<u>Members are reminded that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at this meeting</u>

<u>BIRMINGHAM CITY COUNCIL</u>

<u>CITY COUNCIL</u>

<u>TUESDAY, 05 APRIL 2016 AT 14:00 HOURS</u>
<u>IN COUNCIL CHAMBER, COUNCIL HOUSE, VICTORIA SQUARE,</u>
<u>BIRMINGHAM, B1 1BB</u>

<u>A G E N D A</u>

1 **<u>NOTICE OF RECORDING</u>**

Lord Mayor to advise that this meeting will be webcast for live or subsequent broadcast via the Council's Internet site (www.birminghamnewsroom.com) and that members of the press/public may record and take photographs.

The whole of the meeting will be filmed except where there are confidential or exempt items.

<u>5 - 24</u> 2 **<u>MINUTES</u>**

To confirm and Authorise the signing of the Minutes of the Meeting of the Council held on 1 March 2016.

3 **<u>LORD MAYOR'S ANNOUNCEMENTS</u>**

To receive the Lord Mayor's announcements and such communications as the Lord Mayor may wish to place before the Council.

4 **<u>PETITIONS</u>**

(15 minutes allocated)

To receive and deal with petitions in accordance with Standing Order 8.

As agreed by Council Business Management Committee a schedule of outstanding petitions is available electronically with the published papers for the meeting and can be viewed or downloaded.

5 **<u>QUESTION TIME</u>**

(90 minutes allocated)

To deal with oral questions in accordance with Standing Order 9(B)

A. Questions from Members of the Public to any
    Cabinet Member or District Committee Chairman
    (20 minutes)

B. Questions from any Councillor to a Committee
    Chairman or Lead Member of a Joint Board
    (20 minutes)

C. Questions from Councillors other than Cabinet
    Members to a Cabinet Member (25 minutes)

D. Questions from Councillors other than Cabinet
    Members to the Leader or Deputy Leader (25 minutes)

6 **APPOINTMENTS BY THE COUNCIL**

(5 Minutes allocated)
To make appointments to, or removal from, committees, outside bodies or other offices which fall to be determined by the Council.

7 **EXEMPTION FROM STANDING ORDERS**

Councillor Sharon Thompson to move an exemption from Standing Orders.

8 **REPORT OF THE COUNCIL BUSINESS MANAGEMENT COMMITTEE**

(10 minutes allocated)
Annual Report of the Independent Remuneration Panel

To consider a report of the Council Business Management Committee.

Councillor John Clancy to move the following Motion -

"The recommendations made by the Independent Remuneration Panel on Page 4 of its Annual Report be accepted and implemented with effect from 24 May 2016."

9 **REPORT OF THE EXECUTIVE**

(15 minutes allocated)
Birmingham Skills Investment Plan
Councillor Penny Holbrook to move the following Motion -
"That the City Council adopts the Birmingham Skills Investment Plan into the Council's Policy Framework."

10 **REPORT OF THE LICENSING AND PUBLIC PROTECTION COMMITTEE**

 (15 Minutes allocated)
Gambling Act 2005 - Statement of Licensing Principles
To consider a report of the Licensing and Public Protection Committee.

Councillor Barbara Dring to move the following Motion -
"That the City Council approves the Statement of Gambling Principles and authorises:-

(i)   the City Solicitor to update the list of Policy Framework Plans to included the same; and

(ii)   the Acting Director of Regulation and Enforcement to do what is necessary to publish and comply with the same."

11   REPORT OF THE OVERVIEW AND SCRUTINY COMMITTEES

(60 minutes allocated may be reduced to 45 minutes)
The City Council Meeting

To consider a report of the Corporate Resources Overview and Scrutiny Committee together with a commentary from the Executive.

Councillor Waseem Zaffar to move the following Motion -

"That the suggested actions above be approved and forwarded to the Leader for inclusion in the annual review of the Constitution."

12   MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS

(90 minutes allocated)
To consider the attached Motions of which notice has been given in accordance with Standing Order 4(A).

MINUTES OF THE MEETING OF BIRMINGHAM CITY COUNCIL HELD ON TUESDAY 1 MARCH 2016 AT 1400 HOURS IN THE COUNCIL CHAMBER, COUNCIL HOUSE, BIRMINGHAM

PRESENT:- Lord Mayor (Councillor Ray Hassall) in the Chair.

Councillors

Uzma Ahmed	Neil Eustace	Majid Mahmood
Mohammed Aikhlaq	Jerry Evans	Karen McCarthy
Deirdre Alden	Mohammed Fazal	James McKay
John Alden	Mick Finnegan	Gareth Moore
Robert Alden	Eddie Freeman	Brett O'Reilly
Nawaz Ali	Peter Griffiths	John O'Shea
Tahir Ali	Paulette Hamilton	David Pears
Sue Anderson	Andrew Hardie	Eva Phillips
Gurdial Singh Atwal	Roger Harmer	Robert Pocock
Mohammed Azim	Kath Hartley	Victoria Quinn
Susan Barnett	Barry Henley	Hendrina Quinnen
David Barrie	Penny Holbrook	Chauhdry Rashid
Vivienne Barton	Des Hughes	Habib Rehman
Bob Beauchamp	Jon Hunt	Carl Rice
Matt Bennett	Mahmood Hussain	Fergus Robinson
Steve Booton	Timothy Huxtable	Gary Sambrook
Sir Albert Bore	Mohammed Idrees	Valerie Seabright
Barry Bowles	Zaffar Iqbal	Rob Sealey
Randal Brew	Ziaul Islam	Shafique Shah
Marje Bridle	Meirion Jenkins	Mike Sharpe
Mick Brown	Simon Jevon	Sybil Spence
Alex Buchanan	Brigid Jones	Claire Spencer
Sam Burden	Carol Jones	Stewart Stacey
Andy Cartwright	Josh Jones	Ron Storer
Tristan Chatfield	Nagina Kauser	Martin Straker Welds
Zaker Choudhry	Tony Kennedy	Sharon Thompson
Debbie Clancy	Ansar Ali Khan	Paul Tilsley
John Clancy	Changese Khan	Karen Trench
Lynda Clinton	Mariam Khan	Margaret Waddington
Lyn Collin	Narinder Kaur Kooner	Anita Ward
Maureen Cornish	Chaman Lal	Ian Ward
John Cotton	Mike Leddy	Mike Ward

City Council – 1 March 2016

Basharat Dad	John Lines	Elaine Williams
Phil Davis	Keith Linnecor	Fiona Williams
Peter Douglas Osborn	Ewan Mackey	Alex Yip
Barbara Dring		Waseem Zaffar

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NOTICE OF RECORDING

18636   The Lord Mayor advised that the meeting would be webcast for live and subsequent broadcasting via the Council's internet site and that members of the Press/Public may record and take photographs.

The whole of the meeting would be filmed except where they were confidential or exempt items.

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MINUTES

Councillor Mike Ward noted that on page 2009 in resolution No. 18626 the word "(Con)" after Councillor Paul Tilsley should read "(Lib Dem)".

It was moved by the Lord Mayor, seconded and –

18637   **RESOLVED:-**

That, subject to the above amendment, the Minutes of the Meeting of the City Council held on 2 February 2016, having been printed and a copy sent to each Member of the Council, be taken as read and confirmed and signed.

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LORD MAYOR'S ANNOUNCEMENTS

A.   Death of Honorary Alderman Reginald John Hales CBE

The Lord Mayor informed Members of the death of Honorary Alderman Reginald John Hales CBE who was first elected to Sutton Coldfield Borough Council in May 1961 and served as a City Councillor from 1973 to 2007. The Lord Mayor advised that during his period on the City Council Reg served on a number of Committees and Sub-Committees, chairing several; as well as many outside bodies. He was Lord Mayor of Birmingham in 1984/85, Deputy Lord Mayor in 1985/86 and was made an Honorary Alderman on 22 May 2007. Reg Was also a J.P. and received a CBE for his political and public service.

A number of tributes to Honorary Alderman Reginald John Hales CBE were made by Members.

It was moved by the Lord Mayor, seconded and

18638   **RESOLVED**:-

That this Council places on record its sorrow at the death of Honorary Alderman Reginald John Hales CBE and its appreciation of his devoted

service to the residents of Birmingham; it extends its deepest sympathy to members of Reg's family in their sad bereavement.

B.   Peter Jones, Property Services

The Lord Mayor congratulated Peter Jones and his daughter who climbed Mount Kilimanjaro in support of Cancer Research.

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PETITIONS

Petitions Relating to City Council Functions Presented before the Meeting

The following petitions were presented:-

(See document No 1)

In accordance with the proposals by the Members presenting the petitions, it was moved by the Lord Mayor, seconded and -

18639   **RESOLVED**:-

That the petitions be received and referred to the relevant Chief Officers.
_____

Petitions Relating to City Council Functions Presented at the Meeting

The following petitions were presented:-

(See document No 2)

In accordance with the proposals by the Members presenting the petitions, it was moved by the Lord Mayor, seconded and -

18640   **RESOLVED**:-

That the petitions be received and referred to the relevant Chief Officers.
_____

Petitions Update

The following Petitions Update was submitted:-

(See document No 3)

It was moved by the Lord Mayor, seconded and -

18641   **RESOLVED**:-

That the Petitions Update be noted and those petitions for which a satisfactory response has been received, be discharged.

City Council – 1 March 2016

APPOINTMENTS BY THE COUNCIL

18642   No appointments were received.

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EXEMPTION FROM STANDING ORDERS

It was moved by Councillor Valerie Seabright, seconded and

18643   **RESOLVED**:-

That, pursuant to discussions between the Leaders, Standing Orders be waived as follows:

- Allocate 45 Minutes in total for items 8A and 8B (Reports of the Executive)

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PROPOSED CHANGES TO THE CONSTITUTION AND STANDING ORDERS

The following report of the Council Business Management Committee was submitted:-

(See document No 4)

The Leader moved the motion which was seconded.

A debate ensued.

The Leader replied to the debate.

