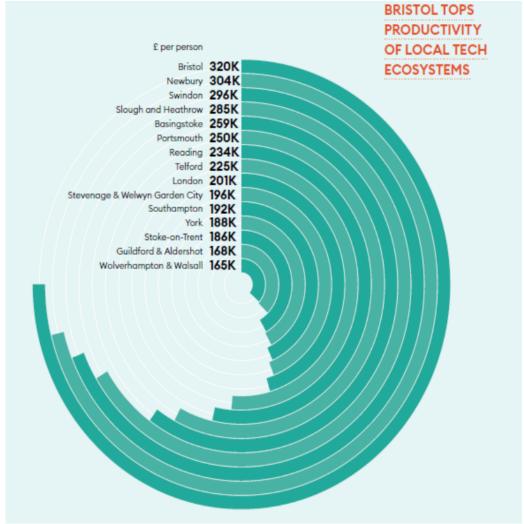| Strengths:	Weaknesses:
• Tech sector is already established and recognised as a 'Super Cluster'. • Great tech companies operating in pockets across the city. • Two universities that have track records in supporting business start-ups and spin offs. • Specialist creative industries business support organisation in Southampton. • Enhanced capacity in the Council to support business growth across the City. • The opening of Network co-working space • A Digital Strategy in place that includes appropriate objectives and ambition. • Willingness and foresight from city leaders (Southampton Connect) and academia (WSI) to collaborate to address city issues through the use of AI, and lead the field.	• Digital infrastructure and connectivity in Southampton • Perception that city is not cool or vibrant • Limited 'alternative' creative spaces to diversify offering and encourage sector development. • Awareness and profile of the tech sector in Southampton. • Other cities are ahead of Southampton in establishing open data hubs, developing 'smart cities' and the Internet of Things. • Lack of capacity and resource within the Council to lead Smart Cities approach in Southampton.
Opportunities:	**Threats:**
• Southampton Industrial Strategy Action Plan – Opportunity to showcase and raise profile of the sector through a cross-directorate/One Council approach. • City of Culture bid provides showcase for tech sector. • Proposals to boost FTTP & 5G connectivity • Network – Will encourage more networking and collaboration. • Central Business District – Opportunity to develop a bespoke quarter to bring together businesses and incubators to grow the creative sector in Southampton. • Building on the shipping container proposal encourage the development of alternative spaces for the sector to work from. • Southampton Connect's Smart City projects – Establishing a data trust; opportunity to use AI & innovation to solve societal challenges. • Maximise the contacts and influence that the Universities in Southampton have to champion Southampton, and the offer of support from TechUK.	• Open data - As other cities begin to offer open data, data hubs and progress smart city initiatives and the 'internet of things' there is concern that they may have a competitive advantage over Southampton. • If the perception of the vibrancy of Southampton is not addressed it could limit tech sector recruitment, retention and encourage businesses to relocate or start up elsewhere. • Long term funding for Creative Growth Southampton.

Examples of Good Practice outside Southampton

152.	Bristol is the UK's biggest digital hub outside of London and has the most productive local tech ecosystem as shown in Figure 11.[33] Bristol also came first in the 2017 Huawei UK Smart Cities Index 2017 and was the world's first 'open' city.[34]

Figure 11 – Productivity (£ per person), turnover by employee for the top 15 UK travel to work areas

Source: ONS Business Structure Database, 2017, cited in Tech Nation 2018 report

153.	A report published by the European Commission in January 2017 that highlights the actions that have been taken in the Bristol City Region to transform the digital landscape of the area was circulated to the Panel. The report identifies key roles played by local government, businesses and business incubators, universities and the Chamber of Commerce. https://ec.europa.eu/growth/tools-databases/dem/monitor/sites/default/files/DTM_Bristol%20v1.pdf

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[33] ONS Business Structure Database, 2017, referenced in Tech Nation 2018 report p25
[34] Huawei UK Smart Cities Index 2017

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154. Whilst recognising that a number of the approaches being employed in Bristol are being delivered or developed in Southampton the Panel identified a number of points of learning from the Bristol case study. These included:

- The strength of the partnership between the universities, local government and businesses

- The vision and foresight of the city leaders

- The ability of Bristol to promote the city effectively and to raise the profile of the tech sector and initiatives

- The initiatives to boost connectivity

- The commitment to making datasets available and the recognition of the value of the data held by Bristol and its potential to solve societal problems and grow the digital economy

- Bristol's Engine Shed (www.engine-shed.co.uk) - Housed in Brunel's original station, dating back to 1841 Engine Shed houses a number of 'Components' that together make a hub for activity where entrepreneurs, business leaders, academics, students, and corporates can collaborate, inspire, and be inspired, enable and be enabled. It showcases the strengths and innovations of the Bristol and Bath city region in an informative and inspiring way.

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Part 2 - Conclusions and Recommendations: Growing the tech sector in Southampton

155. A summary of the key evidence presented at each of the inquiry meetings is attached as Appendix 3. All of the reports, presentations and minutes from the inquiry meetings can be found here:

https://www.southampton.gov.uk/modernGov/ieListMeetings.aspx?CId=703&Year=0

156. **Conclusions**

- Southampton is a significant player within the UK tech sector and is ahead of a lot of cities in a number of key aspects. Key ingredients exist in the city for the tech sector to grow and become more prominent, vibrant, innovative and successful.

- Solent University and the University of Southampton have track records in supporting business start-ups and spin offs and outside of the universities organisations exist to support business start-ups in Southampton.

- The opening of the Network co-working space in the city will help to encourage innovation and collaboration and the proposed Central Business District development is an exciting opportunity to create the business environment of the future in Southampton.

- The partnership between Southampton Connect and the Web Sciences Institute to seek to address societal challenges through the application of AI and innovation is welcomed. Timely progress in developing a data trust and improving the virtual infrastructure will help Southampton establish itself amongst the leading cities in the practical use of AI and data.

- The Digital Strategy rightly includes, as a key success measure, that Southampton is known for good connectivity. The digital infrastructure needs to improve in Southampton. Improving connectivity and securing 5G / full-fibre must be a priority for Southampton to avoid it threatening economic growth.

- The perception that other neighbouring cities are more vibrant and cooler than Southampton could in time restrict the growth of the sector. More needs to be done to improve the image of the city; raise the profile of the tech sector and to better promote what Southampton has to offer as a 'City of Opportunity where everyone thrives.'

Recommendations

157. Reflecting the key findings and conclusions the following actions are recommended to support the growth of the tech sector in Southampton:

1. **Deliver the commitment in the Digital Strategy to secure external investment in ultra-fast fibre, Wifi and 5G connectivity**

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2. **Reflecting the heritage of the city create a 'Digital Shipyard' in the proposed Central Business District** – Bristol has its Engine Shed, building upon the success of the Southampton Science Park, Southampton could have a digital shipyard to showcase the strengths and innovation in Southampton. This could bring together businesses and incubators on one site acting as a hub of activity where entrepreneurs, academics, students, and corporates can collaborate, inspire, and be inspired.

3. **Actively encourage the development of 'alternative' spaces for the creative sector to work from** – Building on from the proposal to establish a creative space in shipping containers, encourage the utilisation of the interesting, quirky and amazing industrial locations that Southampton has to offer to increase the vitality of the sector.

4. **Tech in the City events** – In support of the development of a Southampton Industrial Strategy action plan, promote existing tech events and work with local tech businesses and TechUK to stage a number of events in the city showcasing the tech sector and raising the profile of the industry and the diverse range of career opportunities it supports.

5. **Embark on new, cross-sectoral partnerships to resolving societal problems using technological solutions** - There is a need to collectively support the ambition and intent behind the Connected Southampton initiative and do whatever needs to be done to make it a success. Through the Connected Southampton project there is an opportunity to bring the tech sector together, raise the profile and encourage clusters to develop by fully engaging with them to help achieve the ambition to address societal challenges through the application of AI and innovation.

6. **Seek to secure long term funding for Creative Growth Southampton**

7. **Improve the branding, promotion and packaging of Southampton** – Southampton has a lot to offer but feedback identified that it is not perceived by some members of the tech community to be a vibrant city in which talented, creative individuals want to start-up tech businesses. This perception needs to change. Southampton needs to learn lessons from cities such as Bristol and improve the narrative about what the city's tech sector has to offer, how the city is promoted and to raise the profile and status of the tech sector in Southampton.

8. **Utilise the assets and support available to grow the tech sector** – Among numerous assets Southampton has two excellent universities with extensive experience of successful business incubation; the world leading Web Science Institute; Set Squared; members of the tech community that want to help the sector flourish; as well as offers of support from the UK tech sector's representative body – TechUK. To deliver the ambitions in the Digital Strategy Southampton must utilise all its assets and offers of support to grow the tech sector and with it the economic prosperity of the city.

9. **Develop a clear offer to grow the Tech sector and a vision as to how technology can help to improve outcomes in Southampton** – The Council needs to have a clear 'offer' to develop the Tech sector and enable a 'smarter' approach, using technology, to improve wellbeing, quality of life

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and achieve sustained inclusive growth. The Council has a role to play here in facilitating a thematic approach to achieve its own priorities, such as its City of Culture and Cities of Learning ambitions, as well as strive for better sector convergence such as between design and manufacturing. The Council should also consider using fiscal measures to stimulate innovation and growth and the internal capacity needed to drive the Smart/Future City agenda.

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<u>Appendices</u>

Appendix 1 –Inquiry Terms of Reference

Appendix 2 – Inquiry Plan

Appendix 3 – Summary of Key Evidence

Appendix 4 – Examples of stable, new and redundant roles, all industries

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Appendix 1 – Terms of Reference

**The Future of Work in Southampton
Terms of Reference and Draft Inquiry Plan**

1. Scrutiny Panel membership:

    a. Councillor McEwing
    b. Councillor Bogle
    c. Councillor Coombs
    d. Councillor Fitzhenry
    e. Councillor Furnell
    f. Councillor Guthrie
    g. Councillor Laurent

2. Purpose:

To consider how Southampton can maximise the opportunities created by artificial intelligence, automation and technological changes whilst seeking to mitigate the potential disruption to the labour market.

2. Background:

- Artificial intelligence (AI), robotics and other forms of 'smart automation' are advancing at a rapid pace and have the potential to bring great benefits to the economy.
- It has been estimated that UK GDP will be up to 10.3% higher in 2030 as a result of AI – the equivalent of an additional £232bn – making it one of the biggest commercial opportunities in today's economy.
- New automation technologies in areas like AI and robotics will also create some totally new jobs in the digital technology area and, through productivity gains, will support additional jobs, primarily in services sectors that are less easy to automate.
- However, smart automation could also produce a lot of disruption, not least to the jobs market. Analysis suggests that up to 30% of UK jobs could potentially be at high risk of automation by the early 2030s.
- The risks appear highest in sectors such as transportation and storage (56%), manufacturing (46%) and wholesale and retail (44%), but lower in sectors like health and social work (17%). Analysis identifies that 21.9% of jobs in Southampton are in occupations that are very likely to decline by 2030.

3. Objectives:

    a. To develop understanding of the potential opportunities and risks to the Southampton economy generated by smart automation.
    b. To consider the existing plans and proposals in place to maximise the opportunities and mitigate the risks in Southampton.
    c. To identify what is being done elsewhere to prepare economies for the impact of smart automation.

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> d. To identify what initiatives could be introduced in Southampton to upgrade the skills mix of the workforce, support digital sectors that can generate new jobs, target new opportunities and seek to ensure that the benefits of this technological revolution are felt by all across the city.

4. **Methodology:**

    a. Undertake desktop research
    b. Seek stakeholder views
    c. Identify best practice
    d. Seek views of experts

5. **Proposed Timetable:**

Six meetings between September 2018 and March 2019.

6. **Draft Inquiry Plan** (subject to the availability of speakers)

Meeting 1: 20 September 2018

- Introduction, context and background
    - What is meant by Artificial Intelligence and the term Fourth Industrial Revolution?
    - What impact will Artificial intelligence (AI), robotics and other forms of 'smart automation' have on UK jobs and society?
    - What are the potential opportunities that will be created by the growth of AI, robotics and other forms of 'smart automation'?
    - What could the impact of AI, robotics and other forms of 'smart automation' be on Southampton?

To be invited:

- Cllr Hammond, Leader of the Council - SCC
- Andrew Carter, Chief Executive – Centre for Cities

Meeting 2: 18 October 2018

- The national, regional and Southampton policy framework supporting the growth of the AI and data driven economy
    - National Industrial Strategy – Grand Challenge
    - The role and contribution of the Solent Local Enterprise Partnership
    - The Southampton approach

To be invited:

- Tom Barnett, Chair of the University of Southampton's Web Science Institute Advisory Board
- Anne-Marie Mountifield, Chief Executive – Solent Local Enterprise Partnership
- Denise Edghill, Interim Service Director – Growth, Southampton City Council

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- Felicity Ridgway, Service Lead – Policy, Partnerships and Strategic Planning, Southampton City Council

22 November 2018   Site visit – Network Co-working space

Meeting 3: 20 December 2018

- Education, skills and re-training – Ensuring that the Southampton workforce has the required skills to stay ahead of the robots

To be invited:

- Professor Dame Wendy Hall, Professor of Computer Science in Electronics and Computer Science and a Director of the Web Science Institute - University of Southampton
- Councillor Paffey, Cabinet Member for Aspiration, Schools and Lifelong Learning - SCC
- Geoff Glover, Associate Lecturer, Southampton Solent University, Chair of the emerging Southampton Education Quarter Forum
- Sarah Stannard, Principal and Chief Executive – City College Southampton
- Denise Edghill, Interim Service Director – Growth, Southampton City Council

Meeting 4: 17 January 2019

- What is required for Southampton to become a centre for AI, robotics and smart automation?

To be invited:

- Sue Daley, Tech UK, Association representing UK technology companies
- Tom Frame, Group Managing Director of Etch
- University of Southampton – Research & Innovation
- Solent University – Research and Innovation
- Denise Edghill, Interim Service Director – Growth, Southampton City Council

Meeting 5: 7th February 2019

- Innovation and best practice – What can Southampton learn from other cities?

To be invited:

- TBD

Meeting 6: 21 March 2019

- Panel to agree a final report

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Appendix 2 - Inquiry Plan

DATE	MEETING THEME	TOPIC DETAIL	EVIDENCE PROVIDED BY
20/09/18	**Agree Terms of Reference and introduction to the inquiry**	Introduction, context and background to the issues.	• Cllr Hammond, Leader of the Council - SCC • Andrew Carter, Chief Executive – Centre for Cities
18/10/18	**The national, regional and Southampton policy framework supporting the growth of the AI and data driven economy**	National Industrial Strategy – Grand Challenge The role and contribution of the Solent Local Enterprise Partnership Southampton approach	• Tom Barnett, Chair of the University of Southampton's Web Science Institute Advisory Board • Anne-Marie Mountifield, Chief Executive – Solent Local Enterprise Partnership • Denise Edghill, Service Director – Growth, Southampton City Council • Felicity Ridgway, Service Lead – Policy, Partnerships and Strategic Planning, Southampton City Council
22/11/18	**Visit to the Network**		
20/12/18	**Education, skills and re-training**	Ensuring that the Southampton workforce has the required skills to stay ahead of the robots	• Professor Dame Wendy Hall, Professor of Computer Science in Electronics and Computer Science and a Director of the Web Science Institute - University of Southampton • Councillor Paffey, Cabinet Member for Aspiration, Schools and Lifelong Learning - SCC • Geoff Glover, Associate Lecturer, Southampton Solent University, Chair of the emerging Southampton Education Quarter Forum • Sarah Stannard, Principal and Chief Executive – City College Southampton • Denise Edghill, Service Director – Growth, Southampton City Council

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DATE	MEETING THEME	TOPIC DETAIL	EVIDENCE PROVIDED BY
			• Sajid Butt, Strategic Skills Manager, Southampton City Council
17/01/19	**What is required for Southampton to become a centre for AI, robotics and smart automation?**	Access to finance at every stage of growth. Boost digital connectivity Physical spaces for company formation and growth	• Catherine Lee – Director of Research, Innovation & Enterprise, Solent University • David Bream - Director, Southampton SETsquared, University of Southampton • Sue Daley – Head of Programme Cloud, Data, Analytics and AI for TechUK – the trade association representing UK technology • Dan Thomas – Founder and Director of MOOV 2, digital specialists based in Southampton that was recently acquired by EtchUK • Denise Edghill – Service Director for Growth, SCC. • Jeff Walters – Economic Development Manager, SCC • Matthew Hill – Economic Development Operations Manager, SCC • Sajid Butt – Strategic Skills Manager, SCC
07/02/19	**Innovation and Best Practice**	What can Southampton learn from other cities?	• Denise Edghill – Service Director for Growth, SCC. • Jeff Walters – Economic Development Manager, SCC • Sajid Butt – Strategic Skills Manager, SCC
21/03/19	**Agree final report**	Approve report for submission to OSMC	

The minutes for each meeting, the evidence submitted to the Scrutiny Inquiry Panel and presentations delivered at each meeting is available at: -
https://www.southampton.gov.uk/modernGov/ieListMeetings.aspx?CId=703&Year=0

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Appendix 3 – Summary of Key Evidence

<u>**Inquiry Meeting – 20 September 2018**</u>

Introduction to the inquiry, context and background

Summary of information provided:

The Leader, Southampton City Council – Councillor Hammond

- Welcomed the inquiry. Now is the time to build the foundations that help to prepare the city for the changes that are going to happen.
- In 10-15 years the economy will be unrecognisable. There will be significant socio-economic disruptions. In particular threats to retail and hospitality industries, both of which are strong in the city, will present challenges to Southampton, however, opportunities will be forthcoming.
- Recently published CBRE research places Southampton in the top 5 'Super Clusters' for Tech Cities. Southampton can be a global player in AI and new technologies.
- SCC is taking steps to raise awareness of future opportunities by hosting a Get-Inspired event at the Guildhall in November and, to encourage start up's to remain and grow in Southampton, is investing resources in 'network', a co-working space for creative, digital and knowledge based businesses at the Marlands.
- There is evidently a need to challenge existing thinking around education and learning. If we are to compete globally and to 'future proof' the city lifelong learning needs to be the norm in Southampton.

The Future of Work in Southampton – Andrew Carter, Chief Executive, Centre for Cities

- A presentation (item 8 – Additional Documents) was delivered by Andrew Carter introducing the findings from the Cities Outlook 2018 report that included in depth analysis on the future of work.
- In addition to the points raised in the presentation, Andrew raised the following key points:
  - Skills are one of the most important factors in determining economic outcomes for both individuals and for productivity and are fundamental to people's ability to adapt to the changing world of work. The cities with highly skilled and qualified employees will be able to respond more effectively to the opportunities for economic growth and prosperity that the technological revolution will bring.
  - To support the growth in high skilled private sector occupations there will be a greater need for analytical and interpersonal skills in the future workforce of a city.
  - The importance of early year's education; good schooling; and extra curriculum activity was emphasised.
  - In a rapidly changing work environment the need for people to continue to learn and re-train throughout their life is increasingly important. In

work training has declined across the UK by an average of 15% between 2004 and 2017. In Southampton a 12% reduction was recorded. The exception was Bristol that saw a 20% increase.
- o Opportunity for the City Council to lead by example regarding lifelong learning.
- o To improve education and training outcome cities should establish skills compacts to promote collective responsibility and action for improving education and training:
1. Ensure better coordination among organisations
2. Share knowledge and best practice
3. Raise awareness of existing initiatives
4. Set measurable targets and measure progress
   - o Other factors such as the cultural offering, attractiveness of the city centre as well as access to appropriate workforce skills contribute to the economic success of an area and will impact on the ability of a city to see growth in new areas.
   - o Places need to exploit sector strengths but there is a need to ensure that a local economy does not become over reliant on a few sectors.
   - o Having economic development and skills together in the same division at the City Council puts Southampton at an advantage.

Conclusions from meeting:
- Artificial intelligence (AI), robotics and other forms of 'smart automation' are advancing at a rapid pace and have the potential to bring great benefits to the economy. The changes will however produce significant disruption, not least to the jobs market.
- Southampton is in a strong position to take advantage of the opportunities that the global and technological changes will bring but the foundations that are needed to prepare the city for the changes need to be developed now.
- The future success of cities will be determined by, amongst other things, the education and skills of the workforce; a commitment to lifelong learning; opportunities for businesses to develop and grow.

Inquiry Meeting – 18th October 2018

The national, regional and Southampton policy framework supporting the growth of the AI and data driven economy.

Summary of information provided:

Interim Service Director for Growth, Southampton City Council – Denise Edghill

- Informed the Panel that the Industrial Strategy had received widespread support from across business, local government, trade bodies and academia since its publication in November 2017.

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- The strategy sets out proposals to boost productivity by backing businesses to create good jobs and increase the earning power of people throughout the UK with investment in skills, industries and infrastructure.
- Outlined the determination across the city to take advantage of the opportunities presented through the AI Grand Challenge and the connections through the Web Science Institute to Government.

Chief Executive of Solent Local Enterprise Partnership - Anne-Marie Mountifield

- Outlined how the Solent LEP is planning to deliver locally the objectives outlined in the national Industrial Strategy.
- Recognised that, despite the assets in the region, productivity in the Solent area is below the national and regional average (- 8%) and the skills profile of the population needs to improve if the area is to take full advantage of the forthcoming opportunities and the growth potential in the region.
- Skills and connectivity are big challenges in the Solent area.
- The Solent LEP has invested significant resources to help unlock transformational growth in the region, invest in start-up businesses and bring industry together with skills. Including the Careers Enterprise Advisory Network where advisors are linked to each secondary school helping to build bridges with industry.
- Solent LEP is working with the Web Science Institute and other areas within the University of Southampton to look at opportunities to work in different, creative ways and equipping individuals to embrace new ways of working.
- Government has tasked LEP's to develop Local Industrial Strategies that align with UK priorities. Government will aim to agree all places' Local Industrial Strategies in England by early 2020.
- Agreeing a Local Industrial Strategy with Government will be a necessary condition for Local Enterprise Partnerships to draw down any future local growth funding.
- Opportunity for this inquiry to help inform the Solent Industrial Strategy.

Chair of the University of Southampton's Web Science Institute Advisory Board – Tom Barnett & Service Lead for Policy, Partnerships and Strategic Planning in Southampton City Council – Felicity Ridgway

- Provided an explanation of the new inter-disciplinary academic field of Web Science. Web Science studies the interaction between technology and human behaviour. The University of Southampton's Web Science Institute is a leading centre in the field of Web Sciences.
- Tom has helped to establish a fund with the Solent LEP and the University of Southampton called Z21. The mission of the fund is to accelerate University of Southampton Web startups towards investment and rapid growth and create high-tech jobs in the Solent region.
- Felicity and Tom provided the Panel with an oversight of an innovative 'Smart City' development project between Southampton Connect and the Web Science Institute of the University of Southampton.

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- Details of the collaborative project can be found here (Southampton Connect and WSI collaboration):
  http://www.southampton.gov.uk/modernGov/ieListDocuments.aspx?CId=703&MId=4004&Ver=4
- The £100k fund is to be used as leverage to attract additional funding. The concept is based on the opportunity to utilise data held across the city to help address some of the problems and challenges in Southampton.
- The first challenge that they are looking to address relates to Virtual Infrastructure.

Conclusions from meeting:
- The Government's Industrial Strategy is well supported and sets out a clear national policy framework.
- The Solent LEP will be developing a Solent Industrial Strategy. There is an opportunity for the inquiry to help inform the Solent Industrial Strategy.
- Through the Web Science Institute (WSI), the assets in the city and the collaboration between Southampton Connect and the WSI, Southampton is in a strong position to take advantage of the opportunities outlined in the AI challenge within the Industrial Strategy.

Inquiry Meeting – 20th December 2018

- The steps that are being undertaken to secure the right skills to drive the data driven economy in Southampton, and;
- How the Southampton workforce can acquire the required skills to stay ahead of the robots.

Summary of information provided:

Professor Dame Wendy Hall - Regius Professor of Computer Science at the University of Southampton, Executive Director of the Web Science Institute and Skills Champion for AI in the UK

Securing the right skills to drive the data driven economy in Southampton

- The UK is strong in AI and has a remarkable legacy. The Government's AI sector deal is ambitious and world leading.
- The University of Southampton is strong in AI and technology and is a member of the Turing Institute.
- UK and Southampton need more people with STEM skills, especially females, as the new jobs created will require skills in science and technology. The more skills and the higher the skills the better.
- The city needs a pipeline of people studying for science and technology degrees and a pipeline to PhD's. There also needs to be opportunities for people to retrain and move into this field of work.
- The University of Southampton hosts a Web Sciences Centre for Doctoral Training funded by the UK Research Council. A bid by the University to become an Artificial Intelligence Centre for Doctoral Training is being

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evaluated. These initiatives are in addition to the various PHD's and research opportunities, in relevant disciplines to grow the tech industry, supported by the University.

- On-line learning can be an integral element of the skills jigsaw, helping to increasing diversity of learners. The Southampton Data Science Academy, part of the Web Science Institute, was established to bridge the data skills gap and delivers a number of accredited on-line modular courses in data science. More can be done in Southampton to provide effective on line education to develop tech skills.
- Every country and university wants the top AI researchers. Keeping people in the UK is difficult because in the USA investment funding is easier to access and salaries can be significantly higher.
- To attract top talent the city needs to be open to people from across the globe coming to learn in Southampton and being supported to stay and grow here. We also need to recognise that there are opportunities to become a talent magnet and a developer of talent and accept that some talent will leak out of the system, possibly to return later. We need to create an environment that supports this.
- More needs to be done to ensure quality teaching of computer skills takes place at school. The Government is providing funding to create a National Centre for Computing Education to train teachers - https://teachcomputing.org/

How the Southampton workforce can acquire the required skills to stay ahead of the robots?