The motion having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

Here upon a poll being demanded the voting was as follows:-

For the Motion (67)

Uzma Ahmed	Paulette Hamilton	James McKay
Nawaz Ali	Kath Hartley	Brett O'Reilly
Tahir Ali	Barry Henley	John O'Shea
Gurdial Singh Atwal	Penny Holbrook	Eva Phillips
Mohammed Azim	Des Hughes	Robert Pocock
Susan Barnett	Mahmood Hussain	Victoria Quinn
Steve Booton	Mohammed Idrees	Hendrina Quinnen
Sir Albert Bore	Zaffar Iqbal	Habib Rehman
Barry Bowles	Ziaul Islam	Carl Rice
Marje Bridle	Brigid Jones	Valerie Seabright
Mick Brown	Josh Jones	Shafique Shah
Alex Buchanan	Nagina Kauser	Mike Sharpe
Sam Burden	Tony Kennedy	Sybil Spence

City Council – 1 March 2016

Andy Cartwright	Ansar Ali Khan	Claire Spencer
Tristan Chatfield	Changese Khan	Stewart Stacey
John Clancy	Mariam Khan	Martin Straker-Welds
Lynda Clinton	Narinder Kooner	Sharon Thompson
John Cotton	Chaman Lal	Anita Ward
Basharat Dad	Mike Leddy	Ian Ward
Phil Davis	Keith Linnecor	Elaine Williams
Barbara Dring	Majid Mahmood	Fiona Williams
Mohammed Fazal	Karen McCarthy	Waseem Zaffar
Mick Finnegan		

Against the Motion (38)

Deirdre Alden	Peter Douglas Osborn	Ewan Mackey
John Alden	Neil Eustace	Gareth Moore
Robert Alden	Jerry Evans	David Pears
Sue Anderson	Eddie Freeman	Fergus Robinson
David Barrie	Andrew Hardie	Gary Sambrook
Vivienne Barton	Roger Harmer	Rob Sealey
Bob Beauchamp	Jon Hunt	Ron Storer
Matt Bennett	Timothy Huxtable	Paul Tilsley
Randal Brew	Meirion Jenkins	Anne Underwood
Zaker Choudhry	Simon Jevon	Margaret Waddington
Debbie Clancy	Carol Jones	Mike Ward
Lyn Collin	Bruce Lines	Alex Yip
Maureen Cornish	John Lines	

Abstentions (0)

It was therefore –

18644   **RESOLVED**:-

That the recommendations above be approved, and that the Executive be requested to pursue their implementation.

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REPORTS OF THE EXECUTIVE

A.   Creation of the west Midlands Combined Authority

The following report of the Leader and Chief Executive was submitted:-

(See document No 5)

The Leader moved the motion which was seconded.

In accordance with Council Standing Orders, Councillors Jon Hunt and Roger Harmer gave notice of the following amendment to the Motion:-

(See document No 6)

Councillor Jon Hunt moved the amendment which was seconded by Councillor Roger Harmer.

A debate ensued.

The Leader replied to the debate.

The amendment having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

The Motion having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore –

18645   **RESOLVED**:-

This City Council:

1. Notes the progress made in establishing the West Midlands Combined Authority and the remainder of the relevant process to be followed;

2. Notes the Draft Constitution of the Combined Authority (Appendix 5);

3. Gives consent to the presentation to Parliament of the statutory Order that will create the West Midlands Combined Authority (draft attached to this report at Appendix 4);

4. Delegates to the Chief Executive, in consultation with the Leader of the Council the power to agree with Government any further drafting amendments to the Order that may prove necessary.

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B.   West Midlands Devolution Agreement

The following report of the Leader and Chief Executive was submitted:-

(See document No 7)

The Leader moved the motion which was seconded.

In accordance with Council Standing Orders, Councillors Robert Alden and Gary Sambrook gave notice of the following amendment to the Motion:-

(See document No 8)

Councillor Robert Alden moved the amendment which was seconded by Councillor Gary Sambrook.

A debate ensued.

The Leader replied to the debate.

The amendment having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

The Motion having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore –

18646   **RESOLVED**:-

The Council notes:

- The historic West Midlands devolution agreement signed on 17 November 2015 and that this is the start of a process of devolution with the potential for significant further steps.

- That the subsequent work on a clarification process and due diligence has been satisfactorily completed.

This Council endorses the West Midlands Combined Authority Devolution Agreement, including the creation of an Elected Mayor.

This Council:

- Instructs the Leader of the Council and the Chief Executive to take any further decisions necessary to bring about the implementation of the Agreement, working with the other members of the Shadow Combined Authority Board, the Government and local partners.

- Authorises the Chief Executive, in consultation with the Leader of the Council to give consent to the presentation of a Mayoral Order to Parliament.

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C.   **Council Business Plan and Budget 2016+**

The following report of the Executive submitted:-

(See document No 9)

At this point in the meeting Councillor Sharon Thompson moved a procedural Motion which was seconded.

It was therefore –

18647   **RESOLVED**:-

That, pursuant to a Council Business Management discussion and subsequent discussion between the Leaders, Standing Orders be waived to allocate up to 3 hours 45 minutes for the whole debate on the Birmingham Business Plan and Budget 2016+ report, permit the Leader of the City Council to make a speech of up to 30 minutes, permit the other Group Leaders to make a speech of up to 30 minutes each, permit all other

speakers in the debate to speak for up to 5 minutes, permit the Leader of the City Council to reply to the debate without time limit, and agree that amendments to the Motions should be taken in the order that the amendments were notified to the Lord Mayor.

EXTENSION TO THE LENGTH OF MEETING

As the meeting would be extended beyond 1900 hours the Lord Mayor called upon a Leader or Deputy Leader (or their nominee) of one of the party groups to move a Motion to extend the meeting by 20 Minutes and that it be seconded by a Leader or Deputy Leader (or their nominee) of another party group

It was moved by Councillor Robert Alden and seconded by Councillor Jon Hunt –

"That Standing Order 13 be suspended and the meeting closes at 1920 hours."

The Motion was put to the vote and, by a show of hands, was declared to be carried.

It was accordingly –

18648 **RESOLVED**:-

That Standing Order 13 be suspended and the meeting closes at 1920 hours.

In accordance Council Standing Orders, Councillors Jon Hunt and Roger Harmer gave notice of the following amendment to the Motion:-

(See document No. 10)

Councillor Jon Hunt moved the amendment which was seconded by Councillor Roger Harmer.

In accordance Council Standing Orders, Councillors Robert Alden and Randal Brew gave notice of the following amendment to the Motion:-

(See document No. 11)

Councillor Robert Alden moved the second amendment which was seconded by Councillor Randal Brew.

ADJOURNMENT

It was moved by the Lord Mayor, seconded and

18649 **RESOLVED:-**

That the Council be adjourned until 1725 hours on this day.

City Council – 1 March 2016

The Council then adjourned at 1703 hours.

At 1725 hours the Council resumed at the point where the meeting had been adjourned.

It was noted that the Lord Mayor had not returned to the meeting due to a prior engagement and the Deputy Lord Mayor had assumed the chair

DEPUTY LORD MAYOR IN THE CHAIR

In accordance Council Standing Orders, Councillors Deirdre Alden and Gary Sambrook gave notice of the following amendment to the Motion:-

(See document No. 12)

Councillor Deirdre Alden Alden moved the third amendment which was seconded by Councillor Gary Sambrook.

A debate ensued.

During the debate Councillor Gary Sambrook sought to raise a point of order following Councillors Stewart Stacey's speech which the Deputy Lord Mayor did not allow. Following a speech by Councillor Tahir Ali, Councillor Robert Alden as an explanation highlighted that his group supported the development of brownfield site and not parks and the example used by Councillor Ali was a brownfield site hence his (Councillor Robert Alden's) support.

Councillor John Clancy replied to the debate.

The Deputy Lord Mayor reminded Members that, as set out in Standing Orders, all Motions on the budget would be determined by a recorded vote.

The first amendment to the Motions was put to the vote and, by the recorded vote set out below, was declared to be lost.

For the First Amendment (36)

Deirdre Alden	Maureen Cornish	Ewan Mackey
John Alden	Peter Douglas Osborn	Gareth Moore
Robert Alden	Neil Eustace	David Pears
Sue Anderson	Jerry Evans	Fergus Robinson
David Barrie	Eddie Freeman	Gary Sambrook
Vivienne Barton	Roger Harmer	Rob Sealey
Bob Beauchamp	Jon Hunt	Ron Storer
Matt Bennett	Timothy Huxtable	Paul Tilsley
Randal Brew	Meirion Jenkins	Karen Trench
Zaker Choudhry	Simon Jevon	Margaret Waddington
Debbie Clancy	Carol Jones	Mike Ward
Lyn Collin	Bruce Lines	Alex Yip

City Council – 1 March 2016

Against the First Amendment (67)

Uzma Ahmed	Mick Finnegan	James McKay
Mohammed Aikhlaq	Peter Griffiths	Brett O'Reilly
Nawaz Ali	Paulette Hamilton	John O'Shea
Tahir Ali	Kath Hartley	Eva Phillips
Gurdial Singh Atwal	Barry Henley	Robert Pocock
Mohammed Azim	Penny Holbrook	Victoria Quinn
Susan Barnett	Des Hughes	Hendrina Quinnen
Steve Booton	Mahmood Hussain	Chauhdry Rashid
Sir Albert Bore	Mohammed Idrees	Habib Rehman
Barry Bowles	Ziaul Islam	Carl Rice
Marje Bridle	Brigid Jones	Valerie Seabright
Mick Brown	Josh Jones	Shafique Shah
Alex Buchanan	Nagina Kauser	Mike Sharpe
Sam Burden	Tony Kennedy	Sybil Spence
Andy Cartwright	Ansar Ali Khan	Claire Spencer
Tristan Chatfield	Changese Khan	Stewart Stacey
John Clancy	Mariam Khan	Martin Straker-Welds
Lynda Clinton	Narinder Kooner	Sharon Thompson
John Cotton	Chaman Lal	Ian Ward
Basharat Dad	Keith Linnecor	Elaine Williams
Phil Davis	Majid Mahmood	Fiona Williams
Barbara Dring	Karen McCarthy	Waseem Zaffar
Mohammed Fazal		

Abstentions (0)

The second amendment to the Motions was put to the vote and, by the recorded vote set out below, was declared to be lost.