Cllr Darren Paffey – Cabinet Member for Aspiration, Skills and Lifelong Learning; Geoff Glover – Associate Lecturer, Southampton Solent University, Chair of the emerging Southampton Education Quarter Forum; Sarah Stannard – Principal and Chief Executive, City College Southampton and Chair of the Southampton Careers Inspiration Group; Denise Edghill - Interim Service Director for Growth, Southampton City Council; Sajid Butt – Strategic Skills Manager, Southampton City Council

- Moving forward there is a need for everyone to be digitally literate and have social skills.
- In Southampton there is a skills mismatch between where we are now and where we need to be. There has never been a worse time to not have the required skills.

Skills - Young People
- We need to make 'invisible' jobs visible. Too many young people in Southampton do not see the range of opportunities available. We need them to have experiences of work as early as possible to raise aspirations.
- The Southampton Careers Inspiration Group, with EBP South (Education, Business Partnership South) run an event annually called 'Get Inspired'. Employers show children a range of new opportunities that are available. 1200 pupils from Southampton schools attended this year's event with all but 1 school in the city attending.

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- The new Careers Strategy is immensely helpful and it is welcome news that the Solent has been selected for Careers Hub funding (One of 20 areas in the country – funding comes through the LEP) to help transform careers education and improve links between schools and business.
- Encouraging signs that the change in leadership at Ofsted might change the culture of 'teach to test' in UK schools, hopefully embracing a more holistic education with more emphasis on soft skills, learning and careers advice.
- T-Levels – Designed to create parity of esteem between academic and vocational education, Technical Levels are due to commence in 2020. Part of the course will include industrial placements.
- The Southern Universities Network (SUN) is a collaborative partnership comprising HE providers in Hampshire, Dorset and the Isle of Wight. The SUN provides outreach activities for schools and colleges. The SUN has been tasked with increasing HE participation in over 70 wards, working with 101 schools and all further education (FE) colleges in the region. As directed in Office for Students' guidance, work will be focused on young people in Years 9 – 13 and their 'key influencers'. A number of these key wards are in Southampton.
- It is predicted that, within 20 years, 90% of all jobs will require some element of digital skills. (DCMS 2017 – UK Digital Strategy). Effective digital skills training is essential to ensure that the Southampton workforce is prepared for future technological changes.
- Reflecting initiatives in London (Digital Talent Programme), Bristol (Young Future Bristol) and the West Midlands (Digital Skills Partnership), the Institute of Coding have been invited to Southampton to see how we can work together to enhance coding skills in the city.

A Learning Culture
- Around 90% of the current workforce will be working in 10 years' time (Solent LEP). The skills profile of the Solent, including Southampton, needs to improve. There is a need to inspire the community to learn and re-learn continuously throughout a working life.
- Funding for formal adult education has diminished. City College used to have 12,000 adult education students annually, there are now 3,000 adult learners. The Council delivers support to 3,500 adult learners, this used to be 5,000.
- However, significant levels of funding still being spent on training in the city but this is less likely to be undertaken through formal channels in a classroom. More training is online. This can result in duplication and less co-ordination of training activity across the city. Co-operation between the education and training providers and corporate Southampton could help increase the quality, diversity and accessibility of learning opportunities in the city.
- After a successful funding bid Southampton City Council will be delivering, on behalf of the Solent region, an Apprenticeship Hub. Plans include making it easier for SMEs to engage with the Apprenticeship Levy, and potentially work with business to pool the 10% share of the Levy that Levy paying firms can share with other businesses to deliver a collective skills offer to the city.

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- There was recognition that the skills landscape is complicated for employers. The Council can play a key role in supporting local organisations to get the training they require.
- Southampton Education Quarter – This is work in progress but the concept is that this will be a physical area that inspires people to want to develop skills. The Council is engaging with Solent University, University of Southampton and City College to develop the vision. It is recognised that there are examples of good practice nationally and internationally but that a different approach, tailored to the resources and needs of the city, may be required to improve the culture of learning in Southampton.
- There was recognition that leadership skills were of paramount importance and that the City Council could set an example by ensuring suitable training is provided to staff and elected members.

Conclusions from meeting:
- To ensure that a significant number of residents are not left behind by the technological revolution Southampton needs to re-skill and up-skill its workforce, and improve outcomes for young people coming through the education system.
- Southampton has significant strengths and assets to work with and collaboration is encouraging. Closer collaboration between education, training and business could help align the skills of residents with the needs of Solent businesses now and in the future.
- The young people of Southampton need to be equipped with digital skills today to make sure they are not excluded from accessing the growing future jobs market in the region's digital and high tech sector.
- There is a need to simplify the skills landscape for employers in Southampton and utilise the resources available as effectively as possible.
- Interest were expressed in a 'Leadership Academy in Southampton'.
- The Council can show leadership by ensuring that it leads by example in providing training opportunities for staff and councillors.
- Opportunity to extend the mentoring scheme for Looked After Children in Southampton to support young learners.
- Maximise the contacts and influence that the Universities in Southampton have to champion Southampton. The Web Science Institute is an asset and Professor Dame Wendy Hall is the Skills Champion for AI in the UK.

Inquiry Meeting – 17th January 2019

- How can Southampton benefit from the rapidly expanding technology sector and become a centre for AI, robotics, smart automation, and the digital economy.

Summary of information provided:

1. **Catalysts for UK Digital Tech Growth and Innovation – Harnessing the power of universities, nurturing and developing**

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Catherine Lee - Director of Research, Innovation & Enterprise, Southampton Solent University

- Solent University are ranked 8th in the country for student start-ups. These are primarily tech business, some of which have gone on to be very successful.
- Starting up a business is easier than growing the business. We find that students either lack the technical or business skills required.
- Students get support from Solent, including funding, but many need more support than can be provided by the University alone.
- Students would value an informal, dynamic venue that could act as a one-stop shop for tech support, business advice and funding bringing together business, university and skills.

David Bream - Director, Southampton SETsquared, University of Southampton

- The SETsquared Partnership is the global no. 1 business incubator and enterprise partnership comprising five research-intensive universities: Bath, Bristol, Exeter, Southampton and Surrey.
- Southampton SETsquared site is centred on the University of Southampton Science Park – 17 buildings, 100 companies, 1,000+ jobs, £500m economic value per annum.
- Innovation happens in clusters or themes. Clusters can be supported to develop. At the Science Park a cluster is developing around orthopaedic medicine.
- The Science Park is open to people that are not graduates of the University of Southampton but most are recruited from the University.
- Low failure rate of businesses supported through SETsquared (only 20-30 businesses a year) due to high level of support provided (business planning, management support, financing) and the selection process. SETsquared is a successful specialist and niche business incubator. However, they are being tasked by the Government to increase the number of companies that they work with and to deliver programmes with a wider capture.
- Companies that outgrow the Science Park are encouraged to remain part of the Science Park community and engage in the networks and support new start-ups.
- Businesses tend to stay in Southampton if they become established here. Southampton has a lower cost base than London and is a pleasant place to live.
- The University of Southampton has a number of programmes, aside from SETsquared, to support business start-ups. These include Future Worlds, a campus initiative to grow businesses and accelerate start-ups which has a network of mentors, investors and experts, and Z21, an initiative to accelerate University of Southampton web stat-ups towards investment and rapid growth.

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- The Science Park has ultra-fast broadband but there is a general need to invest in the broadband infrastructure in the city.
- Catherine Lee and David Bream sit on the Solent LEP Innovation Panel

Denise Edghill - Interim Director for Growth, Southampton City Council

- A number of organisations are available in Southampton to provide support to business start-ups. Creative Growth Southampton is a new business support initiative established to help grow and develop small creative industry businesses in Southampton. It provides business advice, networking, mentoring and training - www.creativegrowthsouthampton.co.uk
- The Solent LEP Growth Hub also provides business support www.solentgrowthhub.co.uk
- The Council's role is to access available funds and to support local organisations take advantage of the funding streams and raise awareness of the opportunities.
- A new role has been established (Economic Development Operations Manager) within the Council's Growth service to make people aware of what is on offer and what the gaps are to support economic development in Southampton.

2. **Catalysts for UK Digital Tech Growth and Innovation – Boosting digital connectivity**

Sue Daley - Associate Director, Technology & Innovation, TechUK - the representative body for the UK tech sector

- Key ingredients for growing the tech sector in a city are:
    - Leadership and vision
    - Connectivity – Superfast broadband, 5G
    - Collaboration between business and academia
    - Data – Data is the fuel for AI companies. Companies need open data. Open data is happening in Milton Keynes, London and Leeds (working with the Open Data Institute)
    - Computer Power – Small organisations need to access high performance computing technology
    - Cyber Security
    - People – Access to skills and talent
- Tech UK are happy to help Southampton develop the tech sector, particularly to support open data initiatives.

Denise Edghill - Interim Director for Growth, Southampton City Council

- Two applications to Government for full fibre network funding have been unsuccessful. We are exploring alternative mechanisms to deliver 5G.
- Southampton Connect is working on establishing a data trust.

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- Connected Southampton, the project between Southampton Connect and the Web Science Institute of the University of Southampton, has commenced a Virtual Infrastructure project to provide organisations, particularly smaller ones that cannot afford to build their own physical infrastructure, access to enterprise-grade technology such as servers and applications.
- Dr Deborah Smart, Service Lead for Digital and Strategic IT will be in attendance at the 7 February meeting of the Inquiry Panel to provide additional detail on the Council's Digital Strategy and proposed actions.

3. Catalysts for UK Digital Tech Growth and Innovation – Physical spaces for company formation and growth

Denise Edghill - Interim Director for Growth, Southampton City Council

- The Network co-working space is due to open shortly. The Council's £1.3m development will provide a new and cutting edge space, offering an environment that will support creative, digital and knowledge based entrepreneurs by providing a collaborative working environment. The Council will be curating the space at Network and support will be provided to businesses using the facility. It is a skilled job to run Network and work effectively to support the businesses.
- Coffee Lab is also opening a co-working facility in Southampton.
- Plans are being developed for a new Central Business District in Southampton from the train station across to the waterfront. Looking to create the business environment of the future in Southampton with a mixture of business and residential opportunities.
- Proposals for a new creative hub in the city utilising shipping containers to add to the diversity of creative spaces in the city.

A perspective from a Director of a creative industry business in Southampton

Dan Thomas – Founder and Director, MOOV2, a company recently acquired by EtchUK (also based in Southampton)

- There are lots of capable people in Southampton but awareness of the tech sector and celebration of the sectors achievements are limited.
- Feeling that neighbouring cities such as Bristol, Brighton and Bournemouth are more dynamic than Southampton and are perceived as being more vibrant and cooler.
- Limited support for events that are happening to promote the sector in Southampton – MOOV2 have been running HackSoton (www.hacksoton.com) for 6 years to raise profile of opportunities within the sector. Help with awareness and communications would be appreciated.
- More collaboration, networking, co-ordination and events would help to raise profile, awareness and vitality of the sector. Need the city to shout about what we have.
- Bournemouth, Guildford and Portsmouth have digital weeks to bring people from the sector together, to network and to celebrate. This would be a valued

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initiative in Southampton and could help to change the perception of Southampton.

- MOOV2 applied for and received 'Bridge the Gap' funding from the Solent LEP. Whilst the funding was welcome the process was time consuming and risk averse.

Denise Edghill - Interim Director for Growth, SCC; Jeff Walters – Service Manager, Economic Development, SCC; Matthew Hill – Economic Development Operations Manager, SCC; Sajid Butt – Strategic Skills Manager, SCC

- The City Council is working collaboratively with partners to develop a narrative to celebrate and promote the city.
- Recognition that there are a number of examples of innovative and vibrant businesses operating within the tech sector in Southampton. Great stuff is operating in pockets across the city.
- There is a need to showcase the tech sector in the city through a series of events to generate a critical mass of ideas.
- Potential to use the City of Culture bid as a catalyst to harness the strengths of the sector and to develop the USP of the city.
- Opportunity to build on the strengths of the city in maritime and marine and geo-spatial with Ordnance Survey based in Southampton.

Suggested initiatives to grow the tech sector in Southampton – Good practice

- Sheffield's iForge makerspace (www.iforgesheffield.org)
- Bristol's strategic approach and ability to talk up the city
- Bristol's Engine Shed (www.engine-shed.co.uk) - Housed in Brunel's original station, dating back to 1841 Engine Shed houses a number of 'Components' that together make a hub for activity where entrepreneurs, business leaders, academics, students, and corporates can collaborate, inspire, and be inspired, enable and be enabled. It showcases the strengths and innovations of the Bristol and Bath city region in an informative and inspiring way.
- Whilst recognising the contribution Southampton Science Park makes to Southampton there is the potential to create a digital shipyard (mirroring some of the Engine Shed principles) in Southampton as part of the CBD development to bring together businesses and incubators.
- Look to develop alternative spaces (shipping container proposal is interesting) as young creative people are drawn to different locations. Southampton has amazing locations for new tech companies such as the Mill in the docks and Itchen Riverside.
- A way to bring the sector together, raise profile, encourage clusters to develop, and encourage innovation is to coalesce around a problem that needs to be solved in the city. The use of AI and innovation to solve public sector problems could benefit the economy and the city.
- Improve branding, packaging and make it happen.

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> **Conclusions from meeting:**
> - Southampton is a significant player within the UK tech sector.
> - Solent University and the University of Southampton have track records in supporting business start-ups and spin offs.
> - Outside of the universities organisations already exist to support business start-ups in Southampton. Creative Growth Southampton exists specifically to support the growth of the creative industry.
> - The key ingredients exist in the city for the tech sector to be more prominent, vibrant, innovative and successful in Southampton.
> - The digital infrastructure needs to improve and the open data and virtual infrastructure projects are promising but need to make progress.
> - The opening of the co-working spaces in the city will help to encourage innovation and collaboration and the proposed Central Business District development is an exciting opportunity to create the business environment of the future in Southampton.
> - More needs to be done to help the sum be bigger than the individual components of the Southampton tech sector. There is a need to showcase the tech sector.
> - Tech UK are willing to support Southampton grow its tech sector.

Inquiry Meeting – 7th February 2019

- Innovation and Best Practice

Summary of information provided:

Dr Deborah Smart – Service Lead, Digital and IT, Southampton City Council
Jeff Walters – Economic Development Manager, Southampton City Council

- A Digital Strategy for Southampton for 2018-2022 has been produced. There is a general consensus that the objectives and actions within the strategy reflect good practice, with support for the external focus as it relates to growing the digital economy in Southampton and improving digital skills.
- Since the strategy was approved the focus has been on addressing internal digital and IT issues within the Council. Little progress has been made improving connectivity in the city or advancing digital skills.
- A bid to Government for funding for 5G / Full Fibre was unsuccessful.
- The digital infrastructure of the city needs improving to support economic growth. We are not seeing businesses being put off from investing in Southampton because of poor connectivity but, as other cities begin to offer full fibre and 5G, there is concern that they may have a competitive advantage over Southampton.
- Improving digital infrastructure and connectivity needs to be a priority for the city. External funding will be required to deliver this.

Good practice – Bristol Learning City

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Mark Pirnie, Scrutiny Manager, spoke with Tommy Jarvis – Education Partnership and Programme Manager at Bristol Learning City, about the progress being made in Bristol to create a learning culture.

- Bristol became a UNESCO Learning City in 2016. As a learning city, Bristol is championing learning as a way to transform lives, communities, organizations and the city, with an ambitious vision of a future where:
    - All individuals and communities are proud to learn throughout their lives
    - Every organization has a committed, skilled and diverse workforce; and
    - The city's success is shared by all.
- The presentation from the Chief Executive of the Centre for Cities identified that Bristol had bucked the UK trend with regards to in work training (20% increase in in-work training from 20014 to 2017).
- The focus in Bristol used to be on encouraging entrepreneurialism but now the focus is on raising standards in schools and improvement education outcomes - Bristol has seen one of the strongest improvements in school exam results in England and has a high proportion of qualified residents.
- A learning festival is being planned to celebrate lifelong learning.
- Work experience - Bristol Works is a collaboration between employers, learning providers and local communities to develop a skilled local workforce. Their aim is to offer bespoke experience of work programmes created with schools, based on the needs of young people - www.bristol.works/
- The Future Bright initiative, funded through the West of England Combined Authority seeks to help people who are in work and in-receipt of in-work benefits improve their skills - www.westofengland-ca.gov.uk/future-bright/
- However, Bristol remains a city where many citizens who do not share in the city's success. There are significant challenges for the city in terms of health, education and employment. The north and centre of Bristol remain more affluent than the south.
- Bristol Learning City offered to provide support to Southampton, to share ideas and to connect Southampton to other learning cities.

Sajid Butt – Strategic Skills Manager, Southampton City Council

- A presentation drawing together good practice from conversations with experts in city development and industry was delivered by Sajid Butt. (https://www.southampton.gov.uk/modernGov/ieListDocuments.aspx?CId=703&MId=4019&Ver=4 : item 7 – Additional Documents)
- In addition to the points raised in the presentation, the following key points were made:
    - Southampton is ahead of a lot of cities in a number of key aspects. Most of the key components for success are here.
    - The future of work is not necessarily about technology it is about the workforce
    - There is a need to shout about the qualities of the city and make more of what we have – Believe in Southampton as the city of opportunity where everyone thrives

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- o Connectivity must be a priority and in the presentation, a thematic approach can help achieve 'smarter city capability' across Southampton.
- o There are some interesting learning points from the Cities of Learning initiative and the UNESCO Learning Cities programme. Opportunity to incorporate the best points of the programmes and tailor them to reflect the resources and needs of Southampton when developing the Southampton Education Quarter.

Conclusions from meeting:
- The Southampton Digital Strategy reflects the ambitions of the city and good practice. There is a need to make progress delivering key objectives within the strategy relating to connectivity, infrastructure and digital skills – this must be a corporate priority.
- Important lessons can be learnt from the various initiatives that are seeking to develop learning cultures within cities. These can be incorporated into the Southampton Education Quarter initiative.
- Southampton has many of the key ingredients to succeed and prosper in the future. There is a need for city leaders and partners to believe in Southampton as the city of opportunity where everyone thrives and to talk up the city and the assets that we have.

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Appendix 4 – Examples of stable, new and redundant roles, all industry

Stable Roles	New Roles	Redundant Roles
• Managing Directors and Chief Executives • General and Operations Managers* • Software and Applications Developers and Analysts* • Data Analysts and Scientists* • Sales and Marketing Professionals* • Sales Representatives, • Wholesale and Manufacturing, Technical and Scientific Products • Human Resources Specialists • Database and Network Professionals • Supply Chain and Logistics Specialists • Risk Management Specialists • Information Security Analysts* • Management and Organisation Analysts Electrotechnology Engineers • Organisational Development Specialists* • Chemical Processing Plant Operators University • Higher Education Teachers • Compliance Officers • Energy and Petroleum Engineers • Robotics Specialists and Engineers • Petroleum and Natural Gas Refining Plant Operators	Data Analysts and Scientists* AI and Machine Learning Specialists General and Operations Managers* Big Data Specialists Digital Transformation Specialists Sales and Marketing Professionals* New Technology Specialists Organisational Development Specialists* Software and Applications Developers and Analysts* Information Technology Services Process Automation Specialists Innovation Professionals Information Security Analysts* E-commerce and Social Media Specialists User Experience and Human-Machine Interaction Designers Training and Development Specialists Robotics Specialists and Engineers People and Culture Specialists Client Information and Customer Service Workers* Service and Solutions Designers Digital Marketing and Strategy Specialists	Data Entry Clerks Accounting, Bookkeeping and Payroll Clerks Administrative and Executive Secretaries Assembly and Factory Workers Client Information and Customer Service Workers* Business Services and Administration Managers Accountants and Auditors Material-Recording and Stock-Keeping Clerks General and Operations Managers* Postal Service Clerks Financial Analysts Cashiers and Ticket Clerks Mechanics and Machinery Repairers Telemarketers Electronics and Telecommunications Installers and Repairers Bank Tellers and Related Clerks Car, Van and Motorcycle Drivers Sales and Purchasing Agents and Brokers Door-To-Door Sales Workers, News and Street Vendors, and Related Workers Statistical, Finance and Insurance Clerks Lawyers

Note: Roles marked with * appear across multiple columns. This reflects the fact that they might be seeing stable or declining demand across one industry but be in demand in another.

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Part 1 - Conclusions and Recommendations: How can Southampton stay ahead of the robots?

Conclusions

- Global labour markets are undergoing major transformations as a result of technological developments and other relevant trends. These changes are happening at a rapid pace.

- The developments may lead to increased GDP across the UK but jobs, particularly those routine in nature, will be displaced as Artificial intelligence and smart automation makes roles obsolete. Analysis identifies that 22% of the current jobs in Southampton are in occupations very likely to decline by 2030.

- New jobs will be created to replace those that disappear. Those occupations that require interpersonal, analytical and digital skills are expected to continue to grow.

- There is a skills mismatch in Southampton between where the city is now and where the city needs to be. A significant cohort of Southampton residents, including those leaving formal education and adults of working age, need to acquire new skills to succeed in the future labour market otherwise they are at risk of being left behind, resulting in increasing inequality and possible social tension in the city.

- Getting the required skills mix in Southampton will be a key factor in determining the economic outcomes for the city, reflecting the correlation between a highly skilled population and increased productivity. It is therefore critical that the skills system in Southampton and the Solent adapts to respond to these changes.

- A number of examples of good practice exist in Southampton that are helping to address the skills challenges the city is facing. In addition a number of national, regional and Southampton initiatives have recently commenced, or have been announced, that should ensure that a number of the identified gaps are addressed. These include the Solent Apprenticeships Hub, the Solent Careers Hub, and proposals within the Industrial Strategy.

- Examples of good practice from other cities have identified that opportunities exist for the city to do more to reduce the risks outlined. These include the following:

  o Supporting the development of essential and advanced digital skills across Southampton;

  o Maximising the existing assets and resources in the city;

  o Whilst recognising the essential role that businesses need to play in re-skilling their workforce, there is an opportunity to simplify the adult learning landscape in Southampton for employers and residents;

  o Stimulating the development of a lifelong learning culture in Southampton; and

    o   Co-ordinating action across Southampton to promote collective responsibility for improving education, skills and training.

Recommendations

Reflecting the key findings and conclusions the following actions are recommended to address the skills challenges facing Southampton and keep the workforce ahead of the robots:

1. **Develop a Southampton focussed contribution to the Solent Industrial Strategy** - The commitment within the national Industrial Strategy to create local industrial strategies offers a chance to set out a coordinated set of actions to deal with the challenges and opportunities the Solent areas faces, including the identified skills challenges that are an impediment to improving productivity. Local Industrial Strategies will also guide the strategic use of local funding streams and act as a gateway to any future local growth funding being deployed. To support and influence the development of the Solent Industrial Strategy, and subsequent funding opportunities, it is recommended that Southampton develops its own action plan that outlines key initiatives to support future growth of the city. This should be a Council-wide methodology to ensure a thematic, evidence-rich approach, including job design and occupational modelling, that bucks conventional approaches to transformational place-making.

2. **Adapt and actualise the RSA Cities of Learning model for Southampton** - Cities of Learning is a new approach for activating a grassroots, city-based, mass-engagement movement around learning and skills. It seeks to close gaps in opportunity and empower places to promote lifelong learning as core to their cultural and civic identity. This would complement Council discussions on establishing an Education Quarter as part of a wider push for Southampton to be recognised as a City of Learning. This requires close collaboration with the City's core educational institutions and networks, for example, Southampton Education Forum (SEF).

3. **Develop and implement a Skills Strategy for Southampton** – This should underpin the work underway in the Local Industrial Strategy as it is the capability of the citizens of the City – present and future – who will be at the forefront of change and thus needing to drive it. Virtual tools and platforms such as https://idea.org.uk/ should be explored to see how they would add value to digital literacy, entrepreneurial spark and work readiness. The strategy should be a bridge between different policy themes at the Council and benchmark, for example, the 'fit' between educational provision to future skills' requirements to ensure a seamless, high-value, progressive journey for every learner. The role of SEF is critical in this regard. In parallel, the strategy should establish how human capital development and employee performance and wellbeing in the realm of work and entrepreneurship is optimised. Models developed by the likes of the 70:20:10 institute should be considered. The Skills strategy should also be fully cognisant of a desire to:

a) Generate strong, rewarding, sustained jobs growth
b) Tackle social mobility
c) Achieve inclusive growth

4. **Simplify the Adult Learning Landscape** – A significant amount of money is still being spent on training in Southampton. This is being spent through various formal and informal channels and with different providers. There is an opportunity to increase the accessibility of learning opportunities by simplifying the adult learning landscape for employers and residents. One solution is to develop a virtual platform that informs employers about training courses available in the city, and the proactive support that the Council and partners can give to businesses as they look to upskill their workforce, as well as provide residents comprehensive information about training opportunities available, including the relevant MOOCs (Massive Open Online Courses) and what it will help them to achieve.

5. **Digital Skills** – Deliver the commitments in the Digital Strategy, namely to:

   - Commission adult education to support digital inclusion and digital literacy in the city;

   - Work with universities and other partners to attract and retain digital talent;

   - Work closely with schools to maximise the digital skills of all children.

   Options available include the creation of a partnership similar to the West Midlands Digital Skills Partnership to improve local digital skills and develop a pipeline of highly skilled residents that can fill the tech sector vacancies (a focus on diversity must be a key target reflecting, amongst other issues, the gender inequality employed in the digital tech sector in the UK); Working with the city's universities, utilise their excellent IT facilities during university holidays to upskill residents and pupils; support the City's Sixth Form and FE providers to enhance their digital curriculum offer to learners and employers. Continued work with the Institute of Coding and FoBM (Future of British Manufacturing) will help in this regard.