For the second Amendment (36)

Deirdre Alden	Maureen Cornish	Ewan MacKey
John Alden	Peter Douglas Osborn	Gareth Moore
Robert Alden	Neil Eustace	David Pears
Sue Anderson	Jerry Evans	Fergus Robinson
David Barrie	Eddie Freeman	Gary Sambrook
Vivienne Barton	Roger Harmer	Rob Sealey
Bob Beauchamp	Jon Hunt	Ron Storer
Matt Bennett	Timothy Huxtable	Paul Tilsley
Randal Brew	Meirion Jenkins	Karen Trench
Zaker Choudhry	Simon Jevon	Margaret Waddington
Debbie Clancy	Carol Jones	Mike Ward
Lyn Collin	Bruce Lines	Alex Yip

Against the second Amendment (67)

Uzma Ahmed	Mick Finnegan	James McKay
Mohammed Aikhlaq	Peter Griffiths	Brett O'Reilly
Nawaz Ali	Paulette Hamilton	John O'Shea
Tahir Ali	Kath Hartley	Eva Phillips
Gurdial Singh Atwal	Barry Henley	Robert Pocock

City Council – 1 March 2016

Mohammed Azim
Susan Barnett
Steve Booton
Sir Albert Bore
Barry Bowles
Marje Bridle
Mick Brown
Alex Buchanan
Sam Burden
Andy Cartwright
Tristan Chatfield
John Clancy
Lynda Clinton
John Cotton
Basharat Dad
Phil Davis
Barbara Dring
Mohammed Fazal

Penny Holbrook
Des Hughes
Mahmood Hussain
Mohammed Idrees
Ziaul Islam
Brigid Jones
Josh Jones
Nagina Kauser
Tony Kennedy
Ansar Ali Khan
Changese Khan
Mariam Khan
Narinder Kooner
Chaman Lal
Keith Linnecor
Majid Mahmood
Karen McCarthy

Victoria Quinn
Hendrina Quinnen
Chauhdry Rashid
Habib Rehman
Carl Rice
Valerie Seabright
Shafique Shah
Mike Sharpe
Sybil Spence
Claire Spencer
Stewart Stacey
Martin Straker-Welds
Sharon Thompson
Ian Ward
Elaine Williams
Fiona Williams
Waseem Zaffar

Abstentions (0)

The third amendment to the Motions was put to the vote and, by the recorded vote set out below, was declared to be lost.

For the third Amendment (35)

Deirdre Alden
John Alden
Robert Alden
Sue Anderson
David Barrie
Vivienne Barton
Bob Beauchamp
Matt Bennett
Randal Brew
Zaker Choudhry
Debbie Clancy
Lyn Collin

Maureen Cornish
Peter Douglas Osborn
Neil Eustace
Eddie Freeman
Roger Harmer
Jon Hunt
Timothy Huxtable
Meirion Jenkins
Simon Jevon
Carol Jones
Bruce Lines
Ewan MacKey

Gareth Moore
David Pears
Fergus Robinson
Gary Sambrook
Rob Sealey
Ron Storer
Paul Tilsley
Karen Trench
Margaret Waddington
Mike Ward
Alex Yip

Against the third Amendment (67)

Uzma Ahmed
Mohammed Aikhlaq
Nawaz Ali
Tahir Ali
Gurdial Singh Atwal
Mohammed Azim
Susan Barnett
Steve Booton
Sir Albert Bore
Barry Bowles
Marje Bridle
Mick Brown

Mick Finnegan
Peter Griffiths
Paulette Hamilton
Kath Hartley
Barry Henley
Penny Holbrook
Des Hughes
Mahmood Hussain
Mohammed Idrees
Ziaul Islam
Brigid Jones
Josh Jones

James McKay
Brett O'Reilly
John O'Shea
Eva Phillips
Robert Pocock
Victoria Quinn
Hendrina Quinnen
Chauhdry Rashid
Habib Rehman
Carl Rice
Valerie Seabright
Shafique Shah

2026

City Council – 1 March 2016

Alex Buchanan	Nagina Kauser	Mike Sharpe
Sam Burden	Tony Kennedy	Sybil Spence
Andy Cartwright	Ansar Ali Khan	Claire Spencer
Tristan Chatfield	Changese Khan	Stewart Stacey
John Clancy	Mariam Khan	Martin Straker-Welds
Lynda Clinton	Narinder Kooner	Sharon Thompson
John Cotton	Chaman Lal	Ian Ward
Basharat Dad	Keith Linnecor	Elaine Williams
Phil Davis	Majid Mahmood	Fiona Williams
Barbara Dring	Karen McCarthy	Waseem Zaffar
Mohammed Fazal		

Abstentions (1)

Jerry Evans

Motion 1 was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Motion 1 (67)

Uzma Ahmed	Mick Finnegan	James McKay
Mohammed Aikhlaq	Peter Griffiths	Brett O'Reilly
Nawaz Ali	Paulette Hamilton	John O'Shea
Tahir Ali	Kath Hartley	Eva Phillips
Gurdial Singh Atwal	Barry Henley	Robert Pocock
Mohammed Azim	Penny Holbrook	Victoria Quinn
Susan Barnett	Des Hughes	Hendrina Quinnen
Steve Booton	Mahmood Hussain	Chauhdry Rashid
Sir Albert Bore	Mohammed Idrees	Habib Rehman
Barry Bowles	Ziaul Islam	Carl Rice
Marje Bridle	Brigid Jones	Valerie Seabright
Mick Brown	Josh Jones	Shafique Shah
Alex Buchanan	Nagina Kauser	Mike Sharpe
Sam Burden	Tony Kennedy	Sybil Spence
Andy Cartwright	Ansar Ali Khan	Claire Spencer
Tristan Chatfield	Changese Khan	Stewart Stacey
John Clancy	Mariam Khan	Martin Straker-Welds
Lynda Clinton	Narinder Kooner	Sharon Thompson
John Cotton	Chaman Lal	Ian Ward
Basharat Dad	Keith Linnecor	Elaine Williams
Phil Davis	Majid Mahmood	Fiona Williams
Barbara Dring	Karen McCarthy	Waseem Zaffar
Mohammed Fazal		

City Council – 1 March 2016

Against the Motion 1 (35)

Deirdre Alden	Maureen Cornish	Ewan MacKey
John Alden	Peter Douglas Osborn	Gareth Moore
Robert Alden	Neil Eustace	David Pears
Sue Anderson	Jerry Evans	Fergus Robinson
David Barrie	Eddie Freeman	Gary Sambrook
Vivienne Barton	Roger Harmer	Rob Sealey
Bob Beauchamp	Jon Hunt	Ron Storer
Matt Bennett	Timothy Huxtable	Paul Tilsley
Randal Brew	Meirion Jenkins	Karen Trench
Zaker Choudhry	Simon Jevon	Margaret Waddington
Debbie Clancy	Carol Jones	Alex Yip
Lyn Collin	Bruce Lines	

Abstentions (0)

Motions 2-5 were put to the vote and, by the recorded vote set out below, were declared to be carried.

For the Motions 2-5 (66)

Uzma Ahmed	Mick Finnegan	James McKay
Mohammed Aikhlaq	Peter Griffiths	Brett O'Reilly
Nawaz Ali	Paulette Hamilton	John O'Shea
Tahir Ali	Kath Hartley	Eva Phillips
Gurdial Singh Atwal	Barry Henley	Robert Pocock
Mohammed Azim	Penny Holbrook	Victoria Quinn
Susan Barnett	Des Hughes	Hendrina Quinnen
Sir Albert Bore	Mahmood Hussain	Chauhdry Rashid
Barry Bowles	Mohammed Idrees	Habib Rehman
Marje Bridle	Ziaul Islam	Carl Rice
Mick Brown	Brigid Jones	Valerie Seabright
Alex Buchanan	Josh Jones	Shafique Shah
Sam Burden	Nagina Kauser	Mike Sharpe
Andy Cartwright	Tony Kennedy	Sybil Spence
Tristan Chatfield	Ansar Ali Khan	Claire Spencer
John Clancy	Changese Khan	Stewart Stacey
Lynda Clinton	Mariam Khan	Martin Straker-Welds
John Cotton	Narinder Kooner	Sharon Thompson
Basharat Dad	Chaman Lal	Ian Ward
Phil Davis	Keith Linnecor	Elaine Williams
Barbara Dring	Majid Mahmood	Fiona Williams
Mohammed Fazal	Karen McCarthy	Waseem Zaffar

City Council – 1 March 2016

Against the Motions 2-5 (36)

Deirdre Alden	Maureen Cornish	Ewan MacKey
John Alden	Peter Douglas Osborn	Gareth Moore
Robert Alden	Neil Eustace	David Pears
Sue Anderson	Jerry Evans	Fergus Robinson
David Barrie	Eddie Freeman	Gary Sambrook
Vivienne Barton	Roger Harmer	Rob Sealey
Bob Beauchamp	Jon Hunt	Ron Storer
Matt Bennett	Timothy Huxtable	Paul Tilsley
Randal Brew	Meirion Jenkins	Karen Trench
Zaker Choudhry	Simon Jevon	Margaret Waddington
Debbie Clancy	Carol Jones	Mike Ward
Lyn Collin	Bruce Lines	Alex Yip

Abstentions (0)

Motion 6 was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Motion 6 (76)

Uzma Ahmed	Mick Finnegan	James McKay
Mohammed Aikhlaq	Peter Griffiths	Brett O'Reilly
Nawaz Ali	Paulette Hamilton	John O'Shea
Tahir Ali	Roger Harmer	Eva Phillips
Gurdial Singh Atwal	Kath Hartley	Robert Pocock
Mohammed Azim	Barry Henley	Victoria Quinn
Susan Barnett	Penny Holbrook	Hendrina Quinnen
Steve Booton	Des Hughes	Chauhdry Rashid
Sir Albert Bore	Jon Hunt	Habib Rehman
Barry Bowles	Mahmood Hussain	Carl Rice
Marje Bridle	Mohammed Idrees	Valerie Seabright
Mick Brown	Ziaul Islam	Shafique Shah
Alex Buchanan	Brigid Jones	Mike Sharpe
Sam Burden	Carol Jones	Sybil Spence
Andy Cartwright	Josh Jones	Claire Spencer
Tristan Chatfield	Nagina Kauser	Stewart Stacey
Zaker Choudhry	Tony Kennedy	Martin Straker-Welds
John Clancy	Ansar Ali Khan	Sharon Thompson
Lynda Clinton	Changese Khan	Paul Tilsley
John Cotton	Mariam Khan	Karen Trench
Basharat Dad	Narinder Kooner	Ian Ward
Phil Davis	Chaman Lal	Mike Ward
Barbara Dring	Keith Linnecor	Elaine Williams
Neil Eustace	Majid Mahmood	Fiona Williams
Jerry Evans	Karen McCarthy	Waseem Zaffar
Mohammed Fazal		

City Council – 1 March 2016

Against the Motion 6 (26)

Deirdre Alden	Randal Brew	Bruce Lines
John Alden	Debbie Clancy	David Pears
Sue Anderson	Peter Douglas Osborn	Gary Sambrook
Vivienne Barton	Timothy Huxtable	Ron Storer
Bob Beauchamp		

Abstentions (0)

Motion 7 was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Motion 7 (77)

Uzma Ahmed	Mohammed Fazal	James McKay
Mohammed Aikhlaq	Mick Finnegan	Brett O'Reilly
Nawaz Ali	Peter Griffiths	John O'Shea
Tahir Ali	Paulette Hamilton	Eva Phillips
Sue Anderson	Roger Harmer	Robert Pocock
Gurdial Singh Atwal	Kath Hartley	Victoria Quinn
Mohammed Azim	Barry Henley	Hendrina Quinnen
Susan Barnett	Penny Holbrook	Chauhdry Rashid
Steve Booton	Des Hughes	Habib Rehman
Sir Albert Bore	Jon Hunt	Carl Rice
Barry Bowles	Mahmood Hussain	Valerie Seabright
Marje Bridle	Mohammed Idrees	Shafique Shah
Mick Brown	Ziaul Islam	Mike Sharpe
Alex Buchanan	Brigid Jones	Sybil Spence
Sam Burden	Carol Jones	Claire Spencer
Andy Cartwright	Josh Jones	Stewart Stacey
Tristan Chatfield	Nagina Kauser	Martin Straker-Welds
Zaker Choudhry	Tony Kennedy	Sharon Thompson
John Clancy	Ansar Ali Khan	Paul Tilsley
Lynda Clinton	Changese Khan	Karen Trench
John Cotton	Mariam Khan	Ian Ward
Basharat Dad	Narinder Kooner	Mike Ward
Phil Davis	Chaman Lal	Elaine Williams
Barbara Dring	Keith Linnecor	Fiona Williams
Neil Eustace	Majid Mahmood	Waseem Zaffar
Jerry Evans	Karen McCarthy	

Against the Motion 7 (8)

Vivienne Barton	Peter Douglas Osborn	Gary Sambrook
Bob Beauchamp	Timothy Huxtable	Ron Storer
Randal Brew	Bruce Lines	

Abstentions (2)

Lyn Collin	Alex Yip

2030

City Council – 1 March 2016

Motion 8 was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Motion 8 (67)

Uzma Ahmed	Mick Finnegan	James McKay
Mohammed Aikhlaq	Peter Griffiths	Brett O'Reilly
Nawaz Ali	Paulette Hamilton	John O'Shea
Tahir Ali	Kath Hartley	Eva Phillips
Gurdial Singh Atwal	Barry Henley	Robert Pocock
Mohammed Azim	Penny Holbrook	Victoria Quinn
Susan Barnett	Des Hughes	Hendrina Quinnen
Steve Booton	Mahmood Hussain	Chauhdry Rashid
Sir Albert Bore	Mohammed Idrees	Habib Rehman
Barry Bowles	Ziaul Islam	Carl Rice
Marje Bridle	Brigid Jones	Valerie Seabright
Mick Brown	Josh Jones	Shafique Shah
Alex Buchanan	Nagina Kauser	Mike Sharpe
Sam Burden	Tony Kennedy	Sybil Spence
Andy Cartwright	Ansar Ali Khan	Claire Spencer
Tristan Chatfield	Changese Khan	Stewart Stacey
John Clancy	Mariam Khan	Martin Straker-Welds
Lynda Clinton	Narinder Kooner	Sharon Thompson
John Cotton	Chaman Lal	Ian Ward
Basharat Dad	Keith Linnecor	Elaine Williams
Phil Davis	Majid Mahmood	Fiona Williams
Barbara Dring	Karen McCarthy	Waseem Zaffar
Mohammed Fazal		

Against the Motion 8 (32)

Deirdre Alden	Jerry Evans	David Pears
John Alden	Eddie Freeman	Fergus Robinson
Robert Alden	Roger Harmer	Gary Sambrook
Sue Anderson	Jon Hunt	Rob Sealey
Bob Beauchamp	Timothy Huxtable	Ron Storer
Matt Bennett	Meirion Jenkins	Paul Tilsley
Randal Brew	Simon Jevon	Karen Trench
Zaker Choudhry	Carol Jones	Margaret Waddington
Debbie Clancy	Bruce Lines	Mike Ward
Peter Douglas Osborn	Ewan MacKey	Alex Yip
Neil Eustace	Gareth Moore	

Abstentions (0)

It was therefore -

18650   **RESOLVED**:-

1.   **Revenue Budget**

That the revenue budget for the financial year commencing on 1st April 2016 of £835.281m, including the budget allocations to the various

City Council – 1 March 2016

Directorates of the Council, as set out in Appendix 7 to the Business Plan and Budget 2016+ and the Efficiency Strategy, as set out in Chapter 3 of Part Five and Appendix 3 of that document, be approved subject to any revision needed in the light of the ongoing and further planned consultations and equalities assessments on individual savings proposals.

2. **Council Tax Requirement**

    That the following calculations be now made in accordance with Section 31A of the Local Government Finance Act 1992, for the financial year commencing on 1st April 2016:

		£
a.	aggregate of estimated City Council expenditure, contingencies, and contributions to financial reserves	3,098,831,114
b.	Parish Precepts	1,868,171
c.	aggregate of estimated income (including Revenue Support Grant and Top-Up Grant), and use of financial reserves	(2,612,432,856)
d.	net transfers to/(from) the Collection Fund in relation to Business Rates	(192,654,924)
e.	Transfer to/(from) the Collection Fund in relation to Council Tax	(5,781,172)
f.	Council Tax Requirement, being the aggregate of (a) to (e) above	289,830,333

3. **Council Tax - Basic Amount**

    That the Basic Amount of Council Tax for the financial year commencing on 1st April 2016 be set at £1,212.47, pursuant to the formula in Section 31B of the Local Government Finance Act 1992, being the Council Tax Requirement of £289,830,333 divided by the Council Tax Base of 239,042 Band D properties.

4. **Council Tax – City Council and Parish Precept**

(i) That the basic amount of Council Tax for City Council services for the financial year commencing on 1st April 2016 be set at £1,204.65 pursuant to the formula in Section 34(2) of the Local Government Finance Act 1992:

		£	**£**
a.	Basic Amount calculated under		1,212.47

	Section 31B		
	LESS		
b.	Parish precepts	1,868,171	
	DIVIDED BY		
	City Council Tax base	239,042	7.82

1,204.65

(ii)   That, pursuant to Section 52ZB of the Local Government Finance Act 1992, the Basic Amount of Council Tax for City Council services is not excessive in relation to determining whether a referendum is required on the level of Council Tax.

(iii)   That the basic amount of Council Tax for New Frankley in Birmingham Parish for the financial year commencing on 1st April 2016 be set at £1,238.43 pursuant to the formula in Section 34(3) of the Local Government Finance Act 1992:

		£	£
a.	Basic Amount calculated under Section 34(2)		1,204.65
	PLUS		
b.	The New Frankley in Birmingham Parish precept	44,321	
	DIVIDED BY		
	The tax base for New Frankley in Birmingham Parish	1,312	33.78

1,238.43

(iv)   That the basic amount of Council Tax for Sutton Coldfield Parish Council for the financial year commencing on 1st April 2016 be set at £1,254.61 pursuant to the formula in Section 34(3) of the Local Government Finance Act 1992:

		£	£
a.	Basic Amount calculated under Section 34(2)		1,204.65
	PLUS		
b.	The Sutton Coldfield Parish Council precept	1,823,850	
	DIVIDED BY		
	The tax base for Sutton Coldfield Parish Council	36,509	49.96

1,254.61

5.   **Council Tax – Total**

That, in accordance with Section 30 of the Local Government Finance Act 1992, the amounts of Council Tax set for the financial year commencing on 1st April 2016 for each category of dwelling listed within a particular valuation band, shall be calculated by adding:

a.   the amount given by multiplying the basic amount of Council Tax by the fraction whose numerator is the proportion applicable to dwellings listed in a particular valuation band, and whose denominator is the proportion applicable to dwellings listed in valuation Band D; to

b.   the amounts which are stated in the final precepts issued by the West Midlands Fire and Rescue Authority and the West Midlands Police and Crime Commissioner; to

c.   the amounts of the precept for New Frankley in Birmingham and Sutton Coldfield Parish Councils, and shall be:

Band	Council Tax Areas without a Parish Council £	Council Tax New Frankley in Birmingham Parish £	Council Tax Sutton Coldfield Parish £
A	914.82	937.34	948.13
B	1,067.29	1,093.56	1,106.15
C	1,219.76	1,249.79	1,264.17
D	1,372.23	1,406.01	1,422.19
E	1,677.17	1,718.46	1,738.23
F	1,982.11	2,030.90	2,054.27
G	2,287.05	2,343.35	2,370.32
H	2,744.45	2,812.01	2,844.37

6.   **Capital Strategy and Budget and Treasury Management**

That the proposals for the Capital Programme, Prudential Indicators, Minimum Revenue Provision and Treasury Management, as set out in Chapters 5-7 of Part Five and Appendices 9-14 of the Business Plan and Budget 2016+, be approved.

7.   **Pay Policy Statement**

That the Pay Policy Statement, as set out in Appendix 16 of the Business Plan and Budget 2016+, be approved.

8.   **Council Business Plan and Budget 2016+**

That the Council Business Plan and Budget 2016+ be approved.
_____

The meeting ended at 1927 hours.

CITY COUNCIL 05 APRIL 2016

REPORT OF THE COUNCIL BUSINESS MANAGEMENT COMMITTEE

ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL

2015-16

A. INTRODUCTION

1. The Annual Report of the Independent Remuneration Panel was discussed at the Council Business Management Committee meeting of 22 March 2016 and a copy of the Panel's Report is attached as an Appendix to this Report.

2. The Panel has worked consistently within the requirements of the Local Government Act 2000 and the accompanying Statutory Guidance and Regulations on Councillors' allowances.

3. The City Council must have regard to the recommendations of an Independent Remuneration Panel before it can set up or amend its Members' Allowances Scheme. The Council is, of course, free to accept the Panel's recommendations in full, in part, or not all.

B. PANEL'S RECOMMENDATIONS

4. The Panel's main recommendation is for the Basic Allowance to be frozen once again at its current level, £16,267, for 2016-17.

5. As a full review of Special Responsibility Allowances (SRA) was undertaken last year, the Panel took no new evidence on Special Responsibility Allowances. However, following evidence from the Leader, the Panel understood that there may be some changes proposed at the City Council AGM in May.

6. The Panel will therefore retain the recommendations made in the October 2015 supplementary report for the present time and will reconvene to consider any Constitutional change in the new municipal year. The Panel expects that any changes to Special Responsibility Allowances will be applicable from the date of the Constitution changes.

MOTION

The recommendations made by the Independent Remuneration Panel on Page 4 of its Annual Report be accepted and implemented with effect from 24 May 2016.

COUNCILLORS' ALLOWANCES

Annual Report of the Birmingham Independent Remuneration Panel 2015-2016

APRIL 2016

ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL

2015-2016

BIRMINGHAM CITY COUNCIL

FOREWORD

The Independent Remuneration Panel met twice in January 2016 to review the basic allowance. This follows the full 'root and branch' review of the Members' Allowances Scheme, completed last year.

The Panel reviewed the evidence for the basic allowance and – through a combination of factors – has recommended that this remain unchanged for another year.