6. **Apprenticeship Levy** – To help address specific skills gaps and build supply chain capability across key sectors and occupations, use the Levy Transfer mechanism to increase productivity levels, revenues and prospects for business growth.

7. **Leadership and Management Training** - Improve the quality, coherence and subsequent roll-out of leadership and management training to cultivate a dynamic leadership culture that can help achieve the City's ambitions over the medium to long term.

8. **Establish a better platform for residents, especially young people, to access accurate information on career opportunities akin to this model** http://www.theworldofwork.co.uk - This provides an opportunity to raise aspirations, help citizens to make better and informed decisions to achieve their career goals, and for the City to retain its talent.

9. **Support and encourage Southampton businesses to adopt the Investors in People Tool, Jumpstart** – This tool supports organisations to grow and develop, to generate better employee engagement, improve performance and to consolidate high standards of HR practices.

Organisations such as the Hampshire Chamber of Commerce could assist. (https://www.investorsinpeople.com/jumpstart/)

10. **Southampton City Council to Lead by Example** – If the City Council is to champion the up-skilling of the Southampton workforce it needs to lead by example and ensure that appropriate training is provided to City Council employees, and Councillors, to ensure that the Council's workforce has the required mix of skills to succeed and make an enhanced economic impact over the long term.

Part 2 - Conclusions and Recommendations: Growing the tech sector in Southampton

Conclusions

- Southampton is a significant player within the UK tech sector and is ahead of a lot of cities in a number of key aspects. Key ingredients exist in the city for the tech sector to grow and become more prominent, vibrant, innovative and successful.

- Solent University and the University of Southampton have track records in supporting business start-ups and spin offs and outside of the universities organisations exist to support business start-ups in Southampton.

- The opening of the Network co-working space in the city will help to encourage innovation and collaboration and the proposed Central Business District development is an exciting opportunity to create the business environment of the future in Southampton.

- The partnership between Southampton Connect and the Web Sciences Institute to seek to address societal challenges through the application of AI and innovation is welcomed. Timely progress in developing a data trust and improving the virtual infrastructure will help Southampton establish itself amongst the leading cities in the practical use of AI and data.

- The Digital Strategy rightly includes, as a key success measure, that Southampton is known for good connectivity. The digital infrastructure needs to improve in Southampton. Improving connectivity and securing 5G / full-fibre must be a priority for Southampton to avoid it threatening economic growth.

- The perception that other neighbouring cities are more vibrant and cooler than Southampton could in time restrict the growth of the sector. More needs to be done to improve the image of the city; raise the profile of the tech sector and to better promote what Southampton has to offer as a 'City of Opportunity where everyone thrives.'

Recommendations

Reflecting the key findings and conclusions the following actions are recommended to support the growth of the tech sector in Southampton:

1. **Deliver the commitment in the Digital Strategy to secure external investment in ultra-fast fibre, Wifi and 5G connectivity**

2. **Reflecting the heritage of the city create a 'Digital Shipyard' in the proposed Central Business District** – Bristol has its Engine Shed, building upon the success of the Southampton Science Park, Southampton could have a digital shipyard to showcase the strengths and innovation in Southampton. This could bring together businesses and incubators on one site acting as a hub of activity where entrepreneurs, academics, students, and corporates can collaborate, inspire, and be inspired.

3. **Actively encourage the development of 'alternative' spaces for the creative sector to work from** – Building on from the proposal to establish a creative space in shipping containers, encourage the utilisation of the interesting, quirky and amazing industrial locations that Southampton has to offer to increase the vitality of the sector.

4. **Tech in the City events** – In support of the development of a Southampton Industrial Strategy action plan, promote existing tech events and work with local tech businesses and TechUK to stage a number of events in the city showcasing the tech sector and raising the profile of the industry and the diverse range of career opportunities it supports.

5. **Embark on new, cross-sectoral partnerships to resolving societal problems using technological solutions** - There is a need to collectively support the ambition and intent behind the Connected Southampton initiative and do whatever needs to be done to make it a success. Through the Connected Southampton project there is an opportunity to bring the tech sector together, raise the profile and encourage clusters to develop by fully engaging with them to help achieve the ambition to address societal challenges through the application of AI and innovation.

6. **Seek to secure long term funding for Creative Growth Southampton**

7. **Improve the branding, promotion and packaging of Southampton** – Southampton has a lot to offer but feedback identified that it is not perceived by some members of the tech community to be a vibrant city in which talented, creative individuals want to start-up tech businesses. This perception needs to change. Southampton needs to learn lessons from cities such as Bristol and improve the narrative about what the city's tech sector has to offer, how the city is promoted and to raise the profile and status of the tech sector in Southampton.

8. **Utilise the assets and support available to grow the tech sector** – Among numerous assets Southampton has two excellent universities with extensive experience of successful business incubation; the world leading Web Science Institute; Set Squared; members of the tech community that want to help the sector flourish; as well as offers of support from the UK tech sector's representative body – TechUK. To deliver the ambitions in the Digital Strategy Southampton must utilise all its assets and offers of support to grow the tech sector and with it the economic prosperity of the city.

9. **Develop a clear offer to grow the Tech sector and a vision as to how technology can help to improve outcomes in Southampton** – The Council needs to have a clear 'offer' to develop the Tech sector and enable a

'smarter' approach, using technology, to improve wellbeing, quality of life and achieve sustained inclusive growth. The Council has a role to play here in facilitating a thematic approach to achieve its own priorities, such as its City of Culture and Cities of Learning ambitions, as well as strive for better sector convergence such as between design and manufacturing. The Council should also consider using fiscal measures to stimulate innovation and growth and the internal capacity needed to drive the Smart/Future City agenda.

DECISION-MAKER:	CABINET			
SUBJECT:	HRA CAPITAL DIGITAL IMPROVEMENTS			
DATE OF DECISION:	16 April 2019			
REPORT OF:	Cabinet Member for Homes and Culture			
CONTACT DETAILS				
AUTHOR:	**Name:**	Deborah Smart Steve Smith	**Tel:**	023 8083 2854 023 8091 5161
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STATEMENT OF CONFIDENTIALITY				
Not applicable				
BRIEF SUMMARY				

To support the delivery of the programme of work of the Housing Improvement Board Cabinet approval is sought for the investment of HRA Capital to deliver digital improvements and ongoing revenue savings.

The three main areas of investment areas are to:

1. procure a replacement to an existing IT housing system that is end of life and out of support to enable improved business and customer focused functionality
2. develop the necessary test environment to enable bespoke customisations and developments in the main IT housing application (Northgate) to be stripped out so that the additional modules fulfilling improved and necessary business requirements can be implemented
3. purchase new mobile devices for 250 Housing Operations staff to enable field and mobile working, offering improvements, efficiencies and modern ways of working

This is the second phase of the Housing Service IT & Digital plan which is designed to support improvements for tenants, housing staff and the council. This investment is to support the rationalisation and subsequent development of IT systems and equipment within housing enabling streamlined and digital business processes. Improvements, efficiencies and consistent ways of working can then be designed and delivered. The plan includes migrating the existing 125 users from the old systems and equipment onto the new platform and ways of working while also extending this to include a further 125 users, resulting in one place for the co-ordination of all Housing Operations staff, a single modern system that is very nearly "always-on". Alongside these improvements the new system will enable improved communications with tenants via text message and email.

The capital funding required has a return on investment within 5 years due to the anticipated revenue savings that can be generated through rationalisation of IT systems and savings or revenue generating improvements within housing. On top of these

financial considerations the new mobile platform will enable better communication with tenants and improved ways of working for staff.

	RECOMMENDATIONS:	
	(i)	To approve the use of £800,000 of HRA Capital funding for digital improvements for housing including: • the procurement and implementation of a new mobile platform • the procurement and implementation of a new test system for Northgate housing • the procurement and implementation of 250 new mobile devices for housing operations staff
	(ii)	To delegate authority to the Service Director, Adults, Housing and Communities, following consultation with the Cabinet Member for Homes and Culture, to make any necessary amendments to the plans set out here as the procurement and implementation is undertaken.
	REASONS FOR REPORT RECOMMENDATIONS	
1.	On a weekly basis, Housing operations are impacted by their existing IT systems which are complex, unreliable and slow, causing additional time and cost to deliver the service. This is frustrating to all stakeholders including: • Council tenants • front-line staff • support staff • managers • IT and digital staff This investment is to modernise housing's IT systems and the equipment used by front-line staff to enable all staff to work digitally and provide a consistent experience for housing tenants as well as reliable IT applications. This is inline with the Council's digital strategy.	
2.	When the current IT devices were purchased, no allowance was made for their replacement. As they are now over 4 years old, failures happen on a regular basis which disrupts service delivery and is frustrating for staff. This IT and digital plan request the capital funding to replace the devices while putting in place the ongoing funding to replace them (from the savings delivered).	
3.	This investment secures the necessary platform for change within housing, supporting improvements to the communication with tenants, modern ways of working for all, better management information, reporting and insight leading to improved use of resources and decision making.	
	ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
4.	The Housing improvement Board considered two alternative options before recommending capital investment. These were: 1. To adopt an agile planning and delivery approach attempting to stabilise and fix existing systems where possible. This was a way of using existing IT and Digital resources to focus on reducing the downtime of existing systems and fixing known problems. The aim of this approach was to make the best use	

of what was already in place, without updating, upgrading or decommissioning systems and attempting to make some changes that supported the aims and objectives of the Housing Improvement Board. Without capital investment, significant improvements to communication with tenants and extending digital ways of working to all staff in housing would not be possible, together with no guarantee that stability issues could be resolved with old versions of the software, this option was not taken forward.

2. To provide revenue investment to accelerate changes to address known issues. This was a way of increasing the available resources, including bringing in 3rd party software providers, to as quickly as possible, deliver stable reliable IT systems within housing. This approach was focused on resolving currently identified issues and delivering any improvements that were possible with existing systems quickly, in line with the Housing Improvement Board delivery timetable. However, without the capital investment, this approach had significant costs and still failed to deliver transformation to the housing IT systems and provide consistent digital ways of working and communication for tenants and was therefore not taken forward.

	DETAIL (Including consultation carried out)
5.	**Current provision** Whilst undertaking the business process review to support the housing improvement in rents, voids and repairs, several issues and problems with IT systems and the service's digital provision have been identified. Primarily these are: 1. the inability to communicate with tenants about housing repairs appointments in modern ways, such as by email or text message 2. the significant and regular downtime of IT systems in housing 3. inconsistent data, reporting and insight 4. frustration and inefficiencies due to end of life equipment 5. different ways of working across housing operations staff, 50% of the team working digitally and 50% from paper 6. the inability to deliver new modules, functionality or quickly make changes in line with business process reviews which are designed to deliver improved void turnaround times, increased rent collection and reduced costs of repairs.
6.	Having completed some extensive IT and Digital investigations the causes of these issues have been identified as resulting from the following central issues: 1. The legacy and bespoke implementation of IT systems in housing have meant it is complex, expensive and difficult to upgrade and update. Therefore, some of the housing IT systems (Total and DRS) have not been routinely updated and are therefore not providing the latest functionality or integrations with each other or other supporting systems (such as Keystone, the Council's asset management database). Despite the desire to implement new modules and functionality in Northgate this has not

	progressed due to the unknown impact of implementing them onto a bespoke system.
	2. The impact of out of date IT systems is that they are not stable, they regularly fail to work or to work properly, this causes frustration for the teams trying to work digitally and wastes time and resources both at the front-line and within IT & Digital who need to fix the faults.
	3. Having many different systems means that the flow of data is overly complex and vital pieces of information are not able to be carried forward from one system to another. This results in needing to compile management reporting and information from several sources which can lead to inconsistent customer and service insight and doubt about the reliability of data.
	4. The IT equipment in daily use by housing operatives is outdated, fails and needs to be refreshed.
7.	The IT systems that collectively provide the Housing Service are complex, old and fragile. Only the core application (Northgate) has had regular updates, the last one was in phase one of the Digital and IT plan for housing delivered before Christmas 2018. However, these upgrades are costly and time consuming to deliver due to the way Southampton City Council has bespoked the system. The diagram below (appendix 1) shows that the core application is only one amongst more than 12 applications that work together to provide the data needed by tenants, the housing operation staff and third parties to collectively provide the service.

The existing IT systems' technical configuration and the way the business operates them can result in inconsistent data. This means that staff do not trust the data and may perform additional checks to verify information they are processing or may proceed unaware that they do not have the complete picture. There is also a considerable amount of duplication of effort as information is manually transferred from one system to another or workarounds are undertaken.

Systems within the Housing IT service (particularly Total and DRS) often fail. A recent report from the IT service desk over the last year listed 77 incidents for the 12 business applications of the housing service. Nearly two thirds of the incidents involved 2 business applications. One of these is DRS Optitime (23/77) that schedules appointments and the other is Total Mobile (25/77) that staff and the trades use for housing appointments. The high degree of data transfer between one system and another means that any system failure is likely to impact the whole business operation of the Housing service.

Despite the approach to not upgrade the underlying IT applications, to comply with IT security policies, the IT service regularly applies security fixes and patches to the servers and infrastructure so that even though the business applications are very old and rarely get updated the infrastructure is secure. However, this means that the environment is constantly changing and often these changes stop the systems from working. As there is no out of hours or extended hours of system support, this often means that the digitally reliant parts of housing operations cannot work until the IT systems are fixed. |

8.	The diagram at appendix 1 demonstrates the complexity of the current IT environment. The lighter coloured data exchanges between the darker shaded systems will not be available if an IT system is unavailable.
9.	Alongside these issues with the underlying IT systems, the mobile devices used by trades staff daily are nearly four years old and are end of life. Devices are regularly failing and unlike the IT systems where changes can be made to improve security or alter functionality, this cannot happen with the current devices.
10.	**The recommended way forward** Rather than simply addressing known issues, the Housing Improvement Board is recommending this capital investment, because this focuses on putting the tenant and trades at the heart of the solution and in line with the digital strategy and business need, recommends consolidation onto two IT platforms, Northgate and a new mobile platform. This will provide a fit for purpose IT architecture and additional functionality that is required to deliver the improvements in voids, rents and repairs sought by the board. Taking this approach reduces the number of IT systems housing use, moves Northgate away from a bespoke solution and therefore reduces the complexity and number of integrations required. It improves the reliability of the systems by purchasing a managed, hosted solution with guaranteed availability in working hours, minimising the current downtime that is experienced and enabling the possibility of extended hours of IT support from the supplier to align with housing operational hours.
11.	Moving to a new mobile platform, means the Council can take advantage of the out of the box functionality which shows tenants where their trades person is on a map, sends automatic text message updates and can be integrated with Northgate and if desired Keystone (the councils asset management software). Alongside the investment to strip back the bespoke code within Northgate and then deploy the new modules, this enables the digital requirements that have been identified to be met.
12.	As well as improvements to tenant communication procuring the new mobile platform will enable the following additional functionality for the council: • Ability for trade staff to see their visits on a map in order of schedule • A peer-to-peer lone worker facility that allows a user to send a request to a colleague/buddy to check on them within a defined time • Ability to book future appointments there and then during a visit • Easy communication between mobile workers • Improved reporting, alerts and management information • One system for contact centre staff to use to book appointments and manage in-day changes
13.	Looking across the council and delivering on the aims of the digital strategy, to consolidate and reduce IT systems, there are possibly other advantages of procuring a new mobile platform as there may be other out of the box functionality that, subject to the appropriate development of a business case, could be purchased and used by other departments who work in a similarly mobile way to housing operations.

14. **Return on Investment**

HRA CAPITAL Digital Improvements

HRA CAPITAL	19/20	20/21	21/22	22/23	23/24		TOTAL - 5 YEARS
	£	£	£	£	£		
Expenditure							
Procurement and Installation Costs of new mobile platform	470,000	35,000					505,000
New Devices and mobile data SIM contracts	214,000	10,000	10,000	10,000	10,000	(then in perpetuity)	254,000
Ongoing Devices Refresh (20% devices per year)		40,000	40,000	40,000	40,000	(then in perpetuity)	160,000
IT change project team (£312,500 pa to be found from existing resources)	0	0	0	0	0		0
New test servers / Infrastructure	30,000						30,000
Resources to support implementation on new test servers	86,000	15,000					101,000
Total Expenditure:	**800,000**	**100,000**	**50,000**	**50,000**	**50,000**		**1,050,000**
Funding/Savings (later years are revenue savings) to cover cost of capital scheme							
Capital programme reductions elsewhere	(800,000)						(800,000)
Service efficiencies & Income through Southampton First		(100,000)	(250,000)	(300,000)	(300,000)	(then in perpetuity)	(950,000)
Reduction in void rent losses through prioritising inspections and repairs		(43,000)	(86,000)	(129,000)	(172,000)	(then in perpetuity)	(430,000)
Reduction in fuel due to reduction in carded visits from 14% to 5%		(2,000)	(4,000)	(7,000)	(9,000)	(then in perpetuity)	(22,000)
IT Savings							0
IT System Rationalisation		(40,000)	(80,000)	(80,000)	(80,000)	(then in perpetuity)	(280,000)
Total Funding/Savings:	**(800,000)**	**(185,000)**	**(420,000)**	**(516,000)**	**(561,000)**		**(2,482,000)**

HRA REVENUE	19/20	20/21	21/22	22/23	23/24		TOTAL - 5 YEARS
Ongoing platform and user licenses			178,200	178,200	178,200	(then in perpetuity)	534,600
TOTAL - NET COST/SAVINGS :	**0**	**(85,000)**	**(191,800)**	**(287,800)**	**(332,800)**		**(897,400)**

15.	**Route for Procurements**
	There are three aspects to this investment that need to be properly and appropriately procured with support from the council's procurement team. The agreed approach to each element is outlined below:
	1. **New Mobile Platform.** It is agreed that the new mobile platform will be procured through the government digital marketplace (G-Cloud framework) to ensure value for money for the Council.
	2. **Northgate test environment.** Support from Northgate can be purchased in line with our existing agreements with them. Hardware to support the new environment can be bought through the existing Capita IT contract.
	3. **New mobile devices.** The new mobile devices can be purchased through the existing arrangements with Capita IT.
16.	**Implementation**
	Having worked through various scenarios, it is anticipated that the new mobile platform will be procured and implemented by the end of 2019. Whilst the procurement and implementation of the platform takes place it is expected that Digital and IT will parallel run the setup of the new Northgate test environment and start the piloting and procurement of new devices with existing systems, working very closely with Housing Operations trades, operational support and managers.
	As existing resources permit, the new software will be designed, planned and deployed in parallel with the existing Total Mobile system. The migration of users from the old to new systems is expected to take about 3 months. Once the new mobile platform is implemented the team will decommission the systems that have been replaced.
	During implementation of the new platform, opportunities will be explored to replace as many of the existing supporting systems that add to the complexity and constrain housing - such as the ladders database (see case study below).
	CASE STUDY – Ladders management
	Additional Opportunities for improvement with this investment
	Ladders are a necessary tool required by housing operatives for certain jobs. Currently the lifecycle of ladders is managed using a dedicated web application and a collection of user created and updated spreadsheets. Legally every 6 months each ladder must be inspected for safety compliance and accurate records kept.
	This IT and Digital plan for housing will look to replace this spreadsheet and align the asset management of ladders with corporate asset management procedures. In the future ladder inspections will not be driven by office-based staff creating lists of ladders and inspection dates, instead it is expected that the data in the asset management system about each ladder will trigger an inspection event that will be scheduled to be undertaken by housing operations staff trained as a ladder inspector alongside all their other work in one system. If priorities change the job can be dynamically rescheduled to the next best available person. The dynamic

	scheduler is constantly using a set of rules to reprioritise jobs to staff, being aware of the required job, the detailed set of tasks, skills and experience of the staff, the tools and materials in the van, the location of the job, the location of all staff, the time agreed with the tenant and will, as things change, notify tenants and staff of any required alterations.
RESOURCE IMPLICATIONS	
Capital/Revenue	
17	Please see paragraph 14 above. This is report is requesting a total of £800,000 of HRA capital funding to be paid back within 5 years through revenue savings.
Property/Other	
18	None
LEGAL IMPLICATIONS	
Statutory power to undertake proposals in the report:	
19	S.1 Localism Act 2011 (general power of competence) authorises the proposals set out in this report together with s.111 Local Government Act 1972 (power to do anything calculated to facilitate the delivery of our [housing] functions).
Other Legal Implications:	
20	Software and systems procurement will be required to be undertaken in accordance with the Council's Contract Procedure Rules and all relevant UK procurement legislation relating to public procurement. The software systems currently store significant amounts of personal data, including sensitive personal date, relating to both staff and customers and a full Data Protection Impact Assessment and management plan will be required for the review, transfer and retention of personal data from one system to any newly procured platform to secure compliance with the Data Protection Act 2018 and the GDPR.
RISK MANAGEMENT IMPLICATIONS	
21	This report mitigates the risk on the corporate risk register associated with IT disaster recovery by moving another key corporate application to the cloud
POLICY FRAMEWORK IMPLICATIONS	
22	This report and its recommendations support the implementation of the council's Digital and Customer strategy.

KEY DECISION?	Yes	
WARDS/COMMUNITIES AFFECTED:	All	
SUPPORTING DOCUMENTATION		
Appendices		
1.	Current IT System	
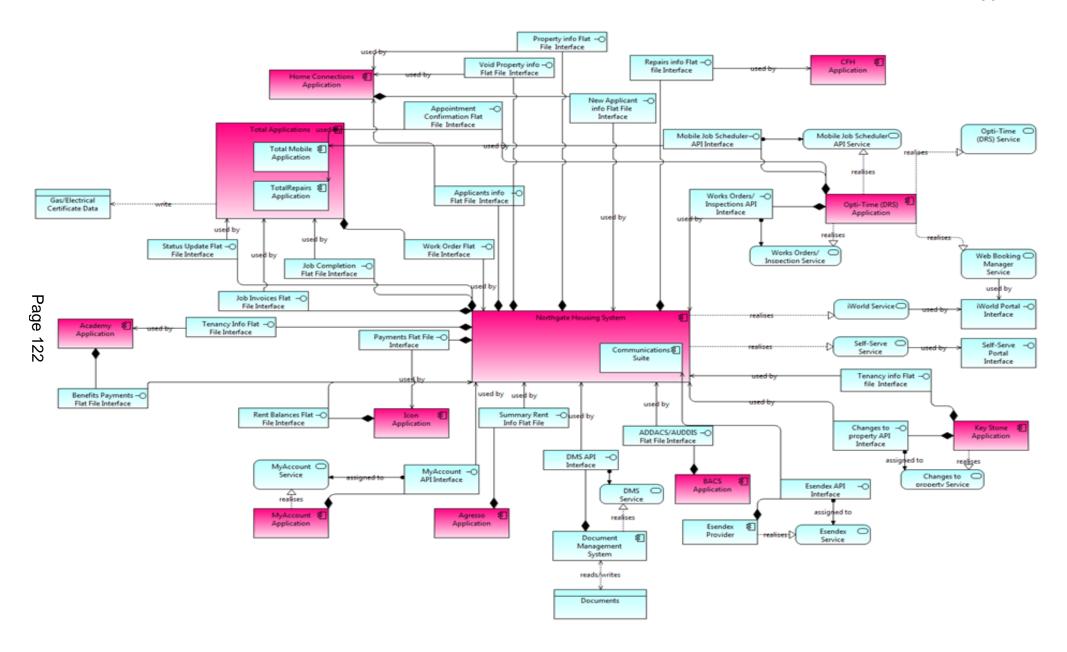
Documents in Members' Rooms

1.	Equality Impact Assessment
2.	Data Protection Impact Assessment

Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	Yes
Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.	Yes
Other Background Documents **Other Background documents available for inspection at:**	

Title of Background Paper(s)		Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None	

DECISION-MAKER:	CABINET		
SUBJECT:	CONTROLLING STREET DRINKING USING PUBLIC SPACES PROTECTION ORDERS		
DATE OF DECISION:	16 APRIL 2019		
REPORT OF:	CABINET MEMBER FOR COMMUNITY WELLBEING		
CONTACT DETAILS			
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STATEMENT OF CONFIDENTIALITY

None

BRIEF SUMMARY

This report seeks Cabinet approval to extend for three years the existing Public Spaces Protection Orders (PSPOs) in five localities within the city; to vary the orders so that the controls on street drinking continue; to remove the controls on begging and to extend the boundaries of two of the orders (City Centre and Shirley) to address the wider distribution of street drinking in these areas.

RECOMMENDATIONS:

	(i)	To consider the representations received in relation to this matter in response to the consultation carried out between 25 February and 24 March 2019 as set out in Appendix 1 and Appendix 4.
	(ii)	To determine whether to vary and extend the five Public Spaces Protection Orders to control street drinking in the localities shown in the maps at Appendix 2.
	(iii)	To determine whether to include controls on begging in the Public Spaces Protection Orders.

REASONS FOR REPORT RECOMMENDATIONS

1.	Begging and street drinking continue to cause problems in some parts of Southampton. The anti-social behaviour associated with these activities can have a detrimental impact on the quality of life for those who live and work in or visit the City and generate complaints to either the Council or the police.
2.	The Anti-Social Behaviour, Crime and Policing Act 2014 introduced new powers to tackle anti-social behaviour. The Act allows the local authority to make a Public Spaces Protection Order (PSPO) if it is satisfied that:

    a. activities carried on in a public place have had or will have a detrimental effect on the quality of life of those in the locality; and

    b. the activities are persistent or continuing and are unreasonable;

	and
	c. the restrictions imposed by an order are justifiable.
	A public spaces protection order can last for a period of three years after which it may be extended for a further three year period. The local authority may also vary a public spaces protection order.
3.	Public spaces protection orders (PSPO's) provide the police and other authorised officers with powers to tackle the anti-social behaviour which is restricted by the order. Officers may direct individuals not to engage in an activity which is prohibited by the PSPO; issue a fixed penalty notice (up to £100) to anyone who fails to comply with the requirements of the PSPO; and in the case of a person consuming alcohol in a location covered by a PSPO, can require that person to surrender the alcohol. Failure to comply with the requirements of a PSPO is an offence, which can result in a fine of up to £1,000 on conviction.
4.	In April 2016, the Council created five PSPO's to control street drinking and begging in five localities where anti-social behaviour associated with these activities was particularly prevalent. The orders last for three years and are due to expire on 29 April 2019.
5.	Over the past three years, the Council has worked in partnership with the police to tackle anti-social behaviour associated with street drinking and begging. Following the introduction of the PSPO's in 2016, activity was initially focussed on engaging with individuals found to be begging or street drinking and directing them to the appropriate support services within the city. Individuals who persisted with aggressive begging were issued with fixed penalty notices. Few of these fixed penalties were paid and they did little to change the behaviour of these individuals. A review of the approach to enforcement available to tackle begging was undertaken and other interventions were found to have a greater deterrent effect. These interventions include the use of dispersal powers by the police; issuing persistent beggars with community protection notices; and seeking criminal behaviour orders from the Court for those who continued to beg aggressively. These intervention were more effective and the use of fixed penalty notices for non-compliance with the requirements of the PSPO's was discontinued.
6.	As other interventions have a greater impact on reducing begging, it is recommended that the current PSPO's are varied so that they no longer include controls on begging.
7.	The Council and the police continue to receive complaints from members of the public and businesses about the anti-social behaviour associated with street drinking in the city. The PSPO's provide powers for police officers and PCSO's to require a person to stop consuming alcohol in within an area covered by a PSPO; and to require that person to surrender their alcohol. These powers are not available through other legislation and it is recommended that the controls on street drinking in the existing PSPO's are extended for a further three year period.
8.	The boundaries of the existing PSPO's for the City Centre and for Shirley do not cover all of the areas where anti-social behaviour associated with street drinking has been identified. It is recommended that the boundaries of these PSPO's are extended to allow the police to effectively deal with complaints about street drinking in these areas.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
9.	The PSPO's could be renewed without variation to extend the existing controls on both street drinking and begging for a further three year period, but as the controls on begging are not actively used and more effective interventions are available to address aggressive and persistent begging this is not considered appropriate.
10.	The PSPO's could be allowed to expire on 29 April 2019 and not extended, but this would remove the power to deal with anti-social street drinking which is not available through other legislation (allowing police officers to require a person to stop consuming or surrender their alcohol).
11.	The PSPO's could be varied, so that the existing controls on begging are discontinued, but the controls on street drinking are extended for a further three years in the areas currently covered but this would not provide an effective control on street drinking in those areas where it is problematic but not within the existing boundaries of the PSPO's for the City Centre and Shirley.
12.	The controls on either street drinking or begging could be controlled by creating a PSPO to cover the entire city, but this would be difficult to justify as anti-social behaviour associated with these activities does not cause problems in many parts of the city.
DETAIL (Including consultation carried out)	
13.	The legislation requires the local authority to carry out the 'necessary consultation' before making a public spaces protection order, which includes consulting the chief officer of Police and the Police and Crime Commissioner (PCC).
14.	Consultation on the proposals to extend the controls on street drinking and discontinue the controls on begging; and to vary the boundaries of the PSPO's in the City Centre and Shirley was carried out between 25 February and 24 March 2019. (www.southampton.gov.uk/pspo). Almost 500 people responded to the consultation. Most respondents (94%) live in the city. A report on the consultation is included as Appendix 1.
15.	The consultation revealed strong support for extending the controls on street drinking, with 94% of respondents agreeing with the proposal.
16.	The proposal to discontinue the controls on begging was not supported by the majority of respondents, with 71% disagreeing with the proposal.
RESOURCE IMPLICATIONS	
Capital/Revenue	
16.	Some costs may be incurred if additional signs are required to facilitate enforcement activity in areas where street drinking is prevalent. This would not be a significant cost and can be contained within the Safer Communities budget for 2019/20.
17.	The PSPO's do provide a mechanism for fixed penalties to be issued to individuals failing to comply with the requirements of the PSPO, but it is not anticipated that this will provide a significant revenue stream, as the requirement to surrender alcohol provides an effective deterrent to street drinking.

	Property/Other
18.	None.

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

19.	Section 59 of the Anti-Social Behaviour, Crime and Policing Act 2014 provides the local authority with the power to make a PSPO and sets out the procedure for making an order.
20.	Section 60 of the Act allows a local authority to extend an existing order for a further three year period if satisfied on reasonable grounds that doing so is necessary.
	Section 61 of the Act allows the local authority to vary an order, by increasing the restricted area, or by removing a restricted activity from the order.

Other Legal Implications:

21.	Section 68 of the Anti-Social Behaviour Crime and Policing Act 2013 allows a police constable to issue a fixed penalty to anyone believed to have committed an offence in relation to a public spaces protection order. The notice offers the person the opportunity of discharging any liability to conviction for the offence by paying a fixed penalty up to £100 to the local authority.
22.	The introduction of PSPOs by both Southampton City Council and other local authorities has been controversial and the subject of some scrutiny by interested parties. This has particularly been the case where the orders have restricted 'rough sleeping' or been perceived as criminalising poverty or homelessness. Controls on 'rough sleeping' are not included in this proposal, which only seeks to extend the control of anti-social street drinking.

23.	Section 66 of the Act does allow an 'interested person' to apply to the High Court to question the validity of a PSPO on the grounds that either:
	
	    a. the local authority did not have the power to make the order; or
	    b. there was failure to meet a requirement set out in Chapter 2 of the Act.
	
	Any such action must be made by a person who regularly lives or works in the area covered by an order and must be made within six weeks of the order being made.

POLICY FRAMEWORK IMPLICATIONS

24.	Reducing anti-social behaviour in the city and reducing the harm caused by alcohol are priorities for the Safe City Partnership as identified by the Safe City Strategic Assessment.

KEY DECISION?	**No**
WARDS/COMMUNITIES AFFECTED:	Bargate, Bevois, Freemantle, Peartree, Portswood, Millbrook, Shirley, Woolston

SUPPORTING DOCUMENTATION		

Appendices		
1.	Consultation Feedback - Public Spaces Protection Orders 2019	
2.	Revised text for the Public Spaces Protection Orders.	
3.	Maps showing the proposed boundaries of the PSPO's in the City Centre, Portswood, Shirley, Woolson and Bitterne).	
4.	Representation from Southampton Business Improvement District Ltd	

Documents In Members' Rooms

1.	Equality and Safety Impact Assessment

Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	Yes

Privacy Impact Assessment	
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	No

Other Background Documents
Other Background documents available for inspection at:

Title of Background Paper(s)	**Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)**
1. **None**	

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Public Spaces Protection Orders (PSPO) 2019 – Consultation Feedback

Contents

Introduction

1. Southampton City Council undertook public consultation on proposals to extend controls on street drinking for a further three years, following the expiration of the existing Public Spaces Protection Orders (PSPOs) later this year.

2. The consultation took place for 4 weeks between 25 February 2019 and 24 March 2019

3. This report summarises the aims, principles, methodology and results of the public consultation. It provides a summary of the consultation responses both for the consideration of decision makers and any interested individuals and stakeholders.

Aims

4. The aim of this consultation was to:
   - Communicate clearly to residents and stakeholders the proposals for Public Spaces Protection Orders.
   - Ensure any resident, business or stakeholder who wishes to comment on the proposals has the opportunity to do so, enabling them to raise any impacts the proposals may have.
   - Allow participants to propose alternative suggestions for consideration which they feel could achieve the objective in a different way.
   - Provide feedback on the results of the consultation to elected Members to enable them to make informed decisions about how to best progress.
   - Ensure that the results are analysed in a meaningful, timely fashion, so that feedback is taken into account when decisions are made.

5. The consultation was not a vote, it enabled participants to read about the preferred option, answer questions and make comments that will enable the final decision to be made. Decision makers need to consider the representations made during the consultation period but a majority view will not necessarily dictate the final decision. It is also important to note that the consultation is one element that will feed into the final position.

Consultation principles

6. The council takes its duty to consult with residents and stakeholders on changes to services very seriously. The council's consultation principles ensure all consultation is:
   - Inclusive: so that everyone in the city has the opportunity to express their views.
   - Informative: so that people have adequate information about the proposals, what different options mean, and a balanced and fair explanation of the potential impact, particularly the equality and safety impact.
   - Understandable: by ensuring that the language used to communicate is simple and clear and that efforts are made to reach all stakeholders, for example people who are non-English speakers or disabled people.
   - Appropriate: by targeting people who are more likely to be affected and using a more tailored approach to get their feedback, complemented by a general approach to all residents, staff, businesses and partners.
   - Meaningful: by ensuring decision makers have the full consultation feedback information so that they can make informed decisions.
   - Reported: by letting consultees know what was done with their feedback.

7. Southampton City Council is committed to consultations of the highest standard, which are meaningful and comply with the following legal standards:
   - Consultation must take place when the proposal is still at a formative stage
   - Sufficient reasons must be put forward for the proposal to allow for intelligent consideration and response

- Adequate time must be given for consideration and response
- The product of consultation must be carefully taken into account.

Consultation methodology

8. Deciding on the best process for gathering feedback from stakeholders when conducting a consultation requires an understanding of the audience and the focus of the consultation. It is also important to have more than one way for stakeholders to feedback on the consultation, to enable engagement with the widest range of the population. Previous best practice was also considered in the process of developing the consultation methodology.

9. The agreed approach for this consultation was to use an online questionnaire and then issue paper questionnaires upon request. Questionnaires enable an appropriate amount of explanatory and supporting information to be included in a structured questionnaire, helping to ensure respondents were aware of the background and detail of the proposals.

10. In addition to the main questionnaire, the yourcity.yoursay@southampton.gov.uk email address was advertised to provide a channel for people to ask additional questions or provide feedback.

Promotion and communication

11. Throughout the consultation, every effort was made to ensure that as many people as possible were aware of the budget proposals and had every opportunity to have their say.

12. The consultation was promoted in the following ways:
    - A link to the consultation questionnaire and detailed versions of maps were included on the consultation section of the council website.
    - The consultation (with a link to the webpage) was promoted on several council Facebook and Twitter posts.
    - Promotion in a number of Southampton City Council e-alerts:
        i.   Your City Your Say
        ii. City News
        iii. Community news and events

Summary of Consultation Feedback

Overall respondents

13. Overall, there were 488 separate responses to the consultation questionnaire. There were no further responses received through emails or letters.

14. All feedback received is summarised within the following sections.

Breakdown of questionnaire respondents

15. A number of questions were asked within the questionnaire to find out a bit more about the respondents to help contextualise their response.

16. The first question asked respondents what their interest in the consultation was. Figure 1 shows the breakdown of responses to this question. Please note percentages add up to more than 100% as respondents could select multiple options. The majority of respondents were interested in the consultation as a resident of Southampton; 455 (94%) respondents in total. The next highest categories were respondents that were interested in the consultation as employees or self-employees of a business or organisation (44 respondents). A further 37 respondents answered as a member of a community group or organisation, 12 respondents as a resident elsewhere in Hampshire and 2 respondents as political members.

Question 10. Which of the following best describes your interest in the consultation?

- As a resident of Southampton: 455 respondents, [VALUE]
- As a resident elsewhere in Hampshire: 12 respondents, [VALUE]
- As an employee or self employee of a business or organisation: 44 respondents, [VALUE]
- As a member of a community group or organisation: 37 respondents, [VALUE]
- As a political member: 2 respondents, [VALUE]
- Other: 3 respondents, [VALUE]

Percentage of respondents

Base respondents: 486

Figure 1

17. Figure 2 shows how respondents to the consultation questionnaire best described their gender. A total of 52% of respondents described themselves and female and 48% as male.

Question 12. Which of the following best describes how you think of yourself?

Female — 240 respondents, [VALUE]

Male — 225 respondents, [VALUE]

In another way — 0 respondents, [VALUE]

Percentage of respondents

Base respondents: 465
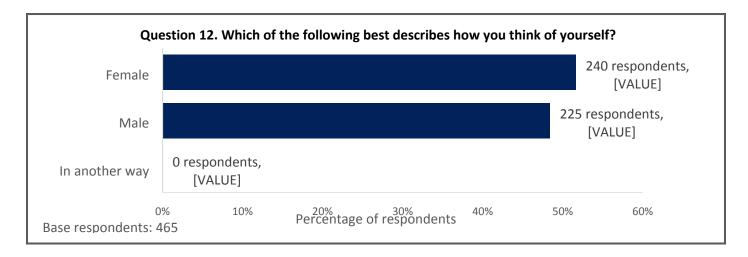
Figure 2

18. Respondents were also asked their age as shown within figure 3. The highest proportion of respondents were between the ages of 55 and 74 which comprised 57% of respondents. Categories with lower numbers of respondents were under the age of 25 and over the age of 85.

Question 13. What is your age?

85+ — 3 respondents, [VALUE]

75 - 84 — 32 respondents, [VALUE]

65 - 74 — 142 respondents, [VALUE]

55 - 64 — 121 respondents, [VALUE]

45 - 54 — 71 respondents, [VALUE]

35 - 44 — 50 respondents, [VALUE]

25 - 34 — 37 respondents, [VALUE]

18 - 24 — 5 respondents, [VALUE]

Under 18 — 0 respondents, [VALUE]

Percentage of respondents

Base respondents: 461

Figure 3

19. The final question asking for more information about the respondents themselves asked them their ethnicity. Figure 4 shows that the highest proportion of respondents (97%) described themselves as White. A further 1% of

respondents described themselves as Asian or Asian British; 0.4% Black, African, Caribbean or Black British; 1% mixed or multiple ethnic groups and 1% as another ethnic group.

Question 14. What is your ethnic group?

White	433 respondents, [VALUE]
Asian or Asian British	3 respondents, [VALUE]
Black, African, Caribbean or Black British	2 respondents, [VALUE]
Mixed or multiple ethnic groups	5 respondents, [VALUE]
Any other ethnic group	4 respondents, [VALUE]

Base respondents: 447

Percentage of respondents: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100% 110%
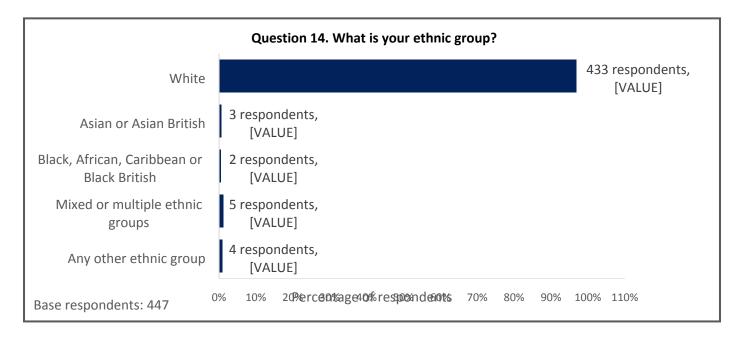
Figure 4

Feedback on the proposed changes to the control of activities

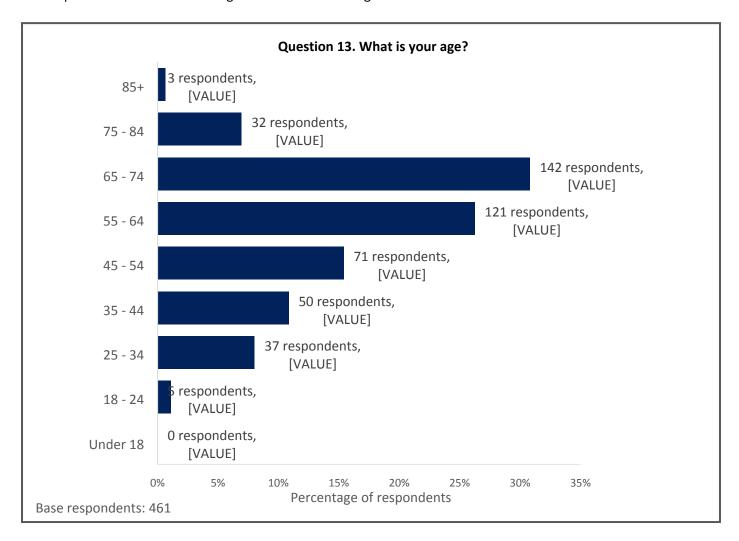20. Respondents were first asked to what extent they agreed or disagreed with the proposals to continue PSPO controls over street drinking. Figure 5 shows the results of this question. A total of 94% of respondents expressed overall agreement with the proposal, of which 76% selected strongly agree and 17% selected agree. A further 2% of respondents neither agreed nor disagreed with the proposal. The remaining 4% of respondents expressed overall disagreement. Of this 2% disagreed and 2% strongly disagreed.

Question 1. To what extent do you agree or disagree with the proposal to continue PSPO controls on street drinking?

2% 2% 2%
17%
76%

94%	Agree or strongly agree
2%	Neither agree or disagree
4%	Disagree or strongly disagree

Strongly agree
Agree
Neither agree or disagree
Disagree
Strongly disagree
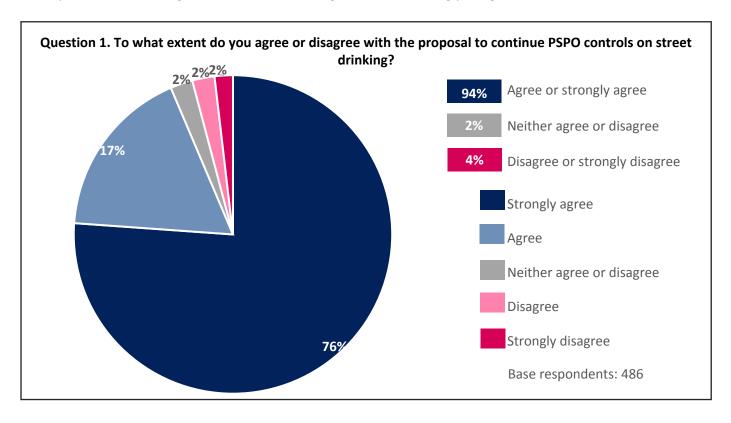
Base respondents: 486

Figure 5

21. Respondents were next asked to what extent they agreed or disagreed with the proposal to no longer continue PSPO controls on begging. Figure 6 shows that 22% of respondents expressed agreement with this proposal. Of this 13% strongly agreed and 9% agreed. A further 7% neither agreed nor disagreed with the proposal. A total of 71% of respondents expressed overall disagreement with the proposal. This was broken down into 19% of respondents that disagreed and 52% of respondents that strongly disagreed.

Question 2. To what extent do you agree or disagree with the proposal to no longer continue PSPO controls on begging?

22%	Agree or strongly agree
7%	Neither agree or disagree
71%	Disagree or strongly disagree
	Strongly agree
	Agree
	Neither agree or disagree
	Disagree
	Strongly disagree

Base respondents: 487
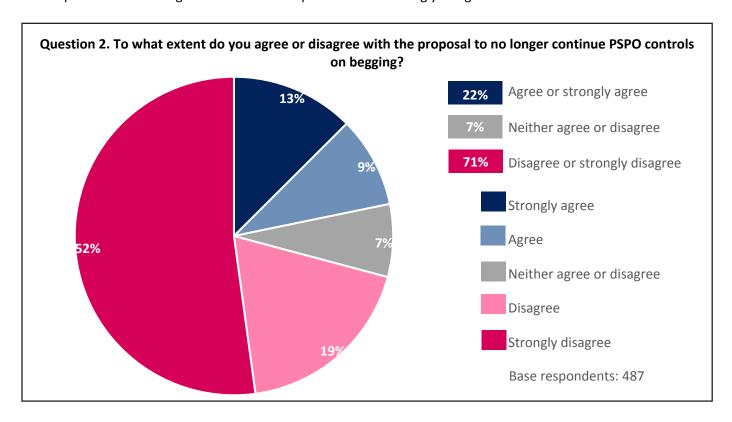
Figure 6

22. Respondents were given an opportunity at the end of the questionnaire to provide written feedback on the proposals. All written responses have been read and then assigned to categories based upon similar sentiment or theme. Figure 7 shows the themes of comments regarding opinions of the proposals generally and specific points regarding the street drinking and begging proposals. The report has also endeavoured to outline all the unique suggestions gathered as a part of the consultation and so the subsequent tables after provides quotes or summaries of the unique comments and suggestions associated with these themes of comment.

Themes of comments on the proposals for PSPOs

General comments:

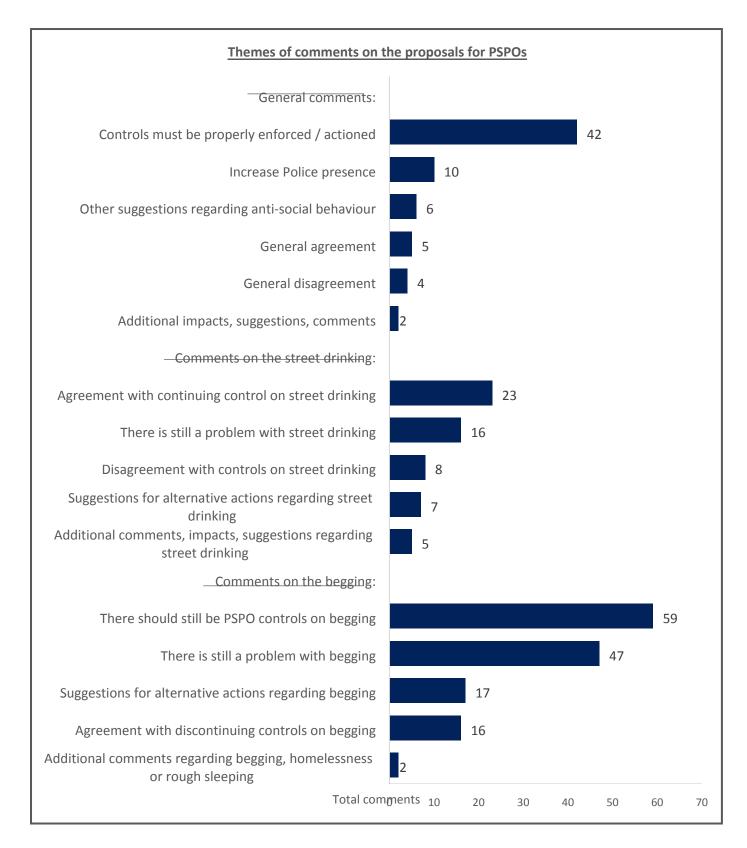| Theme	Value
Controls must be properly enforced / actioned	42
Increase Police presence	10
Other suggestions regarding anti-social behaviour	6
General agreement	5
General disagreement	4
Additional impacts, suggestions, comments	2

Comments on the street drinking:

Theme	Value
Agreement with continuing control on street drinking	23
There is still a problem with street drinking	16
Disagreement with controls on street drinking	8
Suggestions for alternative actions regarding street drinking	7
Additional comments, impacts, suggestions regarding street drinking	5

Comments on the begging:

Theme	Value
There should still be PSPO controls on begging	59
There is still a problem with begging	47
Suggestions for alternative actions regarding begging	17
Agreement with discontinuing controls on begging	16
Additional comments regarding begging, homelessness or rough sleeping	2

Total comments: 10 20 30 40 50 60 70

Figure 7

23. Suggestions that controls must be properly enforced and actioned:

Concern over whether the police have sufficient resource to properly enforce / monitor
At the moment, police often ignore street drinking
Proposals only meaningful if properly enforced
There seems to be a lack of enforcement currently

24. Suggestions to increase Police presence:

To discourage anti-social behaviour that may escalate into more crime.
So that incidents can be passed on to them.
Not enough Police Community Support Officers.

25. Additional suggestions regarding anti-social behaviour:

Greater control over drug use
Improve education in schools on antisocial behaviour. / Interact with young people to come to an understanding of what is acceptable
The free kiosks are used for drug users to contact drug dealers.
Sort out cycling on pavements
Make public spaces welcoming: greenery/trees; seating areas; signage to places of interest; remove litter; encouraging a wide range of activities in these spaces; keeping the areas in good conditions.

26. General disagreements with the proposals:

Disagree with criminalizing a behaviour that is not harmful
There are already laws that can be used to tackle this
Damaging for the city centre
People do not have the money to pay the fines.

27. Additional impacts, suggestions and comments on the proposals generally:

Introduce CCTV to subway areas
Promote the online reporting system on the police website

28. Agreements with continuing controls on street drinking:

Street drinking leads to intimidating, threatening, aggressive behaviour.
Specifically for situations where people are drunk or disorderly
Street drinking should not be allowed within 500m of schools or youth centres.

29. Unique comments and suggestions raising the point that there is still a problem with street drinking:

Drinking continues to be a problem in central parks despite being prohibited.
Problem: in City Centre parks; on Millbrook Road East.

30. Disagreement with controls on street drinking:

People should not be penalized if drinking in a responsible way in public.
Does not solve the underlying problem
Disorder occurring as a result of excessive alcohol consumption should be dealt with using existing police powers.
People may be having a picnic in the park and want to have a drink but would be penalised

31. Suggestions for alternative actions regarding street drinking:

Rather than fining them, get them to help with street cleaning.
Public drinking is not always anti-social and may be a coping mechanism. A health approach would be better.
Provide more help and support
Put permanent info all over the zones on where to seek help.

32. Additional comments, impacts and suggestions regarding street drinking:

The sign can be confusing. Incident where person sat drinking underneath sign assuming it meant they were actually allowed to drink in that area.
Within this area there are many licenced establishments which have outdoor seating. Will alcohol consumed in these areas be breaking the rules?
Do these measures prevent non-offensive social drinking in public?
What about events in the parks in town?
Any vendor of alcohol should have some responsibility for ensuring that it is sold appropriately.