As a full review of Special Responsibility Allowances (SRA) was undertaken last year, the Panel took no new evidence on Special Responsibility Allowances. However, following evidence from the Leader, the Panel understood that there may be some changes proposed at the City Council AGM in May.

The Panel will therefore retain the recommendations made in the October 2015 report for the present time and will reconvene to consider any Constitutional change in the new municipal year. The Panel expects that any changes to Special Responsibility Allowances will be applicable from the date of the Constitution changes.

Sandra Cooper,
Chairman
April 2016

RECOMMENDATIONS

1. The Basic Allowance remains unchanged at £16,267.

2. The Special Responsibility Allowances remain unchanged (as shown in Appendix 1)

3. The co-optee allowances remain unchanged (as shown in Appendix 1)

4. The independent carers' allowance (hourly rate) continues to be increased in line with the Living Wage, currently at £8.25 per hour; and that this allowance remains linked to the Living Wage in future years.

5. The professional care (hourly rate) continues to be raised in line with the Council's rate for a Care Assistant (Grade 2 post) taking the mid-range spinal point.

6. Travel expenses and Subsistence Allowances continue to reflect the Council's Scheme for officers.

MEMBERS' ALLOWANCES

1. Basic Allowance

As in previous years, the Panel has worked within the requirements of the Local Government Act 2000 and the accompanying Guidance and Regulations on members' allowances in making its recommendations for 2016/17.

Whilst there has been a great deal of change over the last year, the Panel reaffirms the principles of the Birmingham Councillors' Allowances Scheme set out in previous reports. The key factors which the Panel takes into account remain:

1. The promotion of a healthy democracy by reducing financial disadvantage as a barrier to people from a wide range of backgrounds and a wide range of skills standing for election or serving as Councillors.

2. The maintenance of an ethic of voluntary public service and the need to reflect this within the Basic Allowance (BA) paid to all Councillors.

3. Councillors should not expect nor receive a full-time salary.

Setting the 2016/17 Basic Allowance

The "root and branch" review of the basic allowance (October 2013) proposed that the ASHE (Annual Survey of Hours and Earnings), place of work by local authority area (Birmingham) for a full time male, is used to set the basic allowance.

Having reviewed the chosen comparator, the Panel has agreed to retain the link with ASHE. The Panel noted that on the figures for 2015 this would mean an increase of 1.98%.

	CURRENT RATE	ASHE APRIL 2015	
Gross min. time (3 days x 52 weeks)	*156.00*	*156.00*	*days p.a.*
x Baseline per day	*132.93*	*135.74*	
Gross Rate	*20,737.08*	*21,175.44*	
Less public service discount 25%	*5,184.27*	*5,293.86*	
TIME ELEMENT	*15,552.81*	*15,881.58*	
ADDITIONAL EXPENSES ELEMENT	*715.00*	*715.00*	
BASIC ALLOWANCE	*16,267.00*	*16,596.58*	

However, the Panel also noted that inflation was at 0% (at the time of writing).

Alongside this, significant savings are still expected of the City Council.

The Panel reviewed the current basic allowance alongside that for councillors in the other core cities, and found that Birmingham's basic allowance remains the highest amongst this comparator group.

Given the combination of these factors, the Panel is therefore recommending that the Councillors' Basic Allowance remains unchanged.

2. Special Responsibility Allowances

In April 2015, City Council accepted the Panel's recommended new approach for calculating Special Responsibility Allowances (see Table 1). The Panel recognised that the Leader's role takes the most responsibility assessed at 100% and all the other roles are then taken as a relative percentage of the Leader's role.

City Council also accepted the Panel's recommendation that "the ASHE 2013 for all Industries and Services Male Full Time (top 10%) table 4.1a for the United Kingdom would be the most appropriate comparator to be used for the Leader's role in order to reflect the transferable skills of the role".

Having just completed the 'Root and Branch' review (April 2015 report, with a supplementary report published in October 2015 report), the Panel took no new evidence on Special Responsibility Allowances. However, following evidence from the Leader, the Panel understood that there may be some changes proposed at the City Council AGM in May.

The Panel will therefore retain the recommendations made in the October 2015 report for the present time and will reconvene to consider any Constitutional change in the new municipal year. The Panel expects that any changes to Special Responsibility Allowances will be applicable from the date of the Constitution changes.

Table 1

Bands	Level Of Responsibility	Title/Description
1	75% to 100%	Strategic Leadership with overall responsibility for decision making for the direction and running of Council Services
2	50% to 74%	Strategic responsibility within Cabinet and also individual responsibility as delegated by the Constitution
3	15% to 49%	Responsibility for Chairing key Regulatory and Overview and Scrutiny Committees in order to meet regulatory requirements and where required hold the Executive to account
4	5% to 14%	Other roles with Special Responsibilities

3. Co-optees Allowances

The Panel took no new evidence on co-optee allowances and were of the view that these should remain unchanged, in line with the basic allowance.

4. Carers' Allowances

In 2012, the City Council agreed to adopt the Living Wage for all its employees, and subsequently extended this to externally-contracted care sector workers from October 2014.

In 2015, the Panel recommended that the Independent Carers' Allowance adopt the change from the National Minimum Wage to the Living Wage, currently at £8.25 per hour.

The Panel therefore recommends that this continues for 2016/17 and that this continues to track the Living Wage in the future.

The professional care (hourly rate) is based on the Council's rate for a Care Assistant. After making enquiries, the Panel found that the rate is now graded as a Grade 2 post and agreed to take the mid-range spinal point currently at £8.73 per hour (at time of writing).

5. Travel expenses and Subsistence Allowances

The Panel took no new evidence on travel expenses and subsistence allowances, and so is recommending that these reflect the Council's Scheme for officers. The Panel emphasised the need to ensure that the list of approved duties for which such expenses can be claimed is kept up to date and in accordance with all relevant legislation.

Appendix 1: Proposed Members' Allowances Rates (from May 2016)

BASIC ALLOWANCE (per annum unless otherwise stated)

£

Baseline per Day Rate	132.93
Basic Allowance	**16,267.00**
Time Element	15,552.00
Additional Expenses Element	715.00

SPECIAL RESPONSIBILITY ALLOWANCE (per annum unless otherwise stated)

Baseline per week (£1,125.30 discounted by 15%)	956.51

STRATEGIC LEADERSHIP

Leader of the Council (rounded up)	50,000.00
Deputy Leader of the Council	40,000.00

STRATEGIC SHARED RESPONSIBILITY

Cabinet Member	25,000.00

RESPONSIBILITY FOR CHAIRING KEY REGULATORY, OVERVIEW & SCRUTINY COMMITTEES

Chair of the Planning Committee	15,000.00
Chair of Licensing & Public Protection Committee	15,000.00
Leader of the Largest Qualifying Opposition Group	12,500.00
Chair of an Overview & Scrutiny Committee	12,500.00
Executive Member for Local Services	7,500.00

OTHER ROLES WITH SPECIAL RESPONSIBILITY

Deputy Leader of the Largest Qualifying Group	7,000.00
Chair of the Audit Committee	5,000.00
Chair of the Trust and Charities Committee	5,000.00
Leader of Other Qualifying Opposition Groups	5,000.00
Deputy Leader of Other Qualifying Opposition Groups	2,500.00
Lead Opposition Spokesperson (Shadow Cabinet)	2,500.00
Political Group Secretaries	2,500.00

(A Qualifying Opposition Group is one with a minimum of 6 Members)

CO-OPTEE ALLOWANCES *(per annum)*

Chair of the Standards Committee   1,000.00
Member of an Overview & Scrutiny Committee   831.00
Member of the Standards Committee   557.00

CARERS' ALLOWANCES

	£
Independent care – hourly rate with effect from October 2015	8.25
Professional care with supporting documentation – hourly rate	8.73

TRAVEL EXPENSES AND SUBSISTENCE ALLOWANCES

Car, Motorcycle and Bicycle Allowance Rates are set in line with those paid to officers of the authority.

Day and Overnight Subsistence Allowances are set in line with those paid to officers of the authority or the inflation factor in the council's budget.

Car Mileage Rates

First 10,000 business miles in tax year   45p per mile

Each business mile over 10,000 in tax year   25p per mile

Supplement for official passenger   5p per mile

If car mileage is claimed for travel outside the West Midlands area, the payment will be the lesser of the value of the actual mileage claimed or the peak time standard rail fare.

Motorcycle Mileage Rates   24p per mile

Bicycle Mileage Rates   20p per mile

Other Travel Expenses

Rail Travel (supporting receipt required)   Standard Class Fare

Taxi, Tube and Bus Fares, Car Parking, Toll Charges

(Supporting receipts if possible)   Actual Cost

If a travel pass is provided by the Council the recipient must make a contribution of 40% towards the total cost met by the Council. The recipient also forgoes the right to claim for travel allowances or expenses for duties undertaken in the area covered by the pass or to make use of transport services provided directly by the Council, unless the relevant travel service is not available, or there are health and safety reasons.

Benchmark Day Subsistence (excluding VAT)	**£**
Breakfast	4.48
Lunch	6.17
Tea	2.43
Evening Meal	7.64

Benchmark Overnight Subsistence (excluding VAT)

In London	97.09
Other locations outside London	85.13

The reasonable cost of meals taken, overnight accommodation and minor associated out-of- pocket expenses will be reimbursed, **subject to the provision of supporting receipts**. The validity of claims made will be judged against where the meal was taken or where the stay occurred, the total time spent on the duty and the relevant benchmark subsistence value.

Appendix 2: Membership of the Independent Remuneration Panel

Chair of the Panel

Sandra Cooper, Citizen Representative, Stirchley

Council Appointees

David Grainger

Stephen Shute

Citizen Representatives

Graham Macro, Sutton Coldfield

Subat Khan, Ward End

Michael Tye, Handsworth

Co-opted Members

Former Elected Member Malcolm Cornish

Honorary Alderman Peter Kane

CITY COUNCIL   **5th April 2016**

Report of the Cabinet Member for Learning, Skills and Culture

Birmingham Skills Investment Plan

1   Introduction

1.1   The development of the Birmingham Skills Investment Plan (BSIP) was a priority in the Leaders Statement in 2014/15. It is a statement of current and future skills needs in the City, linked to jobs and economic growth. Jointly owned and implemented by stakeholders across the City, the BSIP addresses the range of issues which contribute to the mismatch of supply and demand. It will align with the wider growth ambitions articulated through the developing transport infrastructure (HS2 and Midland Metro extension), the Enterprise Zone and the developments in key growth sectors, all of which will create jobs and a demand for industry-relevant skills across the wider sub-region. Importantly there is a need to ensure that there are skills plans aligned to all major infrastructure and developments.

1.2   Our local economy has created 13,000 new jobs over the last two years, but we still lag behind other cities as Birmingham has more unemployed people and less of our workforce in jobs. Birmingham will need the right conditions for businesses to grow and thrive. Improving skills will help increase productivity and economic growth in the city. Similarly we know that enterprise and self-employment provide real opportunities and that require nurture and skills to grow. Delivering strong economic growth, improved productivity and full employment in Birmingham will, in part, be dependent on how Birmingham responds to the skills challenge. If we don't increase skills sufficiently up to 25% of growth could be lost.

1.3   Economic forecasting models show that an additional 78,500 residents[1] will need to be upskilled over the next ten years to match the national average of people qualified to Level 3 and above.   Qualified young people (under 19) will account for approximately 10,500 (13%) but this means 87% or 68,000 adults who are already in the workforce will need to improve their qualifications.

1.4   The consequence of not increasing skills levels by 2026 will be:

- 174,000 low skilled people chasing 150,000 low skilled jobs – a surplus of 24,000 low skilled workers with an increasing risk of unemployment.

- 85,000 people with intermediate skills will chase 80,000 jobs – a surplus of 5,000 people.

- Employers will struggle to recruit to the estimated 230,000 high skilled jobs with only 184,000 high skilled workers – a shortage of 46,000.

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[1] Based on Office for National Statistics (ONS) data

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Page 39 of 224

2 Background

2.1 Following a full tender process, the Centre for Economic and Social Inclusion (CESI) was appointed to develop the BSIP. CESI is an independent policy and research organisation focusing on skills, full employment and inclusion.[2] Consultation has taken place with a wide range of stakeholders under the guidance of a Steering Group chaired by the Cabinet Member for Learning, Skills and Culture. Steering Group members included providers of Further and Higher Education, the Chamber of Commerce, community and voluntary sector, Skills Funding Agency and the Department for Work and Pensions. The results of the consultation have informed the key challenges and the proposed responses as set out in the BSIP. General consensus was reached emphasising the need to directly tackle the skills gaps and market failure.

2.2 By making this clear statement of Birmingham's position the intent is to inform the behaviours of those with the spending power. The document takes into account the emergent West Midlands Combined Authority. With the advent of the Combined Authority spending decisions will, to some degree, lie with the local authorities and the Local Enterprise Partnerships. The current devolution deal will represent a fundamental shift from the current status quo where there is currently no localised strategic planning for skills funding.

2.3 The actions proposed in the BSIP (APPENDIX 1) needs to be owned by partners and driven by partners. The outcome of the consultation was supportive of the need to provide a clear statement of skills needs in Birmingham and that if the market failure is to be successfully addressed; all partners must face those challenges together to change the landscape. The BSIP sets out how the City Council will help meet these ambitions – together in a new partnership with business leaders, education, training, and community leaders.

It is therefore as much about the new way of working with partners as it is about implementing new solutions. The BSIP is backed up by the best information available on what employers are demanding now and what they will need in the future. This is set out in a separate report 'Birmingham Skills: supply and demand' – Appendix 2. The BSIP itself makes it clear that success is dependent on building on existing strong partnerships with all stakeholders through existing arrangements such as the Birmingham Youth Partnership and the Birmingham Employment and Skills Board (the local Board within the infrastructure for the Greater and Birmingham and Solihull Employment and Skills Board). The BSIP itself has been shared with our partners and stakeholders and their comments fed into the document. To move it forward successfully has to be a shared responsibility.

2.4 The context for the development of the BSIP is a complex interaction of social and economic strategies to encourage the retention of skills within the City, the engagement of young people and the attraction of new and growing businesses to Birmingham through the inward investment activity of Marketing Birmingham and the Greater Birmingham and Solihull Local Enterprise Partnership as well as the Midlands Engine for Growth. Although the BSIP is Birmingham specific, the model

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[2] CESI have now merged with the National Institute of Adult Continuing Education (NIACE) to for The Institute for Learning and Work

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Page 40 of 224

could be expanded and adopted more widely across the GBSLEP and Combined Authority area.

Within the context of the devolution deal and the West Midlands Combined Authority we are aware and mindful of the functional economic area and the potential levers and opportunities that devolution of the Adult Education Budget and strands of the Work Programme will offer. But as a partner local authority the BSIP has set down the scope and nature of Birmingham's skills and employability challenges. It presents an opportunity to provide an overview of those areas ripe for channelling future investment; it will inform that investment but also, more importantly, offers an opportunity to influence current resources such as existing skills budgets, and the imminent Apprenticeship Levy which will be introduced in April 2017.

2.5   It will support the delivery of the Birmingham Youth Promise and align with the work developing out of the Kerslake Review published in December 2014.[3] It will inform the delivery of the Youth Employment Initiative project – Birmingham and Solihull Youth Promise Plus.

2.6   Placing the BSIP into the Council Policy Framework will clearly place the statement of skills priorities within a broader range of policies related to economic development, connectivity, job growth, social exclusion and social cohesion. By implementing the policy proposals, the aim is to better target the resources, secure better skills and employment outcomes for all Birmingham residents and businesses resulting in a reduced reliance on in-work and out of work benefits. It will also support economic growth by addressing the productivity gap

3   Inclusion in Council's Policy Framework.

3.1   Cabinet approved the BSIP at its meeting on 16th February 2016. At that meeting it was also agreed that Birmingham Skills Investment Plan to be included within the Council's Policy Framework and therefore progress to Full Council for approval according to Article 4 of the Constitution. An Equality Assessment has been undertaken and is contained in Appendix 3.

3.2   The BSIP was also presented to the Economy, Skills and Sustainability Scrutiny Committee in January 2016.

MOTION

That the City Council adopts the Birmingham Skills Investment Plan into the Council's Policy Framework.

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[3] https://www.gov.uk/government/news/kerslake-report-birmingham-council-must-radically-improve

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Page 41 of 224

APPENDICES

Appendix 1 - Birmingham Skills Investment Plan

Appendix 2 - Birmingham Skills: supply and demand

Appendix 3 - Equality Analysis

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Page 42 of 224

Birmingham Skills & Employment Plan: 2016 to 2026

Contents

Our Vision

We live in a World-Class City-region, where no person gets left behind. Everyone has the opportunity to access high quality education and training leading to sustainable employment and lead a healthy, meaningful and prosperous life.

To achieve this

We recognise that currently there is a gap in the skills of our citizens and those skills demanded by employers. There is a need to develop greater economic independence and personal resilience among our citizens. [1]

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[1] Post 16 Area Review Local Authority Position Statement – Birmingham – February 2016

Executive Summary

Birmingham Skills Plan

Birmingham's employers will be creating thousands of new jobs in the coming years. New major employers will be coming to Birmingham and our small and medium employers will be generating new jobs as well. We want Birmingham residents to succeed in getting these jobs and to reduce unemployment. This is a challenge for everyone – employers, individuals and our schools, colleges and training providers.

Our Ambition

To get more of our residents into work and to catch up with other cities we have to set our sights high. This is why Birmingham's ambition needs to be:

- **70,000 new jobs** up to 2026

- An **employment rate of 67%** compared to 61.5% now

- A **reduction of 15,000 people** claiming welfare benefits.

Our local economy has created 13,000 new jobs over the last two years. A strong start but we still lag behind other cities – we have more unemployed and less of our workforce in jobs. We want to do more to create the right conditions for businesses to grow and thrive. Improving skills will help increase productivity and economic growth in the city.

Much is already being done but new efforts are needed to boost the skills and qualifications which employers say they will need. Over the next 10 years Birmingham employers are forecast to want many more people who are highly qualified. We will need 78,000 more people with 'A' levels (or equivalent), as well as people in high quality Apprenticeships. The consequences of not boosting skills will be a:

- **surplus of 24,000** low skilled workers

- **surplus of 5,000** medium skilled workers

- **shortage of 46,000** high skilled workers.

Everyone has a role to play in helping make Birmingham a learning city.

- **Young people** need to make informed choices about their careers

- **Adults** need to decide how to invest in their skills and qualifications

- **Employers** need to train their workers for a changing world of work

- **Schools, colleges and training providers** are not only excellent but providing the qualifications employers need.

- **National and local government** working together to make sure there are strong and effective policies and programmes

The Birmingham Skills Plan sets out how the City Council will help meet these ambitions – together in a new partnership with our business leaders, and our education, training, and community leaders. The Plan is therefore as much about the new way of working with partners as it is about implementing new solutions.

The Birmingham Skills Plan is backed up by the best information available on what employers are demanding now and what they will need in the future. This is set out in a separate report **'Birmingham Skills: supply and demand'**.

To meet the skills and employment challenge we are proposing **five main actions** to focus our efforts. Action Five commits the City Council to adopting the new partnership working model from the outset.

1. Skills for growth

Our aim is for Birmingham's education and training system to be better informed by what employers need – not just qualifications but employability as well.

Birmingham City Council will consult on how to improve skills and jobs information that can be used by everyone delivering and using education, skills and employment support. We will do this by:

- developing in partnership **new digital solutions** to increase access to information on **jobs, careers and training** for everyone

- create a **labour market information hub** for schools, universities, colleges and training providers – to inform the courses and qualifications they offer.

2. Helping young people decide

We intend that every Birmingham young person has access to excellent information, advice and guidance on academic and vocational pathways to a job and a career.

Our careers advice in the city is not good enough and needs modernising. It needs to be fit for purpose for the 21st century. This why we will build on Birmingham **Youth Promise** and plan to go further. We will:

- plan with partners a **Birmingham careers and jobs advice service**, building on the best of existing initiatives and promoting collaboration

- work with Jobcentre Plus and the Department of Work & Pensions to bring their **jobs market knowledge into schools**

- **work with business to deliver a step change** in how young people can experience the world of work by providing two weeks of work experience every year for every young person over 14 years old

- ensure there is a **gateway for all Apprenticeship opportunities** in Birmingham.

We want to take steps to help ensure everyone knows what their choices are - providing clear academic and vocational pathways to careers and how to pursue each pathway. We will:

- consult on how a **single accessible database** of provision can be developed

- consult on a **single application gateway** for post-16 provision.

3. Birmingham Employers Challenge

Our intent is that together with employers we can increase and improve work experience and training opportunities.

Employers can, and should, have more influence on how we improve the employability of the workforce. To achieve this we want to work with employers to:

- to **plan together the numbers and types of Apprenticeships** we will need in the coming years

- stimulate **many more Traineeships** and work experience placements

- **reduce employment rate gaps** for the most disadvantaged communities.

Birmingham's apprenticeship target should be 82,000 by 2020 – a significant stretch on before. To deliver improvement there will need to be new partnership arrangements at the city level, which will work closely with the Greater Birmingham and Solihull Local Enterprise Partnership.