33. Reasons why there should still be PSPO controls on begging:

Begging should still be prohibited because: it can be threatening; some begging is fake; increased drug litter; for the safety of residents
It will encourage people to stay away.
Impact: begging increases; crime increases; reduction in people visiting the city centre and subsequently economy; increased drug and alcohol use; more driving into town as people feel intimidated to walk in.
It provides police/enforcement with options to help sort out begging
There have been improvements in Portswood, without the order it could get worse again.
Removal from the PSPO sends a negative message to the business community
The controls should actually be stricter
Begging should not be allowed: within areas of social housing; within 500m of schools or youth centres.

34. Unique comments and suggestions raising the point that there is still a problem with begging:

Current measures had no effect on begging in the city *(there is a still a problem because of a lack of enforcement; funding cuts have made the problems worse; begging is still a problem even though it is supposed to be controlled; begging has increased)*
Impacts of begging: *puts visitors off coming to the city; causes a nuisance to residents*
In the last 12 months, 60% of businesses reported having anti-social behaviour issues associated to begging impacting their business.
662 incidents of aggressive begging has been reported since July 2018, with the majority of incidents occurring from London Road, along the QE2 mile to High Street.
There is a big problem with "professional" begging
Places where begging is a problem: *London Road, City Centre, Shirley precinct, Portswood, Town Quay, Outside West Quay, Guildhall Square, Central station, Bitterne precinct, The cutway from Church End - Treeside Road, Gypsy Grove in Shirley*

35. Suggestions for alternative actions regarding begging:

Should be looking at resolving coordinated begging and "professional" begging

Continued and better support for those at risk of homelessness and unconditional support for those sleeping rough
The council should have posters up encouraging people to make a text message donation to a food bank or homeless charity instead of giving money to these individuals.
Need to change the public perception of homeless people
Maybe the police could be seen positively interacting with these individual to remove public fear
The council should be spending more money and coming up with solutions to help even if it means putting up council tax and not just moving people on and out of sight.
Hope that the Community Safety Team and Street Homeless teams continue to assist with the problems.
More resources put into support services for addiction (drug and alcohol), poverty and homelessness.
Consult with homeless people themselves.
Give begging people hostel accommodation rather than be given an ASBO.
There must be a permanent info all over the zones on where to seek help.

36. Agreements with discontinuing controls on begging:

May reflect a general change in attitude towards homelessness and rough-sleeping
Do not have a problem with begging unless the begging is aggressive.
The restrictions on begging should never have been linking to street drinking - stigmatised homeless people.
Disagree with moving on or arresting people begging rather than supporting them
Moving people that are begging simply just hides the problem

37. Additional comments regarding begging homelessness or rough sleeping:

Some people think that PSPOs are criminalising poverty
Be aware of Big Issue Sellers also begging whilst selling the magazine

Feedback on the proposed boundaries of the PSPO areas

38. Respondents were also given the opportunity to look at the proposed boundaries of the PSPO areas and express their agreement or disagreement with them. Figure 8 shows the results of these questions.
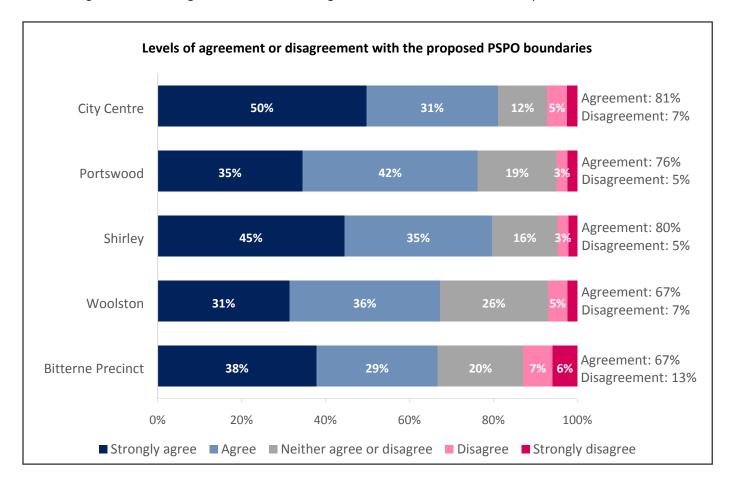
Levels of agreement or disagreement with the proposed PSPO boundaries

Area	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree	
City Centre	50%	31%	12%	5%		Agreement: 81% Disagreement: 7%
Portswood	35%	42%	19%	3%		Agreement: 76% Disagreement: 5%
Shirley	45%	35%	16%	3%		Agreement: 80% Disagreement: 5%
Woolston	31%	36%	26%	5%		Agreement: 67% Disagreement: 7%
Bitterne Precinct	38%	29%	20%	7%	6%	Agreement: 67% Disagreement: 13%

Legend: ■ Strongly agree ■ Agree ■ Neither agree or disagree ■ Disagree ■ Strongly disagree

Figure 8

39. Respondents were first asked about the proposed City Centre PSPO boundary. A total of 81% of respondents expressed agreement with the City Centre boundary of which 50% strongly agreed and 31% agreed. This was the highest level of agreement of all proposed boundaries. A further 12% neither agreed nor disagreed and the remaining 7% of respondents expressed disagreement (5% disagreed, 2% strongly disagreed).

40. When asked about the proposed Portswood boundary, 35% of respondents strongly agreed and 42% agreed which totalled 76% of respondents expressing agreement overall. A further 19% neither agreed nor disagreed with the Portswood boundary. Of the remaining 5% of respondents that expressed general disagreement, 3% disagreed and 2% strongly disagreed

41. Respondents were next asked whether they agreed or disagreed with the proposed PSPO boundary for Shirley. A total of 80% of respondents agreed overall with the boundary of which 45% strongly agreed and 35% agreed. A further 16% of respondents neither agreed nor disagreed. The remaining 5% of respondents expressed a level of disagreement with the boundary of which 3% disagreed and 2% strongly disagreed.

42. When asked about the proposed PSPO boundary in Woolston, a total of 67% of respondents expressed agreement (31% strongly agreed and 36% agreed). Just over a quarter of respondents (26%) neither agreed nor disagreed with the proposed boundary. The remaining 7% expressed disagreement of which 5% disagreed and 2% strongly disagreed.

43. Lastly, respondents were asked to provide their opinion on the proposed PSPO boundary around Bitterne Precinct. A total of 38% of respondents strongly agreed with the boundary and 29% agreed which meant 67% expressed a level of agreement. Another 20% of respondents neither agreed nor disagreed. A total of 13% of respondents expressed disagreement with the Bitterne Precinct PSPO boundary of which 7% disagreed and 6% strongly disagreed. This was the highest level of disagreement of all proposed PSPO boundaries.

44. Respondents were given an opportunity at the end of the questionnaire to provide written feedback on the proposals. All written responses have been read and then assigned to categories based upon similar sentiment or theme. Figure 9 shows the themes of comments regarding the proposed boundaries of the PSPO areas. The report has also endeavoured to outline all the unique suggestions gathered as a part of the consultation and so the subsequent tables after provides quotes or summaries of the unique comments and suggestions associated with these themes of comment.
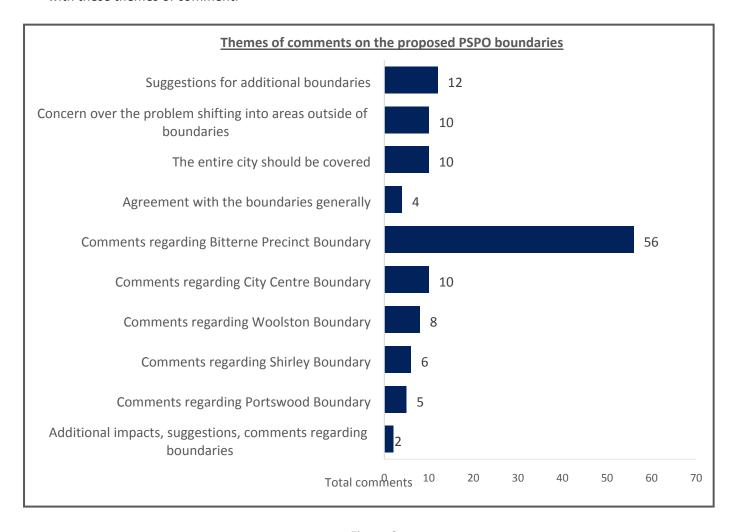
Themes of comments on the proposed PSPO boundaries

Theme	Total comments
Suggestions for additional boundaries	12
Concern over the problem shifting into areas outside of boundaries	10
The entire city should be covered	10
Agreement with the boundaries generally	4
Comments regarding Bitterne Precinct Boundary	56
Comments regarding City Centre Boundary	10
Comments regarding Woolston Boundary	8
Comments regarding Shirley Boundary	6
Comments regarding Portswood Boundary	5
Additional impacts, suggestions, comments regarding boundaries	2

Figure 9

45. Unique suggestions for additional boundaries:

Problems with cans littering in areas not covered
Include the broader areas of: Thornhill; Lordshill; Millbrook; Weston; Shirley Warren; Coxford.
Boundaries to include specific locations: Schools, parks, common areas, the common, the Old Cemetery, all subway areas, car parks, car parking machines, residential areas, large estates; area around Glen Eyre student halls; Henstead Road

46. Concerns over the problems shifting into areas outside of the boundaries:

Should be plans for the potential displacement of activity.
Boundaries may push the problem on to streets not covered

47. Suggestions that the entire city should be covered:

There should be a city-wide boundary
Should not tolerate street drinking anywhere in Southampton

48. Agreements with the boundaries generally:

Agree with increasing the sizes of the areas
Pleased to see the central parks, Queens Park and Mayflower park included

49. Unique comments and suggestions regarding the Bitterne Precinct boundary:

Agree with having more police presence in Bitterne
Area should be extended
Include the following streets / areas: particularly the underpass / subway; both sides of the dual carriageway; Park behind Bitterne Leisure Centre; Park at eastern end of Bitterne underpass; the pathways down the side of the dual carriageway; the area in front of the library; Haynes Road car park; Lances Hill Car Park; West End Road Car Park; wooded areas surrounding the car park; Pound Street; the triangle of land between Bitterne road and Bursledon Road; the school; the grassed area with seating on the right hand side of Lances Hill.

50. Unique comments and suggestions regarding the City Centre boundary:

Do not agree with covering all of Bevois as it is not the city centre.
Agree with including Bevois
Merge with Shirley
Golden Grove doesn't have a problem with street drinking
Area too large to be effectively policed

51. Unique comments and suggestions regarding the Woolston boundary:

Should be extended
Include the following streets / areas: Subways; Woolston station approach; Top of John's Road where the Co-op is; back alleys; side streets.

52. Unique comments and suggestions regarding the Shirley boundary:

Agreements: with covering more of Shirley Road; with the inclusion of area up to St James Road.
Area too large to be effectively policed
Merge with City Centre

Disagree with including upper Shirley as they don't seem to have a problem
Suggest including Shirley Warren where there are problems

53. Unique comments and suggestions regarding the Portswood boundary:

Concern that street drinking may be forced into areas just outside of the boundary
Include the following streets / areas: Westridge road as far as lawn road or horseshoe bridge; include boardwalk between horseshoe bridge and Mountpleasant industrial estate; include the side roads with high density student housing; extend up Highfield Lane and Shaftesbury Avenue.

54. Additional impacts, suggestions, and comments regarding boundaries:

The police and the council should have a better idea on where to put the boundaries
Areas are too large to be effectively policed

Feedback on the impact of the proposals

55. The final question asked respondents what impact they felt the proposals would have on them or their community if they were to be implemented (Figure 10). Overall 80% of respondents felt that the impact would be positive. This was broken down into 35% that felt the impact would be very positive, 31% fairly positive and 14% slightly positive. A total of 7% of respondents felt there would be no impact as a result of the proposals at all. A further 1% of respondents felt they did not know what the impact would be. The remaining 11% of respondents all felt that the impact would be negative. Of this, 1% thought it would be a slightly negative impact, 4% a fairly negative impact and 5% a very negative impact.
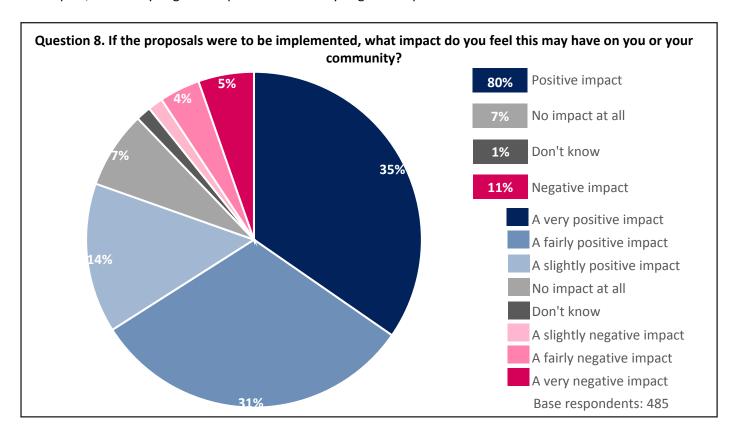

Figure 10

Feedback on the consultation process

56. Southampton City Council are committed to make the whole consultation process as transparent and fair as possible. As a part of this commitment, any feedback on the consultation process itself received during the course of the consultation is gathered together here.

57. A total of 5 respondents commented on the consultation process and questionnaire.

58. Unique comments about the consultation process:

The use of double negatives makes some questions very confusing and some people will answer the opposite of what they intended by mistake
Survey is a waste of money, pointless exercise
Not enough detail on what the alternative proposals are for begging.
The reasoning behind stopping PSPO controls on begging has not be fully explained
Question 8 asks for a single response to multiple proposals, some of which may have positive impacts and some negative.

Conclusion

59. Southampton City Council undertook public consultation on proposals to extend controls on street drinking for a further three years, following the expiration of the existing Public Spaces Protection Orders later this year.

60. The consultation took place for 4 weeks between 25 February 2019 and 24 March 2019.

61. In total, there were 488 responses to the consultation which all responded via the consultation questionnaire.

62. All questionnaire results have been analysed and presented in graphs within the report. In addition all written feedback has been read and assigned to categories based upon similar sentiment or theme and descriptions have been provided of each category within the report.

63. In conclusion, this consultation allows Cabinet to understand the views of residents and stakeholders on the proposals that have been consulted on. It represents the best possible summary and categorisation of all the feedback received through the consultation period.

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ANTI-SOCIAL BEHAVIOUR, CRIME AND POLICING ACT 2014
SECTION 59
PUBLIC SPACES PROTECTION ORDER

THE SOUTHAMPTON CITY COUNCIL PUBLIC SPACES PROTECTION TO CONTROL STREET DRINKING IN XXXX ORDER 2019

THIS ORDER is made by Southampton City Council ("the Council") because the Council is satisfied on reasonable grounds that activities carried out or likely to be carried out in a public space, namely XXXX, which is shown coloured pink within the red boundary on the attached map:

- have had, or are likely to have, a detrimental effect on the quality of life of those in the locality;

- are or are likely to be unreasonable; and

- justify the restrictions imposed.

The Council is satisfied that the following activities have been or are likely to be carried out within the designated public space:

(a) the consumption alcohol or being in possession of an open container of alcohol;

(b) loitering for the purpose of consuming alcohol;

RESTRICTIONS

This public spaces protection order restricts the following activities within the designated area:

(a) The consumption alcohol or being in possession of an open container of alcohol is prohibited within the designated area.

(b) Loitering for the purpose of consuming alcohol within the designated area is prohibited

PERIOD FOR WHICH THE ORDER HAS EFFECT

This order will come into force on XXXX and lasts until XXXX
At any point before the expiry of this period the Council can extend the order by up to three years if they are satisfied on reasonable grounds that this is necessary to prevent the activities identified in the order from occurring or recurring or to prevent an increase in the frequency or seriousness of those activities after that time.

FAILURE TO COMPLY WITH THIS ORDER

Section 63 of the Anti-Social Behaviour Crime and Policing Act 2014

Section 63 states that where a constable or an authorised person reasonably believes that a person:

a) is or has been consuming alcohol in breach of this order; or

b) intends to consume alcohol in breach of this order

The constable or authorised person may require that person:

(a) not to consume, in breach of the order, alcohol, or anything which the constable or authorised person reasonably believes to be alcohol;

(b) to surrender anything which is, or which the constable or authorised person reasonably believes to be, alcohol or a container for alcohol

It is an offence for a person, without reasonable excuse, to fail to comply with a requirement imposed by a constable or authorised person under section 63.

A person guilty of this offence is liable on conviction in the Magistrates' Court to a fine not exceeding level 2 on the standard scale.

Section 67 of the Anti-Social Behaviour Crime and Policing Act 2014

Section 67 states that it is an offence for a person, with reasonable excuse, to:

a) do anything that the person is prohibited from doing by the public spaces protection order;

   or

b) fail to comply with a requirement to which the person is subject under a public spaces protection order.

A person guilty of this offence is liable on conviction in the Magistrates' Court to a fine not exceeding Level 3 on the standard scale

FIXED PENALTY

A constable or authorised person may issue a fixed penalty notice to anyone he or she believes has committed an offence under Section 63 or Section 67.

Paying the fixed penalty of £100 within 14 days of fixed penalty notice being issued will discharge any liability to conviction for the person believed to have committed an offence under Section 63 or Section 67 Anti-social Behaviour, Crime and Policing Act 2014.

Failure to pay the fixed penalty may result in legal proceedings being pursued for an offence under Section 63 or 67 of the Anti-social Behaviour, Crime and Policing Act 2014.

APPEALS

Any challenge to this order must be made in the High Court by an interested person within six weeks of it being made. An interested person is someone who lives in, regularly works in, or visits the restricted area. This means that only those who are directly affected by the restrictions have the power to challenge the order. The right to challenge also exists where an order is varied by the Council.
Interested persons can challenge the validity of this order on two grounds:

   a) that the Council did not have power to make the order, or to include particular prohibitions, or requirements; or:

   b) that one of the requirements of the legislation has not been complied with.

When an application is made the High Court can decide to suspend the operation of the order pending the Court's decision, in part or in totality. The High Court has the ability to uphold the order, quash it, or vary it.
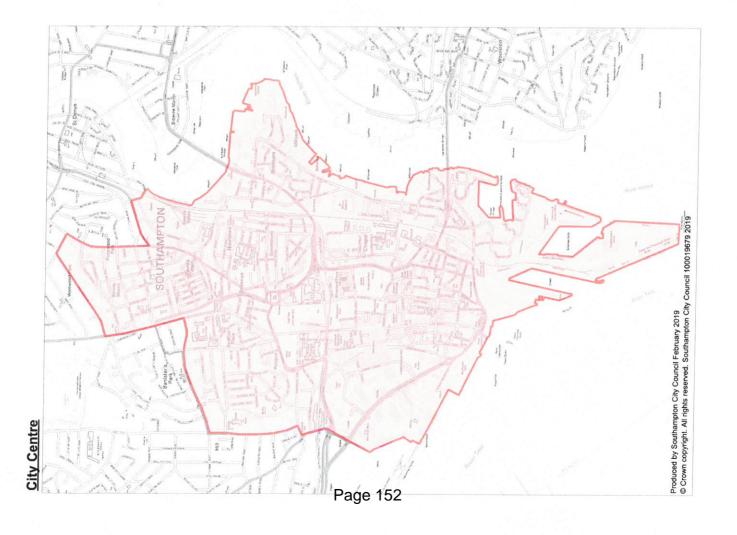

Dated………………………………..

THE COMMON SEAL of
SOUTHAMPTON CITY COUNCIL
was hereunto affixed this
XXXX

in the presence of

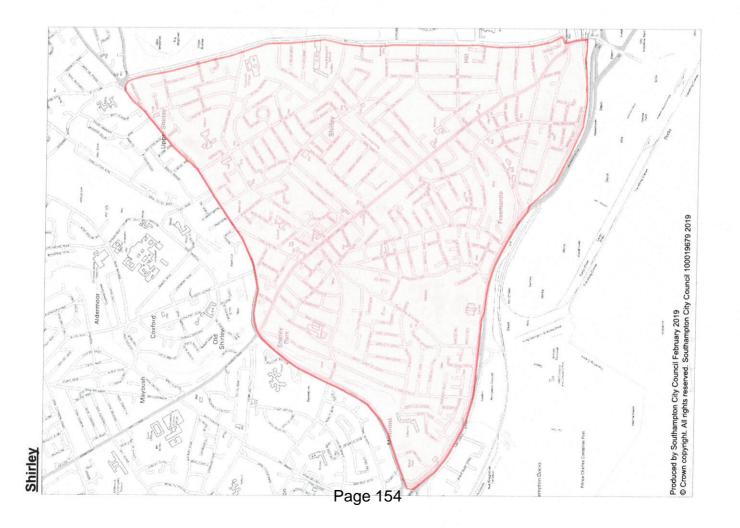………………………………
Authorised Signatory

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Portswood

Shirley

Woolston

Page 155

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4th April 2019

Cllr Chris Hammond
Leader
Southampton City Council
Civic Centre
Southampton
SO14 7LY

3rd April 2019

Dear Chris,

Objection to removal of begging from the Public Space Protection Order (PSPO)

We were very concerned to see that the Council is proposing to remove begging from the Public Space Protection Order when it is renewed. We would ask you – as a matter of urgency – to review this decision and to retain begging as part of the PSPO.

The presence of street beggars has increased noticeably since Christmas. They have pre-defined 'pitches' and appear to operate on a rota basis. They bring with them huge amounts of bedding and other materials. In our view most of them are professionals and should not be associated with genuine rough sleepers with whom we sympathise.

Over the last 12 months, 60% of our businesses have reported that anti-social behaviour issues associated with begging have impacted their business in some way. Our rangers have recorded aggressive begging patterns over the last year and the majority of aggressive begging happens between 12-1pm. 662 incidents of aggressive begging has been reported by our rangers since July 2018, with the majority of incidents occurring from London Road, along the QE2 mile to High Street.

PSPO is one of the few tools we have to combat the proliferation of beggars in the city centre and without this we believe the numbers of professional beggars will increase.

We would also like to query the diversion of the work of the Welfare Wardens to civil enforcement. When this service was introduced it was heralded as the Council's tool for combatting the impact of begging and rough sleeping in the main retail core. Working with our rangers and the police, the wardens did achieve measurable impact. We can only believe that the current worsening of the begging problem is due in part to the diversion of the Welfare Wardens to other duties, and we would ask that this is reversed.

Yours sincerely,

Giles Semper
CEO

Cc Cllr Jacqui Rayment, Cllr Satvir Kaur, Sandy Hopkins, Mitch Sanders, Tim Keeping

DECISION-MAKER:		CABINET		
SUBJECT:		ACCEPTANCE OF FUNDING: SOLENT EMPLOYMENT SUPPORT		
DATE OF DECISION:		16TH APRIL 2019		
REPORT OF:		CABINET MEMBER FOR ASPIRATION, SCHOOLS AND LIFELONG LEARNING		

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CONTACT DETAILS

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	E-mail:	Denise.edghill@southampton.gov.uk		

STATEMENT OF CONFIDENTIALITY

Not applicable

BRIEF SUMMARY

On 15th February 2018, the Council submitted an application to the Department for Work & Pensions (DWP) under the European Structural & Investment Funds (ESIF) Growth Programme for European Social Fund (ESF) grant funding. The application proposes engaging and supporting economically inactive or unemployed adults living in Southampton and the wider Solent LEP area whose health, drug/alcohol dependency, chaotic lifestyles or homelessness are barriers to education, training or sustained employment. Officers have been notified that the application for an ESF grant totalling £566,583 has been successful and the purpose of this report is to authorise the next steps to accept the grant and deliver the Solent Employment Support project.

RECOMMENDATIONS:

Having complied with paragraph 15 of the Council's Access to Information Procedure Rules.

	(i)	To delegate authority to the Service Director, Growth to take all actions necessary to accept the grant and deliver the project until September 2021.
	(ii)	To accept, in accordance with Financial Procedure Rules, a grant of £566,583 from the European Structural & Investment Funds (ESIF) Growth Programme as match funding towards a total project budget of £1,133,165
	(iii)	To approve, in accordance with Financial Procedure Rules, revenue expenditure of £1,133,165 for the Solent Employment Support project over 2019/20, 2020/21 and 2021/22 and the Council's individual financial contribution of £260,716
	(iv)	To approve the Council to act as Accountable Body for the administration of grant funding and Solent Employment Support Project Partnership.

	REASONS FOR REPORT RECOMMENDATIONS
1.	This report is submitted for consideration as a General Exception under paragraph 15 of the Access to Information Procedure Rules in Part 4 of the City Council's Constitution, notice having been given to the Chair of the relevant Scrutiny Panel and the Public. The matter requires a decision due to (a) a delay in receipt of DWP grant approval and (b) the project commencement date of 2nd June 2019 precedes the next Cabinet meeting scheduled for 18th June 2019.
2.	Under Financial Procedure Rules, the matter requires a decision in order to accept the grant award from the Department for Work & Pensions and deliver the Solent Employment Support project.
3.	Southampton City Council will lead the project on behalf of a partnership, which will support individuals living in Southampton, Portsmouth, Isle of Wight, Gosport, Havant and Waterside into learning and work. Target groups will be those whose profound, complex needs are likely to create acute difficulties for voluntary participation in the Work and Health Programme. It will mainly focus on people who are 'outliers', including those with an enduring mental health condition, care leavers (19-24 years), adults and young people who are homeless or at risk of becoming so, people with a history of alcohol/substance misuse, women and men experiencing domestic violence/sexual abuse, and workless people with similarly entrenched barriers to work.
4.	Grant funding will contribute to the Council's key priorities of a city with strong and sustainable economic growth and where people can live safe, healthy and independent lives. ESF funding will enable Solent Employment Support to: • Help unemployed and economically inactive people improve their skills and move closer to work by tackling the root causes of poverty and exclusion in a consistent and integrated way. • Enable target small businesses (SMEs) to secure the people they need to address labour shortages, develop workforce skills and improve business performance. • Widen project reach and impact by encouraging innovation, adaptation and uptake of Solent Employment Support in locally commissioned services and other business sectors.
	ALTERNATIVE OPTIONS CONSIDERED AND REJECTED
5.	Reject the Grant Offer To not accept the ESF grant would result in the loss of external funding and cancellation of a proposed project to support economically inactive individuals with complex social and health needs access education, training or sustained employment. Loss of support for those requiring services. There would also be associated reputational damage to the Council

	DETAIL (Including consultation carried out)
6.	Southampton City Council has, over the past 3 years, led delivery of the City Deal Solent Jobs Programme (SJP). By contract end (December 2018), the programme had provided integrated health and employment support to 1,200 unemployed adults in receipt of Employment Support allowance (ESA) or Work Programme Completers living in the Solent LEP area, supporting nearly 40% into employment. Building on SJP outcomes, learning and good practice, Solent Employment Support affords sustainability by increasing the number of long-term unemployed adults into work, drive sustainable service improvements and add value to the Work and Health Programme and existing local employment and skills provision (e.g. Well at Work).
7.	An options appraisal undertaken by Council officers and SJP project partners (Portsmouth City Council, Hampshire County Council and Isle of Wight Council) concluded local need would be best met by submitting a new multi-agency bid to the Solent LEP's European Structural & Investment Funds (ESIF) Solent Jobs Call launched in early 2018. A funding application for an ESF grant of £566,583 (50% of the total project costs of £1,133,165) was submitted on 15th February 2018. Following appraisal by Department for Work & Pensions (DWP) in its capacity as Managing Authority, the application was approved and Southampton City Council received a formal Grant Offer on 21st February 2019.
8.	The Solent Employment Support project will: • Engage and support 398 economically inactive or unemployed adults into learning, skills and employment, whose health, drug/alcohol dependency, chaotic lifestyles or homelessness are barriers to labour market participation. • Promote education or training and achieve a minimum 22% into sustained employment. • Enable SMEs in target growth sectors (social care, hospitality, construction and logistics) to secure the people they need to address labour shortages that constrain business performance. • Achieve continuing innovation and integration of employment support within housing, social care and mental health services in the Solent area, through robust management information, evaluation and knowledge transfer.
9.	Project delivery involves intensive, but flexible person-centred support into work, based around skills development, pre-employment volunteering or work experience, individual placement support and employer engagement. Personalised support plans and client beneficiary budgets will secure tailored solutions that meet individual need and provide for essential clothing, equipment or support aids, emergency tenancy deposits, and contribute towards travel and childcare costs. Provision will be secured via a combination of joint working with local services and agencies, and direct commissioning using framework agreements, including:

	• Work with substance misuse treatment providers and psychologists to achieve an integrated transition into the project's employment and skills pathway. • Life coaching • Counselling and Cognitive Behavioural Therapy • Tenancy sustainment • Money management • Basic skills and teaching English as a Second Language (ESOL)Digital and literacy skills
10.	Activity will run for 2 years commencing June 2019 with participation open to all residents who meet the eligibility criteria (i.e. inactive or long-term unemployed Universal Credit and JSA benefit claimants, including those affected by sanction or delayed payment).
11.	Project partners are Southampton City Council (Lead Partner), Portsmouth City Council, Hampshire County Council and Isle of Wight Council. Together the Partnership will employ 9.5 full-time Employment Support Caseworkers (3.5fte in Southampton, 3fte in Portsmouth, 2fte covering South Hampshire and 1fte on IoW) to be integrated within specialist agencies and local teams, including Community Mental Health, Substance Misuse Services, Homeless and Vulnerable Adults Support Team (H-VAST), Housing and Resettlement, Troubled Families, Care Leavers, Women's Aid and Jobcentre Plus (JCP) to coordinate and optimise client referral rates.
12.	There will be an average caseload size of 21 clients per caseworker/per annum with a ratio of 1:12 at any one time, allowing for a personalised service. Referrals will start October 2019 and run for 20 months with the Council and project partners supporting total client numbers of: <table><tr><td>Southampton City Council</td><td>140</td></tr><tr><td>Portsmouth City Council</td><td>150</td></tr><tr><td>Hampshire County Council</td><td>72</td></tr><tr><td>Isle of Wight Council</td><td>36</td></tr><tr><td>**Total**</td><td>**398**</td></tr></table>
13.	Attracting and enabling local businesses to engage with Solent Employment Support is key to achieving client progression into work. A key component of the former Solent Jobs Programme (SJP) offer was the use of City Deal match funding to subsidise a work placement or job paid at the National Living Wage for up to 25 hours per week. As this match funding is no longer available, Employment Support Caseworkers will allocate dedicated project time to work with Hampshire Chamber of Commerce and Federation of Small Businesses to expand the network of employers developed by SJP. Specifically, Solent Employment Support will work through Solent Growth Hub colleagues to access live business data and insight required to effectively target local SMEs and promote the benefits of Individual Placement and Employment Support to business. Caseworkers will work with individual employers in social care, hospitality, construction and logistic sectors to deliver a package of business support comprising information, advice and guidance (IAG) and wrap around individual placement support (IPS) to facilitate successful recruitment, progression and retention of clients.

14.	Solent Employment Support will deliver supported pathways to education, training and sustained employment opportunities for 398 adults who are furthest from work and experience social exclusion and multiple disadvantage. Over a 20 period the project aims to progress: • 17% (67) into education or training opportunities on leaving provision. • 14% (31) of the total unemployed cohort into employment, including self-employment on leaving provision. • 27% of total inactive cohort into employment or job-search on leaving provision • 22% of all clients into employment, including self-employment 6 months after leaving provision.
15.	Project activity will produce a number of outcomes that have the power to drive social change long after project completion. Impact evaluation will be undertaken to measure the degree of impact the project has achieved in improving the economic and social conditions of clients. It will also assess the benefits to SMEs of wrap around individual placement or employment support in facilitating the recruitment, progression and retention of clients needed to grow business. Key outcomes include: For clients • Sustained engagement in the labour market. • Improved employability skills. • Enhanced employment opportunities. • Improved levels of self-confidence and self-esteem. • Increased levels of motivation and self-reliance. • Increased accommodation stability. • Reduced alcohol and/or substance misuse. • Improved mental health and well-being. • Increased level of social inclusion. • Reduced welfare dependency. For Employers • Improved client retention and progression. • Improved workforce stability
16.	A Project Steering Group (PSG), chaired by Southampton City Council, and comprising representatives from project partner organisations and relevant stakeholders, including Job Centre Plus and Solent LEP will own and assure project activity, monitor actions and progress, and reviews quality assurance data. The PSG will meet quarterly and have authority to make recommendations regarding project plans, timescales, expenditure and allocation of resources, communication and publicity actions, and agree actions (corrective or otherwise) in accordance with Council policies and procedures, EC Regulations and ESF Operational Programme rules.

	RESOURCE IMPLICATIONS
	Capital/Revenue
17.	The Solent Employment Support project is to be funded from a single ESF grant of £566,583 from the European Structural & Investment Funds (ESIF) Growth Programme managed by Department for Work & Pensions (DWP). The grant will be paid to the Council under section 31 of the Local Government Act 2003 and drawn down through quarterly financial claims for eligible defrayed expenditure.
18.	The ESF grant represents 50% of total project costs of £1,133,165. Southampton City Council (as Lead Partner) and all other project partners are contributing match funding in terms of staff time and cash from existing budgets over financial years 2019/20, 2020/21 and 2021/22. The required SCC revenue funding is budgeted against GM590 (Regeneration) yearly spend. The planned revenue income and expenditure is as follows:

Income

Project Partner	2019/20 £	2020/21 £	2021/22 £	Totals
European Social Fund	236,076	283,292	47,215	566,583
Southampton City Council	108,632	130,358	21,726	260,716
Portsmouth City Council	64,188	77,025	12,838	154,051
Isle of Wight Council	20,717	24,861	4,143	49,721
Hampshire County Council	42,539	51,047	8,508	102,094
Totals	**472,152**	**566,583**	**94,430**	**1,133,165**

Expenditure

Item	2019/20 £	2020/21 £	2021/22 £	Totals
Staff costs	324,073	394,753	66,583	785,409
Direct costs	70,980	124,095	20,370	215,445
Indirect costs	51,461	67,963	12,887	132,311
Totals	**446,514**	**586,811**	**99,840**	**1,133,165**

19.	The Solent Employment Support project has no capital funding implications.
20.	In July 2018 the UK Government published a guarantee to underwrite the UK's full funding allocation for Structural and Investment Funds (both European Structural Funds and European Regional Development Funds) until the end of the programming

	period (31st December 2020). In short, this means that any funding application approved and contracted before the end of 2020 should have their funding guaranteed for the lifetime of the approved project.
Property/Other	
21.	There are no property implications. The project is not expected to place any demands on Council accommodation during delivery or post completion.
LEGAL IMPLICATIONS	
Statutory power to undertake proposals in the report:	
22.	S.31 Local Government Act 2003 empowers the Secretary of State to issue grants to Local Authorities and set conditions on their use. In order for the Council to accept the ESF grant it is required to enter into a legal agreement with the Department for Work & Pensions (DWP) who act as the Managing Authority of the European Social Fund. The Council has the power to undertake the employment functions set out in this report by virtue of s. 1 Localism Act 2011. .
Other Legal Implications:	
23.	These funds are targeted at supporting people in vulnerable positions in society and contribute to the Council's Public Sector Equality Duty obligations through; • Reducing the disadvantages vulnerable adults experience • Better meeting the economic needs of people with protected characteristics; and • Supporting people with protected characteristics to more effectively participate in economic life
RISK MANAGEMENT IMPLICATIONS	
24.	A comprehensive Risk Register will identify high, medium and low risks and dependencies to achieving project outputs and results, together with a management plan setting out mitigating actions to address under-performance. A significant risk to the Council, acting as Lead Partner and Accountable Body is claw-back of ESF funds should Audit identify expenditure irregularities during the e-claim process. The project will put in place stringent financial controls to ensure all e-claims for eligible defrayed expenditure are certified with zero errors.
POLICY FRAMEWORK IMPLICATIONS	
25.	Solent Employment Support contributes to the delivery of two key priorities in the Southampton City Council Strategy (2016-2020): (i) a city with strong and sustainable economic growth and (ii) where people can live safe, healthy and independent lives.

KEY DECISION?	Yes	
WARDS/COMMUNITIES AFFECTED:	**ALL**	

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SUPPORTING DOCUMENTATION

</div>

Appendices

1.	None

Documents In Members' Rooms

1.	Equality and Safety Impact Assessment (ESIA)
2.	Data Protection Impact Assessment (DPIA)

Equality Impact Assessment

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	**Yes**

ta Protection Impact Assessment

Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.	**Yes**

Other Background Documents
Other Background documents available for inspection at:

Title of Background Paper(s)	**Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)**
1. None	

DECISION-MAKER:	CABINET
SUBJECT:	WESTON SHORE INFANTS SCHOOL (ROOF WORKS)
DATE OF DECISION:	16 APRIL 2019
REPORT OF:	CABINET MEMBER FOR ASPIRATION, SCHOOLS AND LIFELONG LEARNING

CONTACT DETAILS				
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Director	Name:	**Hilary Brooks**	Tel:	023 8083 4899
	E-mail:	hilary.brooks@southampton.gov.uk		

STATEMENT OF CONFIDENTIALITY
None.

BRIEF SUMMARY
Weston Shore Infants School was subject to an Ofsted inspection in December 2017 and as a result was deemed 'Inadequate'. As a consequence the Regional Schools Commissioner, (RSC) placed a Direct Academy Order (Statutory Notice) requiring the school to become an Academy. Weston Shore Infants School is a maintained trust and the building and land is owned by Southampton Education Trust.
The Local Authority has a responsibility to ensure school accommodation is in a safe and in reasonable condition as part of the transfer arrangements to an academy trust. (Academies Act 2010, s4, s8)
In the case of Weston Shore Infant School the nominated Academy Trust for the proposed operation of the school is Hamwic Academy Trust. The flat roof on the school is now at the end of its economic life and needs replacing this will require an investment of £712k to replace the roof with new.
The continued provision of an Infant School in Weston will ensure effective provision of education for infant age children in the Weston Ward of the City; which is one of the most deprived wards in the City.

RECOMMENDATIONS:		
1.	(i)	Having complied with paragraph 15 of the Council's Access to Information Procedure Rules. Approve the addition and spend of £712K in 2019/20 to the Aspiration, Schools and Lifelong Learning programme; to be funded from capital receipts to undertake the necessary replacement to the roof at the school.
	(ii)	Enter into a Financial Agreement with Hamwic Education Trust for the £712k funding to be transferred to the Trust in order for the works to be completed by the Trust in accordance with an agreed schedule of works to an agreed standard; in order for the Conversion Date of May 1st 2019 to be achieved.

REASONS FOR REPORT RECOMMENDATIONS	
2.	This report is submitted for consideration as a General Exception under paragraph 15 of the Access to Information Procedure Rules in Part 4 of the City Council's Constitution, notice having been given to the Chair of the relevant Scrutiny Panel and the Public. The matter requires a decision in

	order to complete the conversion of Weston Shore Infants School to an academy by the agreed transfer date of May 1st 2019 in line with the agreed timescale with the Regional Schools Commissioner and the DfE the item was not included on the Forward Plan as the extent of the works were not confirmed until February 2019.
3.	There is insufficient funding in the Schools Repairs and Maintenance budgets to meet the costs associated with replacing the entire flat roof on the school and therefore a proposal has been taken through Council Capital Board on Tuesday February 26th 2019 to secure the required capital from the corporate Capital Programme
4.	Though Weston Shore Infants School is a small school Hamwic Academy Trust have provided a written undertaking to the RSC and the LA in relation to the long term future for the school.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

5.	The potential transfer of Children at Weston Shore Infants School to Weston Park Primary School has been considered and discussed with all stakeholders including the Regional School Commissioner, (RSC) and with Hamwic Academy Trust. This has been ruled out as a possible alternative. The RSC and Hamwic Academy Trust have provided written undertaking that Weston Shore infants School will continue to operate as a school.

DETAIL (Including consultation carried out)

6.	A full condition survey of the roof and accommodation at Weston Shore Infants School has been commissioned and is attached at Appendix 1 of this Cabinet Report. The proposal is for a schedule of works to be agreed between Hamwic Academy Trust and Southampton City Council; in line with the survey provided at Appendix 1. A Financial Agreement will be drawn up between Hamwic Academy Trust and Southampton City Council whereby the funding for the works to replace the roof will be transferred to the Academy trust and the trust will undertake the works in line with the schedule of works. This will allow the transfer of the school on May 1st 2019 in line with the agreed date.

RESOURCE IMPLICATIONS

Capital/Revenue

7.	The survey provided at Appendix 1 sets out the scope of the works required to replace the roof at Weston Park Infants school to bring the school accommodation up to an acceptable and reasonable standard. Total capital budget for the works is £712k

Property/Other

8.	Under Section 7.0 of the Southampton City Council Scheme for Financing Schools (Repairs and Maintenance) it states: **7. Repairs and Maintenance** 7.1.1 Funds are delegated to schools to cover all repairs and maintenance of school buildings except for works which meet the City Council's usual definition of capital expenditure. The main areas of capital expenditure on school buildings which will not be delegated are as follows:

	• new buildings, extensions or significant improvements as part of the City Council's capital programme • maintenance or improvement works supported by specific grants • large scale replacement, renewal or maintenance of the structure of a building e.g. foundations, structural walls, roof, chimney, floor and staircase structures • large scale window replacement (e.g. all windows in one face of a building) • large scale replacement or renewal of electrical, heating or other services • demolition, including site clearance and sealing off of drains and other services • large scale health and safety work e.g. asbestos removal, complete resurfacing of playgrounds • installation, replacement or structural maintenance of temporary buildings • significant measures to improve access to the building for people with disabilities e.g. installation of lifts or access ramps The liability for the replacement of the roof at Weston Shore Infants School sits outside of the delegated budget for the school and therefore is the responsibility of Southampton City Council; (7.1.1 large scale replacement…)
LEGAL IMPLICATIONS	
9.	The Conversion to Academy Agreement, (CTA) will have a supporting Financial Agreement between Southampton City Council and Hamwic Academy Trust and the funding will be transferred to the Academy Trust with an agreed schedule of works to be completed by the Trust to agreed standards. .
Statutory power to undertake proposals in the report:	
10.	Using the Secretary of State's powers under Section 4 of the Academies Act 2010, Regional School Commissioners (RSC) may make an academy order in respect of a maintained school either on the application of a school's governing body or if the school is eligible for intervention within the meaning of Part 4 of the 2006 Act.

11.	Where a maintained school is judged inadequate by Ofsted the RSC is under a duty to make an academy order. Before the RSCs exercise this duty, they may consider the viability of the school. If an academy order is made in respect of a school, the RSC must give a copy of the order to:
	
	    a. the governing body of the school;
	    b. the headteacher;
	    c. the local authority; and
	    d. in the case of a foundation or voluntary school that has a foundation:
	        (i) the trustees of the school;
	        (ii) the person or persons by whom the foundation governors are appointed; and,

	(iii) in the case of a school which has a religious character, the appropriate religious body.
12	For a maintained school which has been judged inadequate by Ofsted there is no requirement for a consultation to be carried out by the governing body or by the academy trust on whether the conversion should take place. There is no requirement for the RSC to consult on whether the maintained school should convert to an academy.
13	Where such a maintained school is a foundation or voluntary school that has a foundation, the RSC must consult the following regarding the *identity of the academy trust*: (i) the trustees of the school; (ii) the person or persons by whom the foundation governors are appointed; and (iii) in the case of a school which has a religious character, the appropriate religious body.
14	The Council has satisfied itself that the RSC has issued an Academies Order for Weston Shore Infants School in accordance with the above statutory provisions and is therefore required to transfer the school to Academy status in a fit and proper state and make good any outstanding repairs in accordance with the Scheme for Financing Schools as it applies to the funding of Maintained schools of the relevant category.

Other Legal Implications:

15	An Equality and Safety Impact Assessment has been undertaken in relation o the proposals and this is attached as an Appendix to this report.

RISK MANAGEMENT IMPLICATIONS

16.	Failure to secure the finance to undertake the necessary works will further delay the conversion of the school to an academy against the statutory requirement as defined by the Direct Academy Order issued by the Regional School Commissioner, (RSC)

POLICY FRAMEWORK IMPLICATIONS

17	None

KEY DECISION?	**Yes**	
WARDS/COMMUNITIES AFFECTED:	**All**	

SUPPORTING DOCUMENTATION

Appendices

1.	Weston Shore Infants School Condition Survey
2.	(Education, Training and Skills) Extract from open academies, free schools and UTCs and academy projects awaiting approval

Documents In Members' Rooms

1.	Equality and Safety Impact Statement

Equality Impact Assessment

Do the implications/subject of the report require an Equality and	**Yes**

Safety Impact Assessment (ESIA) to be carried out.	
Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.	**No**
Other Background Documents **Other Background documents available for inspection at:**	

Title of Background Paper(s)		**Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)**
1.	None	

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SNC·LAVALIN

FAITHFUL GOULD
Member of the SNC-Lavalin Group

Weston Shore Infant School

Roof Condition Survey

Southampton City Council

15 August 2018

Notice

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Document history

Revision	Purpose description	Originated	Checked	Reviewed	Authorised	Date
	Report	AF	TB	AF	TB	24.07.18
A	Updated report	AF	MP	AF	MP	15.08.18

Client signoff

Client	Southampton City Council
Project	Weston Shore Infant School
Job number	5168159
Client signature / date	

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1.0   Executive Summary

Weston Shore Infant School is preparing to transfer to an Academy Trust from Southampton City Council. As part of that transfer process the condition of the fabric of the building should be considered.

A survey of the flat roofs of the school was carried out on 6th July 2018 and a follow up survey to report on construction elements associated to the flat roofs was carried out on 2nd August 2018. The weather was hot and dry and the weather prior to the first survey had been the same for a number of weeks with no rain for at least three weeks, subsequently the surfaces and debris were very dry. A few days prior to the second survey there had been heavy rainfall that had identified leaking areas of the roofs that had been patched just prior to the survey.

Bauder who manufacture and supply roofing materials also attended the first survey and took two core samples of the different areas of roof so the makeup beneath the surface could be ascertained. Their report is included within this report as appendix B.

The flat roofs are six separate areas as designated on the roof plan in appendix A. The main flat roof that covers the majority of the school is asphalt, the three smaller areas are three layer felt. The raised sections over the kitchen and tank room are asphalt similar to the main flat roof area. The school also has five mono pitched roofs with vertical glazing running up from the flat roof areas and a central square pyramidal pitched roof set into the centre of the asphalt roof that covers the hall within the school.

The roof areas have 32 double skin Perspex domed rooflights set into the roofs and a raised area on perimeter clerestory timber windows above the kitchen, this raised roof has a central extractor fan and cowling.

The condition of the roof materials and flashings to the upstands to the pitched roof areas are in a poor condition with cracking of the materials and sections of lead flashings missing. There is significant plant growth across most of the roof areas and subsequently significant plant debris accumulating on the roof areas. The adjacent Oak tree also adds to this debris when it loses its leaves.

The recommendation is that all the flat roof areas are replaced. The work would require cleaning off the surfaces, removing all debris, making localised repairs and overlaying with new insulation and a new waterproofing system. The works would also require new upstands, flashings and replacement of most, if not all, of the rooflights.

There are also associated defective areas above the flat roofs that should be considered as part of the works or as separate projects. Those areas are poor decoration, decaying timber elements, the timber windows above the roofs and localised repairs to other elements such as brickwork and the tank room cladding.

The Caretaker's bungalow has not been specifically reported on but should be considered as having the same defects as the school as it was constructed at the same time as the school.

The school is located about 340m from Southampton Water and therefore should be considered a marine environment.

There is one Health and Safety issue that should be attended, the broken tiles on the roof that contains the solar panels should be removed and replaced so they cannot slide down and off the roof.

It is recommended that the flat roof areas are replaced within the next one year and ideally in summer 2019.

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The budget for re-roofing the flat roof areas of the school and replacing associated items is £672,431 including a contingency and fees, but excluding VAT.

This budget excludes works to the Caretaker's bungalow which are estimated at £40,000 including a contingency and fees. The other budget estimates not included within the re-roofing budget are shown on the second table in section 7.0.

The kitchen currently has a basic single extract fan set within the raised roof. If the roof and associated glazing are to be replaced then an upgrade to the extraction system should be considered in conjunction with any roofing works.

Refurbishment works would require Building Regulation approval to certify the improvement in the thermal capacity of the roofs and structural calculations to confirm that the structures will support the increased loadings.

It is considered that Planning Approval will not be required for any roof replacement works as the visual aspect of the construction would not be altered, the pitched roofs would be retained in a visually similar condition.

2.0   Report Requirements

2.1   Weston Shore Infant School are preparing to transfer to an Academy Trust from Southampton City Council control.

2.2   The Trust are concerned about the condition of the flat and pitched roofs and the associated elements of the roofing areas. The Trust have requested a contribution from Southampton City Council towards the repairs or renewal of roofing and elements associated with the roofs. Faithful+Gould have been appointed by Southampton City Council to provide an independent survey of the condition of the roofs and associated construction elements at the school to inform a decision over any contribution to be made.

3.0   Survey Method

3.1   The initial survey was carried out on 6th July 2018 and a second survey was carried out on 2nd August 2018. The weather was hot, sunny and dry on both occasions, it had not rained on the previous few weeks prior to the first survey but there had been extensive rainfall four days prior to the second survey. There was no retained water on the roof areas but leaks had occurred during the rainfall and some areas had been patch repaired prior to the second survey. Bauder, who manufacture and supply roofing materials also attended the first survey, carried out core samples of the roof structure and provided a report on their findings and recommendations.

3.2   We were able to access all of the roof areas for close up inspection, apart from the roof of the tank room which was not viewed and assumptions have been made regarding the condition of the roof.

3.3   Bauder produced their report following our joint inspection and this is attached as Appendix B.

3.4   For the purpose of this report we have followed the colour coding attributed to the roofs within the Bauder report and added numbers for the pitched roof areas as follows:-

Red	Main asphalt roof sections	390m^2
Yellow 1	Felt roof 1	15m^2
Yellow 2	Felt roof 2	38m^2
Yellow 3	Felt roof 3	12m^2
Green (K)	Kitchen asphalt roof	13m^2
Blue (T)	Tank room asphalt roof	15m^2
Pitched roof 1	Mono pitched tiled	120m^2
Pitched roof 2	Mono pitched tiled	104m^2
Pitched roof 3	Mono pitched tiled	85m^2
Pitched roof 4	Mono pitched tiled	105m^2
Pitched roof 5	Mono pitched tiled including integrated solar tiles	115m^2
Pitched roof 6 - hall	Four-sided pyramidal tiled pitched roof	125m^2

Roof areas are approximate. A copy of the colour coded plan is included in Appendix A.

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3.5   During our visit we were informed that there was no knowledge of roofs being replaced in the past (other than pitched roof 5), which suggests, together with the visible condition, that the asphalt and pitched roofs are original from 1973. The felt roofs are infill sections so are younger but still of significant age. The only roof to have any significant works is the pitched roof 5 that has had the majority of the area laid with integrated solar panel tiles but this roof has tile and guttering defects. It has been assumed that the solar tiles will not need to be removed again, if they are there could be additional costs.

3.6   The roof areas have significant plant growth in the debris accumulated on the roofs and between the loose stone laid over the asphalt roof areas. The plant growth and debris had been removed from the felt roof 2 prior to the second survey.

3.7   The associated elements of construction are also thought to be original fixtures and are showing signs of their age and lack of maintenance. Timber fascias, brickwork gable walls and guttering are all defective and require maintenance or replacement.