In the future the City Council's commitment to Birmingham employers will be to demonstrate how Business Rates are used to: promote a more skilled workforce; stimulate apprenticeships and traineeships; and reducing the costs of recruitment.

4. Opportunity for all

We want to show that economic growth can benefit everyone. This means getting more of our unemployed off welfare and into sustainable employment.

With the new powers of the Combined Authority we will have a stronger influence over how funds for skills and employment can be spent in Birmingham. The challenge is significant with the ever increasing need for higher qualified people, but we can help everyone benefit by:

- continuing to **target efforts** on those areas of Birmingham with the highest number of claimants

- **working with Jobcentre Plus to widen opportunities** for basic skills training and relevant qualifications especially for Employment Support Allowance claimants

- **focusing the Adult Education Budget** on promoting access to learning for disadvantaged people

- using **public sector procurement** to increase opportunities for unemployed people.

5. Skills City Birmingham

Birmingham competes in a global economy and one of our advantages is our skilled workforce. This is why we will use every opportunity to promote Birmingham as 'Skills City'. Our efforts will be to improve collaboration across the city in how education and skills are delivered. To drive this forward we need a new partnership between our business leaders, our education, training, and community leaders, and the Council. At the same time we will look at the best of what is happening elsewhere in the UK and globally so we can build on success.

To help make this happen we will:

- **Review all of our partnership arrangements** for skills and employment

- commit to **a new high-level partnership** between our businesses, civic leaders and key stakeholder

Introduction

The Birmingham Skills Plan sets out the skills challenge for Birmingham over the coming decade. Thousands of new jobs will be created in Birmingham with many demanding new skills and higher qualifications. Delivering strong economic growth, improved productivity and full employment in Birmingham will, in part, be dependent on how Birmingham responds to the skills challenge.

With the new **West Midlands Combined Authority** the City Council and its partners will need to work together across the region to boost skills and deliver the Midlands Engine for Growth. To deliver the Combined Authority's new responsibilities an **Employment and Skills Strategy** has to be developed.

The Birmingham Skills [and Employment] Plan is a contribution to the development of the Employment and Skills Strategy. It sets out the challenges and priorities for Birmingham, in the recognition that Birmingham is one partner in the new Combined Authority.

We have developed the Skills Plan to:

- clearly set out the skills challenge we have over the coming years

- stimulate more partnership planning for how we meet the challenges

- ensure that our adults and young people have the opportunities they need to succeed in tomorrow's labour market, especially for our disadvantaged communities.

The Skills Plan sets out the business growth sectors, the skills and qualifications that will be needed, and the jobs and careers that will be in demand. The detail of this is set out in a separate Technical Report.

The Council works closely with the **Greater Birmingham and Solihull Local Enterprise Partnership** (GBSLEP) to ensure policies are co-ordinated and the needs of the City are reflected in plans.

Individual learners (young and old) need choice and opportunity – to start a career, to change careers, to attain personal goals, and to get a sustainable job. This is why the City Council wants Birmingham to be seen as **Skills City** – where learning is valued and rewarded.

A strong future for Birmingham

Birmingham is the regional hub for the West Midlands with over half a million people working in the city, an economic output of more than £22 billion per annum. Birmingham has the advantage of a youthful population. We have many more young people than other cities. This will help us meet our future skills challenge, but only if we give our young people the best possible start.

However, up to 2026 there will not be enough young people to close the skills gap – we will also need to upskill adults who are already in the workforce.

Boosting skills and jobs in Birmingham

Employment forecasts estimate there will be an additional 29,000 jobs created by 2026, but with the start of HS2 there will be many more. Indeed, rapid progress is being made with 13,000 new jobs created in the last two years

But we need to do more – our employment rate is the second lowest of all English core cities. The Birmingham economy needs to create even more jobs to close the employment gap with other cities, and an increasing proportion of these will demand high qualifications.

Our ambition should be an extra 70,000 residents into employment by 2026 – increasing the present employment rate of 62% to 67%.

This would halve the gap between Birmingham's current employment rate and the UK employment rate. It would also take us above the current English core city average of 66%.

This equates to 6,000 extra jobs every year to 2026. Over the last two years Birmingham has been on target to do this. Some of these jobs will be filled by people commuting into Birmingham but there are more than enough Birmingham residents to fill the additional jobs. In addition, a growing West Midlands economy will also give opportunities for Birmingham residents to find work outside of Birmingham and our skills ambitions will be supported by the Birmingham Mobility Plan to improve connectivity, making it easier for people to travel to jobs in Birmingham and across the region.

The challenge we face is **closing the skills gap** between the skills people have now and the skills employers will need in the future. If our employment ambition is

to be met, then employers in Birmingham will need more high qualified people, and fewer people with low or no qualifications.

The consequence of not increasing skills levels by 2026 will be:

- 174,000 low skilled people chasing 150,000 low skilled jobs – **a surplus of 24,000** low skilled workers with an increasing risk of unemployment

- 85,000 people with intermediate skills will chase 80,000 jobs – **a surplus of 5,000** people

- Employers will struggle to recruit to the estimated 230,000 high skilled jobs with only 184,000 high skilled workers – **a shortage of 46,000**.

Productive people, Productive businesses

Economic growth will be restricted if employers can't recruit the skills and capabilities they need. It has been estimated that up to 25% of growth could be lost by not investing in skills.

The skill levels of Birmingham's population will have a strong bearing on the future prosperity of our workforce and the productivity of the Birmingham economy. With the current trend of more jobs in professional and technical occupations, the ability to compete in the labour market is increasingly dependent on higher level skills and qualifications.

When compared with the UK and other cities, Birmingham has a relatively low number of highly skilled residents and a higher number with low or no formal qualifications.

Nearly 16% of all working age residents have no qualifications and this rises to 27% for workless people. Furthermore, there are large differences between qualification levels of residents from different parts of the city and between different ethnic groups.

GCSE attainment levels in the city have undergone a significant improvement over the past decade and are now similar to the national average. However, the improvement in GCSE attainment has yet to pass through to a sufficient improvement in overall working age qualification levels.

Although there has been a small increase in the proportion with University degrees since 2005, all other core cities have seen significantly greater increases over the

same period. This has created a widening gap between Birmingham and the core cities – over the next 10 years we need to stop the gap widening and start to narrow it.

To help residents succeed Birmingham strategic partners will need to:

- help residents achieve the skill levels that employers will be demanding

- target initiatives to help disadvantaged communities

- new initiatives for those who are not claiming welfare benefits but want advice

- encourage those who want to progress in work by increasing their skills.

- seek to redress the gender imbalance in key sectors

Increasing the employment rate will not be achieved if the skills gap in Birmingham isn't addressed – employers need the skilled labour to recruit and to grow.

A more inclusive city

In boosting the employment rate we also want to reduce the employment rate gaps for disabled people, ethnic minorities and other groups which struggle to find jobs.

Ethnic minority people have an employment rate of 51% compared to 68% for the white population – an ethnic minority employment rate gap of 17 percentage points. This is significantly above the national gap of 12.5 percentage points.

The employment rate for disabled people in Birmingham is 33% compared to an employment rate for non-disabled people of 69% - a disabled employment rate gap of 36 percentage points. This is slightly above the national gap of 33 percentage points.

The City is committed to halving the disabled employment rate gap over the next five years. In Birmingham this will mean helping 19,000 disabled people either stay in work or find work, of which around 6,000 could come from those on the Employment Support Allowance.

A thriving labour market will help but will not achieve this on its own; we need to make sure that tight resources are targeted on those that need them most.

13

What do Birmingham's employers need?

Who are employers recruiting now?

For the 12 months from September 2014 **172,000 vacancies in Birmingham were posted online**. In addition there will be other vacancies where employers recruit by word of mouth, often low skilled jobs.

 The highest number of vacancies in the city has been for:

- Sales and marketing professionals and retail staff

- IT professionals

- Teaching and Health professionals

- Business professionals.

These occupations cover nearly 50% of all vacancies advertised online. Whilst these vacancies cover the full qualifications spectrum there is a clear demand for 'professionals' where good qualifications are usually required. The skills and qualifications needed for the high demand occupations are:

- business management – including sales and marketing

- science and maths

- advanced and basic IT skills

- caring and health related skills.

Finding people with the right qualifications is only one aspect of the recruitment difficulties that employers face. Employers are clear that issues around employability, motivation and an absence of so-called 'soft' skills such as team-working and communication skills are a significant barrier to recruitment. Employers particularly report that young people lack the appropriate work ethic and attitudes to employment.

In a survey of employers there were some soft skills that are more difficult to find in Birmingham compared to the rest of the country. These include:

- planning and organisational skills

- written communication skills

- basic computer literacy

- foreign language skills.

To address the problem of finding people with the right qualifications skills **Birmingham employers spent more on advertising and recruitment** compared to the rest of the country. They also re-designed jobs and increased training for existing employees.

Who will employers be recruiting in the future?

Employers say that the pace of technological change is leading to the need for new skills at a faster pace than ever before. To compete successfully they need employees with the skills to adapt to emerging demands.

Most new jobs in the West Midlands will primarily come from the private sector as reductions in public spending continue. However, jobs that are mostly funded by the public sector (including health and education) account for over a third of employment in the city[2].

Business and financial services: This will be the sector with the largest number of job openings. It is estimated there will be 19,000 new jobs to be filled in Birmingham by 2022 and 71,000 jobs to replace workers who are retiring or leaving the labour market.

Advanced Engineering & Manufacturing: Overall, it is predicted that there will be 11,000 job openings in this sector up to 2022 in Birmingham. However, total employment will fall from present levels. It is estimated that future demand for STEM qualifications will outstrip supply.

Information technology: This sector mostly demands highly qualified people. Many students are doing basic IT courses but more need to move into higher level courses if the anticipated demand for IT skills is to be met. Overall, there will be 7,000 job openings in this sector by 2022 including 4,000 new jobs.

Wholesale and retail: Expansion in this sector will largely be due to an increase in professional and managerial positions. However, the level of churn means a large

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[2] These figures do not include employment projections for HS2, which is predicted to generate 65,000 jobs in the West Midlands up to 2022 – mostly spread over the manufacturing and construction sectors ('Getting our People Ready for HS2', Albion Economics, Solihull Observatory).

number of opportunities at the entry level for sales assistants and cashiers. Forecasts show a total of 29,000 job openings by 2022, but only 2,000 new jobs with the rest replacing retiring workers.

Education: There will be an increased demand for Level 3 and above qualifications, especially degrees. However, overall there will be fewer jobs in this sector. Forecasts show 21,000 job openings by 2022, a loss of 2,000 jobs on present levels in Birmingham.