3.8   We have categorized the current condition of the roofs in relation to condition and priority as the table below.

	Condition Grade		Priority Grade
A	**Good** – Performing as intended.	**4**	**More than 5 years** before remedial action required (default priority for Condition Grade A).
B	**Satisfactory** – Performing as intended, but exhibiting minor deterioration.	**3**	Remedial action required **within 3-5 years.**
C	**Poor** – Exhibiting major defects and operating as intended but with a serious risk of imminent failure.	**2**	Remedial action required **within 1-2 years.**
D	**Bad** – Life expired and/or not operating as intended.	**1**	**Immediate remedial action** or replacement required (default priority for Condition Grade D).

3.7   Category D states "Life expired" which is very difficult to confirm as elements may be past their intended useful life but still working satisfactorily, anything that has failed and is not carrying out its primary function has been graded D.

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4.0 Survey Findings

4.1 Commentary on our findings is provided below. A summary table with costs is provided in section 7.0. There are no imminent Health and Safety risks associated with the roof structures or roof coverings (other than as stated within the Executive Summary). This survey comments on the condition and operation of the external roofing materials and associated building elements. Where it is recommended that a roof area or associated element is replaced, that work may be either strip/remove and replace or minor strip back and over lay of the existing roof or maintenance of the element. D1 category items should be replaced within one year. There are also elements that are not D1 category but require maintenance. Roof areas shown are approximate measurements.

4.1.1 **Main Asphalt roof. 390m²**

The roof covering is categorized as D1.

The ancillaries are categorized as C2.

This roof is thought to be the original covering and therefore laid in 1973 which is past its expected lifespan. The defects identified supports that assumption of age.

The roof is multi shaped to connect all the areas of the school and runs between the pitched roofs to enclose the school into a single block. The three small felt roof areas are either covering extensions or are areas of overlay repair and infill or add areas of roof to the school.

There are numerous defects evident within the asphalt upstands and patch repairs across the roof are visible. There are also significant lengths of lead flashing either missing or displaced to upstands above the roof covering.

The areas of the roof have significant plant growth that is rooting into the stone covering to the asphalt and the silt debris. This is most prevalent in the South West corner of the roof where it is nearest to the mature Oak tree. The roots do not seem to have penetrated the asphalt but not all the area was checked due to the extent of the growth. The plant roots will grow through any cracks in the asphalt and into down pipes and gullies if not removed.

There are cables running across the roof in a tray supported on concrete blocks or individually. If a new roof is laid these cables would require re-aligning or replacing.

The core sample identified the roof as asphalt laid onto Woodwool slabs with a nominal fall to the roof. The internal rainwater downpipes are all slightly raised locally above the roof finish that allows ponding to occur around the outlets.

Ponding has been assumed to be extensive due to debris retention and the near flat surfaces within the roof areas.

Ancillary items such as timber fascias, timber windows, guttering and flashings are in a poor condition and should also be considered for repair or replacement.

The current upstand below the concrete cills to the roof finish is approximately 200mm which is in excess of the recommended minimum 150mm. If the roof were to be replaced, any additional insulation that would be required to comply with Building Regulation Part L, would reduce the upstand below the minimum 150mm requirement. This reduction in upstand depth would necessitate either raising the cill height and reducing window size or building a channel below the cill with reduced insulation and increase detailing that is best avoided.

Just prior to the second survey there was heavy rainfall and the roof area leaked in a number of locations. New Acrypol coat on patch repairs were visible, where the stone covering had imbedded into the asphalt the operative had not raked out the stones but coated over them. Patch repairs of this nature should be considered short term repairs.

4.1.2   **Small Roof 1. 15m²**

The roof covering is categorized as B3.

The fascias are categorized as B3.

This is a small felt roof over an extension to the school and is in a fair condition. The roof has perimeter upstands where it joins the asphalt roof and a single outlet in the external corner.

There are no obvious defects to the felt or perimeter flashing and upstands apart from the blistered felt upstand section shown in the photos. There are signs of minor ponding on the lower level near to the gulley outlet.

It was noted that the lead flashing has been screw fixed to the upstand walls which, although punctures the lead, is probably to make theft more difficult.

If this roof were to be replaced the inner upstand should be removed, if possible, and the roof included as part of the main roof recovering. It would be beneficial to replace or overlay this roof when the main roof is replaced. The perimeter upstands and flashing should be replaced.

4.1.3   **Small Roof 2. 38m²**

The roof covering is categorized as C2.

The outlet and down pipe is D1.

This is a small felt roof over an extension to the school and is in a fair condition but has significant debris and plant growth within the debris. The debris was also blocking the only gulley outlet until pulled away by the surveyor.

The roof has upstands to its perimeter of approximately 150mm. It was reported that one of the roof areas had flooded to approximately this depth. It has been concluded that this area filled with water due to the blocked gullies and water had leaked into the school. Water staining was evident internally. This roof is approximately 120mm lower than the adjacent asphalt roof which would overload the rainwater outlet if the higher roofs were to overflow onto this roof.

The felt material looked to be in a fair condition but about a third of the area was covered in debris and plants. There is only one outlet in the corner near to the corner of the hall pitched roof and this area has leaked which is evidenced by internal water staining.

The second survey saw this area now cleared of debris and plant growth and a second gulley outlet was visible.

4.1.4   **Small roof 3. 12.5m²**

The roof covering is categorized as B3.

This roof is in a fair condition and is over what is thought to be an extension to the school on the East of the building adjacent to the tank room. The roof has had a patch repair, which could be a core sample patch. The roof has a reasonable fall to a gulley and the felt material has slight surface staining due to exposure and water washing down from the high level tank room cladding above.

4.1.5   The small roofs 1, 2 and 3 are adjacent and attached to the main roof and should be considered for overlaying as part of the re-roofing of the main asphalt roof. This method will provide a complete solution and an integrated roof by removing as many details and changes of level as possible. The kitchen roof and tank room roofs should ideally be replaced at the same time as the main roof and small roofs whilst access is available and repeat works are not required. A single contract to replace all the roof areas and associated items would be the most beneficial for costs and warranties.

4.1.6   **Small raised roof over kitchen 13m²**

The roof covering is categorized as D1.

This roof is raised up approximately 1m above the main asphalt roof by full perimeter timber clerestory windows. The roof is asphalt of the same design as the main roof and is therefore considered to be an original roof. The roof has probably leaked in the past and has been patched in the South West corner with a torch-on felt patch.

In the centre of the roof is an extract fan sat on a kerb and covered with a metal cowling. There is evidence internally of water staining around the fan opening in the ceiling.

The roof is in a similar condition to the main roof with loose stones covering most areas and moss growth over the area, which is generally acceptable on a roof of this age.

The roof area does not have any guttering or an obvious fall so it has to be assumed that the rainwater just runs off the edge of the roof, down the glazing and timber framework to the main roof area below. Uncontrolled water is likely to be very damaging to the timber and enter the building. As part of any roof replacement a fall and a gutter should be incorporated into the works.

4.1.7   **Tank Room Roof. 15m²**

The roof covering is categorized as D1.

The ancillary items are C2.

The roof was not inspected but is thought to be asphalt, similar to the main roof and kitchen roof, it looks to be the same material on the aerial photograph and it has the same edge detail. It is therefore thought to be the same age and condition as the main roof.

The roof has an internal gulley outlet that feeds a downpipe that exits the cladding and discharges onto the main flat roof.

The room is enclosed with steel plastic coated cladding that is corroding at sheet edges. There is also a small bulge in the cladding. The cladding could be replaced or it could be repaired, de-rusted and decorated at a lower cost, but provide a reduced lifespan.

4.1.8   **Pitched Roofs**

Pitched roofs 1 to 5 are laid to single pitch plain interlocking concrete tiles at approximately 20⁰ pitch. Each roof area has vertical timber framed glazing from below the ridge of the tiled roof to a concrete cill set approximately 200mm above the flat roof areas. A short section of roof 4 vertical glazing does not sit above a flat roof area, the external wall runs down to ground level, the detail of roof, windows and cill are the same as the other areas and should be considered the same. The vertical elevation above the windows and below the ridge tiles is clad with approximately 300mm deep timber cladding formed of timber. The timber is showing signs of degradation, warping and poor decoration. Where some of the ridge tiles have been replaced with shorter items the previously covered timber is now exposed.

4.1.9   Pitched roof 6, Hall, has the same plain concrete interlocking tiles but is formed as a square pyramid that sits up above the surrounding flat roof areas by approximately 700mm that is clad with timber strip boarding. The boarding is in a poor condition and has defects apparent such as broken, warped and missing sections. The timber is very dry and has not been decorated recently. The centre of the pyramid has a square Perspex rooflight. There are also two Velux rooflights set into the Southern pitch of the hall roof. There is evidence of water staining internally which suggests that the roof has leaked on all elevations. There has been a repair carried out on the South West corner of the hip ridge that should be removed and carried out correctly. There are also signs of the underfelt, that is exposed at the eaves, degrading in the atmosphere of sunlight and wind. This felt should also be replaced with a formed edge detail.

4.1.10   The hall roof has a plastic gutter running around all four sides and two downpipes that discharge onto the flat roof areas. The gutters are uneven and the length of runs between down

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pipes are considered too long and should have at least two additional down pipes fitted. The gutters should also be replaced with new gutters of sufficient depth and profile.

The gutter is categorized D1.

4.1.11   Pitched roof 5 has had solar panel tiles fitted recently. Information provided by the school confirmed that the original felt below the tiles was in a poor condition and had to be replaced. This would suggest that the other pitched roofs will have similar felt that would require replacement as part of maintenance works. The roof looks to be raised up by approximately 50mm which has been detailed with thicker tile edge mortar and lifting the tiles away from the eaves gutter. The gutter is now considered too low to satisfactorily collect and control the water running off the roof and should be either realigned or replaced with a suitable, possibly deeper, alternative. The associated fascias should also be extended up under the raised tile line. This roof also has some broken tiles that should be removed and replaced as an Health and Safety or maintenance issue.

The tiles and guttering have been categorized as D1.

4.1.12   The pitched roofs 1 to 5 have brick walls at each end forming the gable end elevations of that section of the building, the ridge tiles and roof tiles run over the brick walls as protection to the top of the walls. All of the ridge lines are lifted over the brick walls and some brickwork is cracked or leaning out away from the building and adjacent windows. The most pronounced is roof 5. There are no obvious cracks internally (viewed from the ground) so the cause is unknown and should be investigated by opening up the area to fully expose the cavity and the cause of the movement. The other roofs should also be inspected in the same fashion to ascertain common causes. The top corners of all the gable walls should be taken down and rebuilt, correcting any faults in the process.

The brick gable walls are all categorized D1.

4.1.13   The eaves gutters are leaking in places, the leaking joint of pitched roof 2 has allowed water to damage the timber fascia. Both the gutter and fascia should be replaced as a non-timber system in conjunction with the main roofing works.

4.1.14   Pitched roof areas - approximate.

Pitched roof 1   120m^2

Pitched roof 2   104m^2

Pitched roof 3   85m^2

Pitched roof 4   105m^2

Pitched roof 5   115m^2

Pitched roof 6 – Hall roof   125m^2

4.1.15   **Timber fascias to roofs**

All the roof areas, both flat roofs and pitched roofs have timber fascias which are in a poor state. The timber has had little decoration in the last few years and has warped, cracked, broken and dried out with bare timber showing through the weathered decoration exposing the timber to rain and sunlight. All the timber fascias should be replaced as part of a reroofing contract, a non-timber alternative to reduce on-going maintenance should considered. The existing timbers are unlikely to be able to be refixed and decorated, hence the grading od D1.

The fascias are Categorized D1.

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5.0 Other Considerations

5.1 **Rooflights**

All rooflights can be categorized as B3.

There are 31 rooflights on the main roof, 1 rooflight on the small flat felt roof 2 and 1 metal fan cowling on the raised kitchen roof. All the rooflights are double skin domed Perspex in frames in good condition. Information provided by the school suggests that the rooflights were replaced between 5 to 8 years ago. There have been roof leaks that have had Acrypol repairs to the roof adjacent to rooflights. The rooflights do not necessarily require replacement but not replacing them with the roof covering could compromise the roof warranty provided by the roof material manufacturer and some elements of the rooflight may be damaged.

5.2 The raised roof to the kitchen is formed with a four-sided timber structure that contains glazing to all four sides and a ventilation louvre. The timber is in a poor condition and the decoration is very poor. There is evidence of temporary waterproofing repairs to the timber sections.

It was noted that the kitchen has cookers and is thought to cook meals daily. Most kitchens of this type have extensive extract and filter systems, this kitchen has a single extract fan set into the raised roof. Upgrading the extract system should be considered as changes could affect the kitchen roof areas. An indication of costs are shown as a separate item in section 7.0 but are not included within the roofing budget costs.

The roof area does not have a gutter so as part of re-roofing works a gutter should be added.

The timber structure over the kitchen can be categorized as D1.

5.3 **Insulation**

If roofs are replaced they must be constructed to current regulatory standards (the Building Regulations Part L) and therefore usually require additional insulation that raises the height of the surface of the roof. The main asphalt roof is laid on Woodwool slabs (approximately 50mm thick) that form the deck that sits on the timber roof joists. In most areas there is a modern ceiling grid with laid in ceiling tiles but no insulation. The insulation qualities of this construction is extremely low and any insulation over lay would significantly improve the thermal capacity of the roof.

This requirement to increase insulation thickness has implications on flashings, upstands and anything that is above the roof such as the hall roof upstand cladding and the windows to the mono pitched roof areas. There are also a number of cables and other piped services across the roofs that would require re-routing. All of these items need to be considered and factored into any budget cost for roof replacement.

It should be noted that the high level windows are single glazed with louvres that have virtually no thermal properties. Replacing windows would require new thermally efficient windows and glazing which would improve the thermal efficiency of the glazing and reduce heating costs. Replacing windows with a higher cill would also negate the need to have a trough formed below the existing window cill level to keep the recommended 150mm upstand.

5.4 **Asbestos**

The age of the building (c: 1973) suggests that asbestos will be present in some areas. The school's Asbestos Management Plan and Record would need to be consulted, with a full intrusive Refurbishment and Demolition (R&D) survey carried out to the relevant areas before works could progress. This cost has been factored into the budget in section 7.0.

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5.5 **Access to carry out works**

Due to the nature of any remedial works it should be carried out when the school is closed, or at least that section of the school is closed off i.e. during school holidays or with partial closure of sections of the school. Splitting contracts, restricting access to small areas or carrying out works in holiday periods can increase costs which should be factored into budgets. These costs have not been included within the budget costs in section 7.0.

5.6 **Tank room cladding**

The tank room is clad on all elevation with plastic coated steel cladding sheets that are corroding at sheet edges. This is usually where sheets are cut and the exposed steel edges are not sealed to form a protective coating. The sheets are generally in a fair condition for their age but should be considered for refurbishment or replacement. Sheets of this type can be coated but the coating is susceptible to peeling after a few years. If the flat roofs below the cladding are replaced they would be raised and therefore the cladding would have to be shortened. Recladding would be the best option. This would also allow a colour change. The internal framework should also be considered for preparing and decorating to protect the materials from corrosion.

The cladding is categorized B3.

5.7 **Consequential improvements**

Some items not directly associated with the roof coverings such as vertical cladding to the hall roof upstand, kitchen clerestory windows, fascias, downpipes and minor repairs to items above the flat roof areas would benefit from repair or replacement, especially if those items would be disturbed to facilitate the roof replacement.

Ancillary items that are not a D1 category that are attached to roof areas that are replaced would most likely require all or partial replacement due to damage caused by removing the roof coverings and therefore should be included with budget estimates.

The pitched roof over the hall has a perimeter gutter and a single downpipe that discharges onto the main flat roof area. This gutter would benefit by being replaced and the number of outlets increased so the gutter does not become overloaded during heavy rainfall.

The five window screens above the roof should be considered for replacement as part of a re-roofing project to both allow raising of the upstand to the roof and to improve the glazing insulation and security.

5.8 **Downpipes.**

All of the flat roofs have internal downpipes passing through the roof covering and down through the building to underground drainage. These pipes and adjacent roof areas are showing evidence of leaks with water stains on internal ceilings.

Outlets have received temporary repairs with coat on Acrypol waterproofing solution that clearly show where the roof surface raises adjacent to the outlet and will cause water to pond and not flow to the outlet. A new roof system will address this issue with suitable sump details around the outlets.

It is considered that the number of rainwater outlets is the minimum required for the roof areas and additional outlets should be considered where possible. A cost for this possible improvement has not been included in the budget but is shown in the additional table of section 7.0.

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Replacement or refurbishment of these pipes should be carried out if the roofs are replaced because they are leaking and they would be disturbed when the roofs are removed and the new materials laid.

The pitched roofs have uPVC eaves gutters that are in a fair to poor condition. Some joints are leaking and some areas have plant growth evident which would suggest that the gutters have not been cleaned out for some time. The gutter to pitched roof 5 has not been raised with the roof tiles and there is now a significant gap between the eaves tiles and the gutter that should be raised.

The downpipes are categorized as D1, C2, C3 and B3 (see 7.0 Summary Table).

5.9   **Structure.**

The structure of the main flat roofs was ascertained as woodwool slab under the asphalt and timber boarding under the felt roofs. The core sample to the felt small roof 1 confirmed that the insulation beneath the waterproofing layer was dry. The core sample of the asphalt roof was also dry but this roof is known to leak in areas as was apparent during the heavy rainfall just prior to the second survey. It was also noted that the high level panelling within the school hall have significant staining and it is thought that the structure has also become wet due to the same leaks.

It should be noted that the core samples undertaken only inspect a small area of a roof.

The pitched roof areas have internal timber boarding which is thought to be laid directly below the waterproofing felt and tile battens and therefore there will be no insulation. To add insulation to these roofs would require either raising the tiles (possibly what has been done to roof 5), to insulate between the joists once the roof is removed or insulate below the timber boarding and fixing a new ceiling. Carrying out any work internally also has implications on the lighting and other fixed items.

It has been assumed that the roof structures are sound and suitable to support the current roofs and any re-roof decided upon, but any change in structural load should be considered by a Structural Engineer. The main structural elements should be checked as part of a re-roofing contract. Where leaks are known to have occurred the structures should be checked to confirm no serious damage has occurred. Localised repairs may be required which are included within the contingency in the budget.

5.10   **Safe access to service air conditioning units over main roof.**

There are two units placed on the main flat roof adjacent to the high level windows of pitched roof 2 and a rooflight. There is no provision for Engineers to safely access the condensers or any edge protection to the roof areas. Suitable safe access and fall restraint or fall arrest equipment should be installed to provide a safe working environment for Engineers accessing the units to undertake maintenance and repairs. This could be fixed ladders, lashing points for removable ladders, handrails, harness latches or similar. A new roof covering can have an additional sacrificial layer and differentiated colour to form walkways across the roof laid as required.

5.11   **Fees.**

The client should allow for professional fees to cover specifications, structural and thermal calculations and for managing and administering the project on behalf of the client during the works.

Allow 16% of the works costs for Professional fees and £1,000 for a Structural Engineer.

Allow for incidental costs to remove and refix services and to re-run services as required. As an example, the cable tray and cables running across the main roof would need to be removed and refixed (or replaced) to allow replacement of the roof. This should be done by a qualified and certified Engineer who can certify the completed work.

Allow a contingency of 10% to cover unknown items discovered and identified during the works.

The imposed loadings of a new roof should be assessed and the existing structures confirmed as suitable to support the loading by a Structural Engineer. Generally existing structures are suitable to support the additional materials laid on the roof but this should not be assumed.

5.12   Internal Ceilings

The ceilings within the school are in a good condition other than where they are water stained. The ceilings are either lay in tiles in a suspended grid system, fixed panels, plaster or exposed Woodwool slabs. The roofs above should be able to be replaced without affecting the ceilings, other than rooflight apertures, already stained areas, or if there is rain penetration during the works. Replacing the roof decking materials, if required, may produce debris and dust that could contaminate or damage the upper face of the ceilings. Because any new tiles will probably look slightly different to the existing tiles it may be possible to utilise existing ceiling tiles to replace damaged tiles and then refitting an individual small area with new tiles to avoid a mismatch.

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6.0   Conclusion

6.1   **Reroofing – Flat roofs**

It is recommended that the main flat roof areas, raised kitchen roof and tank room roof are all replaced in the near future, within one year. The existing flat roofs can be cleaned back, stripped of debris and minor localised repairs made prior to overlaying new insulation and a full three layer roofing system that will have at least a 15 year guarantee. Longer guarantees are available depending upon manufacture and specification of materials.

Roof gradients to increase falls and reduce ponding can be improved by installing tapered insulation, although this has a cost premium. Additional insulation will be required to ensure the new roof covering conforms to the current Building Regulations.

The small felt flat roofs 1, 2 and 3 should be considered for overlaying as part of the roofing of the main roof to ensure continuity of finish.

D1 category items should be considered for replacement within one year.

6.2   **Reroofing – Pitched roofs**

Generally, the roofs are sound but probably have no insulation. If any works are carried out then insulation should be added to improve the thermal capacity of the roofs.

Pitched roof 5 has damaged tiles that should be replaced. The gutter line should be raised to suit the raised tiles.

Guttering should be refurbished or replaced.

6.3   **Ancillary items**

The existing flat roof downpipes should be replaced and additional ones added if possible.

All the rooflights should be replaced as part of a re-roofing contract to maintain any warranties. If the existing rooflights are refitted an allowance for breakages should be included.

Gutters to pitched roofs should be replaced.

The associated repairs and improvements to vertical cladding, upstands, windows above the roof areas improved insulation and service runs should be considered as part of a contract to integrate the works.

The windows, cladding, facias and eaves gutters should all be replaced with non timber materials to extend maintenance schedules.

6.4   **Timescales**

It is recommended that all the works to flat roofs, pitched roofs and ancillary items are carried out at the same time as one contract, by approved and experienced contractors, during a school closure period within the next year. It is unlikely that a contract of this size could be accommodated within the six week summer holiday period but may be possible with suitable pre-planning.

To ensure a suitable contractor is appointed and a satisfactory lead-in time is provided, any proposed works should ideally be tendered in the next six months.

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7.0   Summary Table

Sub-element	Item	Condition/Priority	Cost (budget)	Location	Defect/Remedy
Main roof	Asphalt roof	D1	£140,000	All roof covering, including infill areas, kerbs and flashings	End of life, previous repairs, leaks and surface cracks. Replace within 1 year.
	Rooflights, and flues	C2	£35,000	Throughout roof area (31No.)	Replace all within year 7 and ideally with roof replacement
	Internal downpipes	D1	£5,000	Pass through roof and building to underground drainage.	Renew gullies and pipes as part of roof replacement.
	Fascias	D1	£10,000	To perimeter of roof.	Replace all areas.
	Safe Engineer's access		£7,500	To main roof	New safe access apparatus.
	Cladding to hall	C2	Included	Above main roof	Rotten timber likely to disintegrate when removed
Small flat roof 1	Felt roof	B2	£7,000	All roof covering.	Near end of life with minor surface degradation, cracks and compression marks. Replace within 4 years or with main roof.
	Internal downpipe	B3	£1,000	Passes through roof and building to underground drainage.	Renew gully and pipe as part of roof replacement.

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	Rooflight	C2	£1,500		Replace within 2 years or with main roof.
	Fascias and flashings	B2	£1,000	To perimeter of roof.	With roof replacement.
Small flat roof 2	Felt roof	C3	£15,000	All roof covering.	In fair condition. Surface markings and minor degradation, significant debris and plant growth. Replace within 5+ years or with main roof.
	Internal gutters and downpipes	C2	£1,500		Renew gully and pipe as part of roof replacement.
	Fascias	D1	£2,000	To perimeter of roof.	As part of roof replacement.
Small flat roof 3	Felt roof	C3	£8,000	All roof covering, including kerbed areas to adjacent roofs.	End of life, blisters, rucks, creases and surface cracks. Replace within 2 years or with main roof.
	Internal downpipe	C3	£1,000	Passes through roof and building to underground drainage.	Not leaking – Clean. Renew gullies as part of roof replacement.
	Fascias	D1	£1,500	To perimeter of roof.	
Kitchen roof	Asphalt roof	D1	£7,500	All roof covering.	Patch repairs to asphalt and no gutter. Replace within 2 years or when

					main roof replaced.
	New gutter and downpipe	D1(nominal as none present)	£500	No gutter	Install guttering.
	Fascias	A4	£500	To perimeter of roof.	Install new.
	Timber structure to raised roof and windows	D1	£12,000	All structure replaced	New structure and windows
Tank room roof	Asphalt roof (assumed)	D1 (assumed)	£8,000	All roof covering including all kerbed areas.	Replace within 5 years or as part of a larger project to replace all the roofs.
	Internal downpipe	B3	£500	Passes through roof and building to discharge on main roof.	Not leaking – Clean. Renew gully as part of roof replacement.
	Edge trim	C3	£500	To perimeter of roof.	As part of roof replacement.
	Cladding	B3	£10,000	All elevations and decoration of framework internally.	New cladding.
Pitched roof 1	Felt and battens	C3 (assumed)	£10,000	To allow insulation and to replace old felt.	New felt and battens.
	Guttering	C3	£1,500	Replace with new uPVC.	New guttering.
	Insulation	Unknown	£10,000	To improve thermal capacity.	Install new.
	Brickwork	D1	£1,000	Repairs to gable ends and window reveals.	Open up, inspect and repair.
	Windows	C2	£15,000	Replace.	All new uPVC or aluminium.

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Pitched roof 2	Felt and battens	C3 (assumed)	£10,000	To allow insulation and to replace old felt.	New felt and battens.
	Guttering	C3	£1,500	Replace with new uPVC.	New guttering.
	Insulation	Unknown	£10,000	To improve thermal capacity.	Install new.
	Brickwork	D1	£1,000	Repairs to gable ends and window reveals.	Open up, inspect and repair.
	Windows	C2	£15,000	Replace.	All new uPVC or aluminium.
Pitched roof 3	Felt and battens	C3 (assumed)	£10,000	To allow insulation and to replace old felt.	New felt and battens.
	Guttering	C3	£1,500	Replace with new uPVC.	New guttering.
	Insulation	Unknown	£10,000	To improve thermal capacity.	Install new.
	Brickwork	D1	£1,000	Repairs to gable ends and window reveals.	Open up, inspect and repair.
	Windows	C2	£15,000	Replace.	All new uPVC or aluminium.
Pitched roof 4	Felt and battens	C3 (assumed)	£10,000	To allow insulation and to replace old felt.	New felt and battens.
	Guttering	C3	£1,500	Replace with new uPVC.	New guttering.
	Insulation	Unknown	£10,000	To improve thermal capacity.	Install new.
	Brickwork	D1	£1,000	Repairs to gable ends and window reveals.	Open up, inspect and repair.
	Windows	C2	£15,000	Replace.	All new uPVC or aluminium.

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Pitched roof 5	Tiles	D1	£400	Replace broken items.	
	Guttering	D1	£3,000	Raise level or replace.	
	Brickwork	D1	£1,000	Repairs to gable ends and window reveals.	Open up, inspect and repair.
	Insulation	Unknown – may have been improved	£10,000	To improve thermal capacity.	Install new.
	Windows	C2	£15,000	Replace.	All new uPVC or aluminium.
Hall roof	Felt and battens	C3 (assumed)	£11,000		
	Guttering	D1	£4,000	Replace.	All 4 sides and add 2 downpipes
	Insulation	Unknown	£10,000	To improve thermal capacity.	
	Rooflights	B3	£500	Service.	
	Cladding	D1	£4,500	Replace.	With non-timber to all 4 sides.
Asbestos			£10,000	Assumed in some areas – subject to survey.	
Services	Removing and replacing		£5,000		
Structural works	Roof structure	Provisional	£15,000	If required.	Structural improvements.
		Incidental items	£10,000	Including internal repairs.	
		Total	£526,200		
		Contingency 10%	£52,620		
		Fees 16%	£92,611		
		Structural Engineer	£1,000		
		Budget	**£672,431**		

All sums exclude VAT

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Not included within budget

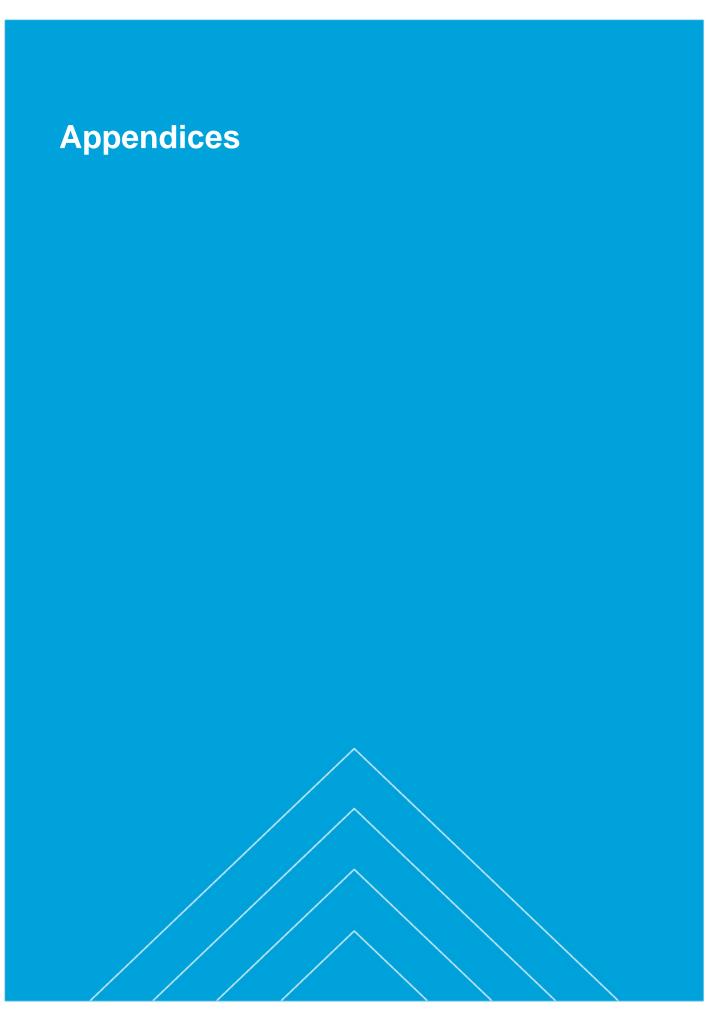|					
Kitchen Extract system			£50,000	If required	New extract hood with filters and gas cut off valve.
Caretaker's Bungalow			£40,000	New felt, insulation, guttering and repairs	Roofing as school pitched roofs.
Additional gullies and downpipes			£7,500	To increase capacity	New roof outlets

All sums exclude VAT

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Summary of D1 items

Main roof	Asphalt roof replacement	D1	£140,000		
	Internal downpipes	D1	£5,000		
	Fascias	D1	£10,000		
Small flat roof 2	Fascias and flashings	D1	£2,000		
Small flat roof 3	Fascias	D1	£1,500		
Kitchen roof	Asphalt roof	D1	£7,500		
	Timber structure	D1	£12,000		
Tank room roof	Asphalt roof	D1	£8,000		
Pitched roof 1	Brickwork	D1	£1,000		
Pitched roof 2	Brickwork	D1	£1,000		
Pitched roof 3	Brickwork	D1	£1,000		
Pitched roof 4	Brickwork	D1	£1,000		
Pitched roof 5	Tiles	D1	£400		
	Guttering	D1	£3,000		
	Brickwork	D1	£1,000		
Pitched roof 6 - Hall	Guttering	D1	£4,000		
	Cladding	D1	£4,500		
		Total	£202,900		
		Contingency 10%	£20,290		
		Fees 16%	£35,710		
		Budget	**£258,900**		

All sums exclude VAT

It should be noted that associated works may also be required in addition to the D1 items shown above.

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Appendices

8.0 Appendices

Appendix A
Roof Plan

Appendix B
Bauder Report

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Roof Survey
Report

Western Shore Infant School
Foxcott Close, SOUTHAMPTON
SO19 9JQ, England

6th July 2018
Project Reference: B182424/1

PREPARED FOR:
Allan Fenn
Faithful + Gould

PREPARED BY:
Matthew Tenison
Area Technical Manager
07500 119329
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Contents

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1   Introduction

Further to our site inspection we have prepared the following survey report based on the current condition of the existing roof/s. This survey report is based on our visual inspection of the roof/s together with our exploratory core test samples. It should be noted that core test samples are taken to identify the existing roof construction to deck level and to provide an indication of the roof condition. Due to the limited number of core samples that can be practically taken on a roof, Bauder Ltd cannot be held responsible for any changes in roof build-up in areas where core samples have not been taken.

1.1   Description of Building and Weather Conditions

Building use – Educational
Height in Storeys: - one

The weather conditions at the time of our survey inspection were dry and sunny.
The Roof surface at the time of our survey was dry.

1.2   Roof Access

Roof access was gained externally using a single storey surveyor's ladder.
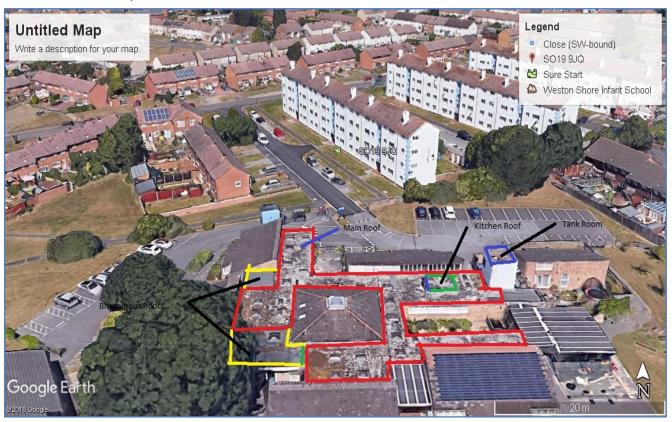
1.3   Confirmation of Client brief

To carry out an evaluation and produce a condition report for the roof areas concerned.

1.4 Roof Plan

1.4.1 Main Roof, Classroom Roof

Any measurements displayed on the map above are approximated and are therefore not to be used in tenders.

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2 Existing Roof Construction

2.1 Core Sample Analysis

Core samples are taken as a method of confirming the existing deck and waterproofing system construction and provide indicative feedback regarding general condition. Please note that the findings are representative only of the particular location tested and this is used to give general guidance as to the likely overall condition and deck construction.

2.1.1 Main Roof

No. of core samples taken:	1
Construction Type:	Cold Roof
Surfacing:	Stone Chippings
Waterproofing:	Mastic Asphalt
Insulation:	None present
Vapour Control:	Not applicable
Screed:	Sand/cement screed
Roof Deck:	Woodwool slab
Internal inspection:	No internal access available at the time of our inspection
Condition of core sample:	The deck is dry.

Core Analysis sample showed the deck to be dry.

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2.1.2 Classroom Roof

No. of core samples taken: 1

Construction Type: Warm Roof

Surfacing:	Self finished waterproofing
Waterproofing:	BS747 Built-up bituminous membrane system
Insulation:	Rigid PUR/ PIR board
Vapour Control:	Bituminous membrane vapour control layer
Roof Deck:	Timber boarding
Internal inspection:	No internal access available at the time of our inspection

Condition of core sample: Insulation is dry.

The core analysis was dry in the area that was cored.

Both core samples were left in a water tight condition.

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3 Issues and Considerations

3.1 Main Roof

This picture shows an overview of the main roof.

3.1.1 Decks

The decking is believed to be in a good condition and of a suitable construction type to be reused as part of the roof refurbishment.

3.1.2 Existing Waterproofing

The existing waterproofing system is constructed as a warm roof, comprising built-up bituminous membranes incorporating insulation and a vapour control layer, installed onto the roof deck.

The existing waterproofing system is constructed as a cold roof, comprising of mastic asphalt, on a loose laid sheathing applied directly to the deck.

From our inspection, the existing waterproofing system appears to be in reasonable condition, but with some isolated defects noted. Whilst it is presumed to be generally watertight, some remedial works are required to maintain integrity and on-going serviceability. It is worth investing in this work now before the current defects have the opportunity to deteriorate further.

This waterproofing system is showing all the typical defects consistent with a covering of this age including; surface oxidisation, cracks, splits, blisters, rucks and signs of repair.

The asphalt is showing all the typical defects consistent with a covering of this age including; surface oxidisation, cracks, splits, blows, slumping and signs of repair.

The thermal performance of the existing roof build-up is poor and well below current standards. If re-waterproofed, the roof would not meet current Building Regulation requirements without the insulation also being upgraded. One of the risks associated with inadequate levels of insulation is the potential for condensation to form within the structure or waterproofing system during

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periods of climatic extreme. This roof would therefore benefit from being thermally upgraded in line with current standards.

Alternative view of the main roof.

Many areas of this roof have been repaired using either Aquapol or a commodity membrane.

There are splits and cracks in the asphalt. This school was built in 1974 and this is probably the original roof.

The area under the windows shows where the cover flashing is missing and a repair using felt has been carried out.

This picture shows where the detailing is failing and water ingress has occurred.

3.1.3 Falls

Current roof falls are minimal, but appear to be generally functional. Should ponding water be deemed undesirable there is an opportunity whilst re-waterproofing to enhance the existing falls utilising tapered insulation.

3.1.4 Drainage

In our opinion the number of outlets is inadequate to service this roof area. Therefore consideration should be given to increasing drainage provision by installing additional outlets.

The amount of vegetation on this roof is causing real issues and water can not drain freely to the internal outlets. When this roof is replaced I would recommend a regular inspection and maintenance programme to keep the roof clear.

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The amount of vegetation on the roof suggests that ponding water is a real issue.

More evidence of ponding water.

3.1.5 Upstands and Details

Requirements for waterproofing at upstands and details

Codes of Practice (BS 8217: 2005) dictate that the minimum height for waterproofing upstand detailing is 150 mm, taken from the finished surface. Perimeter kerbs should be a minimum height of 50 mm above the finished surface and detailed with a welted drip detail or edge trim.

There should be no mechanical penetrations to kerb waterproofing or need for secondary weathering. Kerbs that are weathered with mechanically fixed metal capping or concrete copings are categorised as 'abutment upstands' and must comply with the minimum height requirement of 150 mm.

This minimum height rule applies equally to upstands to roof lights, pipes, vents and door and window thresholds.

Waterproofed upstand detailing is usually weathered with lead or metal counter-flashings, metal capping and cladding. Termination bars should only be used when fixing to concrete abutments, where no provision exists for other forms of secondary weathering.

Low Upstands beneath Clerestory Windows
Once the roof has been refurbished there will not be sufficient height beneath the existing clerestory windows to form a sufficient waterproofing upstand. Due to new surface levels it will be necessary to remove and replace the clerestory windows with smaller units to fit a reduced opening.

Removal of vertical cladding for access to re-waterproof
The existing cladding obstructs access to re-waterproof the upstand. It will therefore be necessary to remove the cladding to enable the roofing works to be undertaken. Upon completion the cladding can be reinstated allowing for any modification that maybe required.

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With the introduction of insulation on this roof the windows will need to be raised.
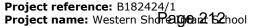

The cladding will need to be raised to allow the introduction of insulation onto this roof.

Increasing the height of perimeter kerbs

When the waterproofing is refurbished the perimeter check kerbs will not provide a 50mm upstand above the finished roof level. As a consequence the perimeter kerb will require raising.

3.1.6 Rooflights

The current rooflights are proprietary plastic glazed units. These fall below current thermal and light transmittance standards and the performance will continue to decrease with age. The service life of these rooflights is not compatible with the service life of the new waterproofing system and for these reasons we propose that they are replaced. Please be aware that these units may contain asbestos in the internal linings.

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All the roof lights will be changed in the event of a complete refurbishment. The new lights will be triple skinned poly carbonate.
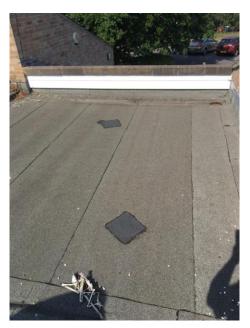
3.2 Classroom Roof

3.2.1 Existing Waterproofing

The existing waterproofing system is constructed as a warm roof, comprising built-up bituminous membranes incorporating insulation and a vapour control layer, installed onto the roof deck.

From our observations, we found the existing waterproofing appears to be in serviceable condition and presumed watertight, with no obvious defects that are likely to affect waterproofing integrity in the short to medium term.

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The bituminous roof sections are in good condition.

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4 Proposals

4.1 Main Roof

- The existing deck is to be re-used.

- The condition of the existing waterproofing is considered suitable for receiving an overlay system.

- Bauder Tapered Insulation will be incorporated into our specification, as provision for improving the roof falls and overall drainage performance.

- The existing internal rainwater outlets are to be removed and replaced with new Bauder Insulated rainwater outlets. These prevent thermal bridging and offer improved drainage performance, ensured compatibility and a secure method of attachment to the new waterproofing. The life expectancy of these outlets is consistent with the new waterproofing system and is covered within our guarantee.

- The existing clerestory windows are to be removed to allow access to raise the upstand kerb in preparation for re-waterproofing. New counter flashings must be installed prior to the new resized window units being fitted. Work should include making good and redecoration.

- The height of existing perimeter check kerbs must be increased to provide a minimum 50mm upstand above the finished roof level. The perimeter is to be raised to one consistent level around the full roof area.

- The existing rooflights should be replaced with new modular Bauder Rooflight units that offer improved thermal and light transmittance performance and are classified as being non-fragile These will complement the performance of the replacement waterproofing system during its serviceable life. Please advise your requirements and we will include these within our separate schedule and specification for replacement Bauder Rooflights.

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4.2   Proposed Waterproofing System

Main Roof and Classroom Roof

Bauderflex Roof System

The Bauderflex Roof System offers an exceptional waterproofing solution to the specifier working with a limited budget, whilst still delivering a robust quality system with proven longevity. This product uses high tensile polyester reinforcement with highly modified SBS elastomeric bitumen. This produces a finished product with an elasticity of over 40%.

Where required the system will include Bauder PIR with a choice of either glass tissue or aluminium facing offering versatility in installation methods for both the insulation and the membranes. Bauder insulation provides excellent thermal performance and has outstanding dimensional stability and compressive strength, achieving an "A" rating in the BRE Green Guide. Bauderflex is suited to both new build projects and the refurbishment of existing buildings.

Guarantee Information

The Bauderflex system is supplied with a 15 year guarantee that includes products and workmanship. Full terms and conditions are available by request.

Key Features

- Insulation and waterproofing products are all manufactured by Bauder resulting in complete system compatibility and single source responsibility.

- Robust and extremely durable waterproofing that minimises the risk of physical damage and is capable of withstanding maintenance foot traffic.

- Bauderflex has an outstanding track record and has been used in the UK for over 30 years with proven durability in service. This provides complete peace of mind to specifiers past and present.

- 4.2mm cap sheet with high tensile strength and choice of 3 colours.

- Bauder site technicians monitor and sign off each installation and provide up-to-date site inspection reports directly to our clients via email.

- Bauder provides installation training for our approved contractor operatives to ensure the highest quality of the workmanship maintained.

- Reliable application in both high and low ambient temperatures – enables all year around installation.

- Reduced rain noise to gain an extra credit under point 5 of section Hea of BREEAM education 2008 for most projects.

5   Health & Safety and Construction Design Management

Bauder believes in promoting a strong safety culture at all times. Our Staff will adhere to the appropriate risk assessments and method statements as required under the Health and Safety at Work Act 1974 and Work at Height Regulations 2005. It is the client's duty of care to advise of any specific health and safety issues pertaining to the project as required under the Work at Height Regulations 2005.

As part of our duty of care we would like to draw attention to the following information:

The HSE Guide H&S in Roof Work (HSG33) states that **all** roofs should be treated as fragile unless declared otherwise by a competent person. Please refer to the Work at Height Regulations 2005 provision 9 for information on working with fragile/suspected fragile roof areas. Under the Health and Safety at Work Act 1974 Sections 3 and 4, it is the responsibility of employers and anyone who controls the work of others to ensure so far as it is reasonably practicable that persons are not exposed to risks that impact on their health and safety. Appropriate control measures must be in place before any work or contact with a fragile/suspected fragile roof area commences.

Safe access and egress to a roof is a major risk and requires careful planning. In particular, the following are likely to be fragile:

- Non reinforced fibre cement sheets e.g. asbestos

- Corroded metal decking

- Woodwool slabs

- Rotten chipboard or similar

- Stramit

- Slates or tiles

- Old roof lights

- Glass (including wired)

Specifying non fragile rooflights will help reduce the risk of falls from height. A non-fragility rating is required by the HSE (Health and Safety Executive) in order to comply with CDM (Construction Design and Management) Regulations 2015.

We draw your attention to your duties under the Construction (Design and Management) Regulations 2015. Regulation 4, Client's duties in relation to managing projects states that the client must make suitable arrangements for managing a project, including the allocation of sufficient time and other resources. Regulation 5, Appointment of the Principal Designer and the Principal Contractor states that where more than one contractor will be working on a project at any time, the client must appoint a Principal Designer and a Principal Contractor.

Please note that although Bauder will assist with the roof waterproofing system design, we will

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not undertake the role of Principal Designer.

It is always the responsibility of the contractor to carry out a risk assessment on all aspects of the contract. The 'Safe2Torch' checklist is solely for guidance for the safe installation of torch-on reinforced bitumen membranes and use of gas torches in the workplace.

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Appendix C
Photographs

Aerial Photograph (© Google)

Front elevation of school

Main roof

Main roof

Main roof – Rooflight and Air conditioning condenser on asphalt roof adjacent to pitched roof 3

Main roof looking towards tank room, pitch roof 1 on left, hall roof on right

Main roof, pitched roof 4 on left, hall roof on right

Main roof flashing example – pitched roof 5

Main roof – Excessive plant growth

Main roof and high level glazing, pitched roof 4

Main roof – plant growth. Pitched roof 4 on right and pitched roof 5 on left

Plant growth and cracking to brickwork, pitched roof 2

Main roof - patch repair

Main roof – edge patch repair

Split asphalt edge detail

Split asphalt edge detail

Main roof – poor detailing, level change and damaged flashing

Edge detail patch repair

Main roof flashings and high level windows

Main roof gully outlet and rooflight

Hall roof above main asphalt roof

Service trunking on blocks

Hall roof above main asphalt roof – one of two downpipes

Example of non-roofing fabric requiring repairs

Core sample of Asphalt roof

Small felt roof 1 - Felt

Core Sample of small felt roof 1

Small felt roof 1 – upstand, flashings screw fixed and blister

Small felt roof 1 - blister

Small felt roof 2 in back ground, main roof in fore ground

Small felt roof 2 to lower level showing step down from main roof

Small felt roof 2 – plants and debris in gully

Small felt roof 2 – cleared gully

Small felt roof 3

Patch repair to main asphalt roof adjacent small roof 3

Tank room roof edge detail similar to main roof

Gutter outlet of tank room roof onto main roof

Main roof, raised kitchen roof and tank room in distance

Raised kitchen roof – asphalt with patch repairs

Kitchen roof – patch repair

Clerestory kitchen windows

Kitchen internal

Kitchen internal

Water staining to corner of hall roof

Area of building requiring maintenance

Patch repair to hall roof hip tiles

Area of building requiring maintenance and single glazing

Brickwork cracking and excessive plant growth on roof

Plant growing in stones and debris on roof

Corroding Tank room cladding at sheet ends

Bulge in cladding – East elevation

Felt roof 2 swept off exposing felt and gully

Felt roof 2 swept of debris and plant growth

Hall roof. Decaying cladding and poor guttering

Warped and cracked cladding

Recent Acrypol repair to asphalt roof adjacent to hall roof North East corner

Broken hall roof cladding and plant growth below

Recent Acrypol patch repair to asphalt roof adjacent to pitched roof 3

Pitched roof 1, lifting and opening mortar joints

Pitched roof 1
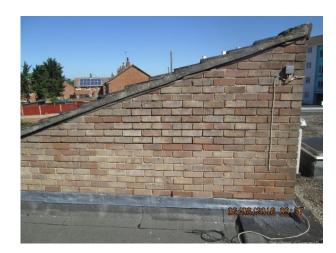
Pitched roof 1

Pitched roof 5 – leaning brick gable and opened joints

Pitched roof 5 – ridge dropped away from brick wall gable

Pitched roof 3

Pitched roof 3

Pitched roof 2 – gable end South

Pitched roof 2 – eroded pointing

Pitched roof 4 – newer shorter ridge tiles

Pitched roof 4

Water staining in hall

Stained ceiling below pitched roof 1

Internal of rooflight

Underside of woodwool decking below asphalt roof

Woodwool deck below asphalt, timber joist and ceiling tile lifted out

Ceiling tiles in grid below woodwool deck

Fixed (probably plasterboard) and painted ceiling below felt roof 2

Interior of pitched roof 5 – no obvious movement

Pitched roof 1 – trim pulling away

Pitched roof 2

Leaking gutter water damage to fascia

Pitched roof 5 – Solar panel tiles

Solar tiles

Pitched roof 5 – broken tiles

Pitched roof 5 – raised tiles but gutter at original lower level

Pitched roof 5 – raised tiles and infill barge board strip

Pitched roof 4

Gutter with plant growth

Example of warped and cracking fascia with minimal decoration

Degraded timber barge board

Corner post under asphalt roof

Previous repair to post now failing

Repaired and eroding post

Lintol rusting and lifting brickwork over store door

Rusting lintol lifting brickwork

Rusting lintol over store door

Caretaker's bungalow – North elevation

Caretaker's bungalow – East and South elevations

WESTON SHORE INFANT SCHOOL

Aerial Photograph (© Google)   North ↑

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Open academies, free schools, studio schools, UTCs and academy projects in development

December 2018

This publication provides details of all open academies, free schools, studio schools and University Technical Colleges (UTCs) in England, academy converter applications currently in progress and sponsored academy projects currently in progress. This information is updated monthly.

Index

The **summary tab** provides details of the total number of open academies, free schools, studio schools and UTCs across phases of education, the total number of openers 1st December and the total number of schools progressing towards academy status.

Open tab contains a list of all open academies, free schools, studio schools and UTCs

Academy Trust (AT) – An academy trust is a charitable company limited by guarantee and is an exempt charity. ATs are set up to run academies - there are two types:

Single Academy Trust (SAT) - A single academy trust runs one academy and is governed by a single set of articles and a funding agreement between the academy trust and the Secretary of State.

Multi Academy Trust (MAT) – Multi-academy trusts (MATs) run more than one academy. The MAT has a single set of articles and therefore is a single legal entity accountable for a number of academies. The trust enters into a Master FA (MFA) with the Secretary of State, and into Supplemental Funding Agreements (SFA) for each academy it operates.

Converter_pipeline tab contains a list of all academy converter applications currently in progress.

Sponsored_pipeline tab contains a list of all sponsored academy projects currently in progress and where applicable, the agreed sponsor.

For details of free school and UTC applications please refer to:
https://www.gov.uk/government/publications/free-schools-successful-applications

Data source: Academies Management Information Data

| Primary | Southampton, Itchen | Southampton |
| Secondary | Southampton, Itchen | Southampton |

116133	8522462	Weston Shore Infant School
116454	8524271	Chamberlayne College for the Arts

South East	South East and South London
South East	South East and South London

Hamwic Education Trust	Jan-18	
	Feb-18	