Health and Social Work: Demand for more professional and managerial positions in the health sector is increasing. Higher qualified caring roles are in demand and will make up 75% of the predicted net gain in jobs for this sector of 9,000 to 2022. Overall, there will be 42,000 job openings in this sector by 2022.

Construction: It is predicted there will be 15,000 job openings in this sector by 2022 which includes 4,000 new jobs. Growth will be due to an increase in skilled trade occupations and professionals. Self-employed will make up to 36% of total employment.

HS2 should also have a major impact in construction. Projections show an additional 65,000 jobs could be created up to 2022 during the build phase of the project. These jobs will be primarily in the fields of design, project management, civil engineering construction and specialist railway engineering.

Summary of challenges

1. In Birmingham it is not a lack of demand for workers but a lack of supply of workers with the skills and qualifications which employers want.

2. How Birmingham uses the available information and data on the current and future skills demands of employers.

3. How can this information be used to align skills training, reduce skills mismatches, and reduce the costs for employers?

What do Birmingham's people need?

The all age skills challenge

Birmingham has a proud history of a skilled workforce but for too long has lagged behind on some of the key indicators:

- it has almost twice as many people with no qualifications (16%) compared to the UK average (9%)

- below average numbers of people with graduate level qualifications compared with the UK and other core cities

- less than half of the working age population are qualified to Level 3 and above, commonly considered to be a pre-requisite for a world class workforce.

One of the city's successes has been rising numbers of pupils achieving 5 or more GCSEs at A*-C and Birmingham's performance now outstrips the England and core cities averages. Attainment rates of 5 GCSEs including English and maths are in line with the national average.

However, despite this improvement Birmingham has one of the lowest employment rates for 16-24 year olds (37%) in the country (51%) and youth unemployment is high.

Of greatest concern is that 1 in 8 young people aged 16-19 have no qualifications at all. Whilst this is in line with the national picture it leaves school and college leavers ill-prepared to meet the rising skills and qualifications needs of employers.

To match the national average of people qualified to Level 3 and above, an **additional 78,500 residents will need to be upskilled** over the next ten years. Qualified young people (under 19) will account for approximately 10,500 (13%) but this means 87% or **68,000 adults who are already in the workforce will need to improve their qualifications.**

Annually there are around 10,000 people (19 years and older) doing a Level 3 qualification in Further Education. This is **a shortfall of 7,000 adult students** if we are to meet the target of 78,500 more people with Level 3 by 2026.

We need to put balance back into the workforce. The demand to replace retiring workers will mean there will always be the need for people with lower qualifications, for example, in retail, hospitability and personal and protective services. But even these jobs require greater levels of numeracy, IT skills, customer service skills. It is important that a focus on priority sectors does not overlook the needs of employers and employees in these key enabling sectors.

The challenge is to consider how best to promote training, development and progression opportunities for those who are entering or are already employed in lower skilled positions. Lower skilled adults in work tend to be the least likely to be involved in training through their employer, and are at risk of becoming increasingly limited in their future employment chances and upward mobility.

Getting on the right pathway

Forecasts for the West Midlands show that between 2015 and 2022 there will be:

- A 24% **rise** in the numbers needed with Level 4 qualifications

- A **fall** of 26% in the numbers of employees needed with no qualifications.

Local employers confirm these trends and say that the demand for workers with qualifications below Level 2 is declining as automation and capital investment de-skill core manufacturing jobs. Employers say they are more likely to look for people with degree level qualifications because of the fast pace of technological change.

Despite rising levels of attainment, Birmingham stakeholders were clear in our discussions – the education and skills system does not provide young people with the skills, attitudes and motivation that employers need.

There were strong and widely held views that:

- employability is not embedded in schools and insufficient young people follow vocational routes at Levels 3 and 4

- careers advice was inadequate or, at best, perceived as variable

- vocational learning is neither valued nor promoted by schools.

Competition between post-16 providers appears to unduly influence the advice that young people receive. There is a lack of confidence that schools have sufficient knowledge of different progression pathways at 16, particularly in relation to vocational options. Furthermore there was a perception of an insufficient fit between what employers need and subjects and levels being offered and studied.

Consequently students do not always make sound choices for their future employment prospects.

From the schools' perspective, up-to-date information on the labour market can be hard to find and the drive to improve academic performance means that the time allowed for employability-related activities is squeezed. Careers information is being pushed towards younger children so as not to impact on GCSE activity.

Engaging with employers is time-consuming and not always productive and work experience does little to encourage social mobility since students often have to use their own contacts to arrange placements. There is also said to be a confusing array of initiatives designed to support schools each with competing demands on teacher time.

A constant theme of stakeholder discussions was the perceived **lack of aspiration on the part of some young people and possibly their parents as well**. Whilst digital solutions to careers information can be a vital aid to some students, those with less motivation need face-to-face guidance and support, as much as information.

Apprenticeships are key for vocational learning and the city needs to play its part in realising the national ambition to increase the number of apprentices to 3 million by 2020. But in practice, the number of young people under 24 taking up apprenticeships in Birmingham was lower in 2014/15 than five years ago.

If you're out of work

With one of the highest unemployment rates in the country, tackling worklessness is a priority for Birmingham. Those out of work are more likely to have low qualifications, and from an employer perspective, limited employability. More than half (53%) of those out of work are qualified at below Level 2 or have no qualifications, compared with 41% in the UK.

However, a lack of skills is often just one of the issues unemployed people face with, for instance, physical and mental health issues, language and care responsibilities all combining to form barriers to work. **The challenge is for how skills providers, Jobcentre Plus, the council and health can all work together to reduce barriers.**

Generally those out of work with low qualifications live in the more deprived parts of the city centre. This is why the **District Jobs and Skills Plans are important** for targeting resources on those areas that are the most deprived and helping partners

work together. Initiatives, such as **CSR City,** are important for engaging with employers on the impact of long-term unemployment on individuals and communities.

Quality labour market intelligence is also vital to ensure that people who are out of work benefit from information, advice and guidance and routes to learning, training and employment. **In our consultations, Birmingham partners were keen that there should be an 'all age' service supporting both young people and adults.**

DWP's Work Programme is the largest provision for unemployed people and almost one in ten of Birmingham's workers have been on it (see page XX). The view in Birmingham was that more could be done to improve access to skills training whilst on the Work Programme, and much more could be done to improve the number of people that get jobs.

If you're in work

The majority of the 2026 workforce are already in work but fewer employers train their staff in Birmingham (62%) than in the UK (66%). There are also significant differences in those employees who receive training – part-timers, the lower qualified and people working for small firms lose out. However, on the positive side of all Birmingham employers:

- 47% have training plan, compared with 41% in the UK

- 32% have a training budget, compared with 30% in the UK.

The barriers to increasing levels of employer training are primarily due to employers considering that their staff do not need training, coupled with a lack of finance to invest in training, particularly amongst smaller employers. In the future employers will need to be encouraged to **co-invest in training and staff development**.

The evidence of low pay in the economy and in-work poverty suggests the need for a stronger emphasis on **promoting opportunities for progression** and training for those in lower skilled, entry-level positions. This issue is of particular importance given that many people leaving benefits take their first step on the 'jobs ladder' by accepting lower skilled, entry level work. We also recognise that **enterprise and self-employment** provide real opportunities and that require nurture and skills to grow.

Summary of challenges

4. How best to promote training, development and progression for those in low skilled, low paid jobs?

5. How to better inform young people and their parents about the value of vocational pathways?

6. How skills providers, Jobcentre Plus, the council and health can all work together to reduce barriers for unemployed people?

7. What is the best way for employers and employees to co-invest in skills training?

Participation in education, training, and employment support

Education participation and budgets

After their GCSE's 89% of our young people stay on in education – about the same as the national average. But to close the qualifications gap we need to continue to reduce the number of 16-18 years olds who are not in education, employment or training (NEET) – helping them to continue to study or start an Apprenticeship or Traineeship.

Currently 7.2% 16-18 year olds are NEET in Birmingham, above the national average of 4.7%. Our first step should be to reduce our NEET numbers to the national average and then to move towards ensuring all our 16-18 year olds are in education and/or employment.

Participation in education for 16-18 year olds[3] is split between:

- 39% in school sixth forms

- 14% in Sixth Form Colleges

- 32% in Further Education Colleges

- 3% in Apprenticeships.

These vary slightly from the West Midlands and England averages in that there are fewer in Birmingham entering Further Education Colleges (West Midlands = 37%, England = 34%) and more entering Sixth Form College (West Midlands =11%, England = 13%).

For everyone completing their A levels (or Level 3 equivalents) 51% go to University somewhere in the UK, compared to the England average of 48%. In addition, in 2013/14 it was thought that (on completing A levels or Level 3 equivalents), 21% went on to study at an FE College and 4% started an Apprenticeship. The rest would be either in employment, unemployed or economically inactive.

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[3] 5% to other providers and 9% activity not recorded because either not sustained, not sustained and recorded as NEET or unknown activity

In 2013/14 there were 98,000 students at FE Colleges and other training providers. Of these, 22,000 were aged under 19 and 76,000 aged over 19.

The total expenditure in Birmingham in 2015/16, for those aged 19 and over education and training, was around £73 million[4]. **From 2016/17 the new Combined Authority will have a greater influence over how some of these funds are to be spent.**

> "It [the West Midlands Combined Authority] will develop a series of outcome agreements with providers, about what should be delivered in return for allocations in the 2016/17 academic year."

How these funds are spent is an important resource in the upskilling needed in Birmingham and to further reduce the flow of low qualified people into the labour market.

The European Social Fund (ESF) also supports a wide range of training across Birmingham. Between 2011 and 2015 an estimated £32 million has been spent on projects targeting disadvantaged people of all ages.

For projects up to 2018 the European Social Fund and Youth Employment Initiative provide an equal share of £16.8 million each towards the £33.6 million EU funding contribution to the Youth Employment Initiative, which is 'to promote the sustainable integration into the labour market of young people, in particular those who are not in education, employment or training (NEET).'

The Work Programme

The Work Programme is the largest programme for long-term claimants (both JSA and ESA) in Birmingham. It was contracted nationally by DWP and Birmingham is part of a larger contract area.

Since it commenced in 2011 a total of 59,160 people have been referred to the programme. **This means almost one in ten of all Birmingham's working age population have been through the Work Programme in the past four years.**

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[4] Skills Funding Agency 2015/16 allocations for Birmingham Colleges: Adult Skills Budget (now Adult Education budget) = £49m; Community Learning = £6.4m; 19+ Discretionary Learner Support =£5.5m; 24+ Advanced Learning Loans Facility & Bursary = £12m

Consequently if the programme is successful it should have a positive impact on reducing long-term unemployment in the city.

On average 25% or one in four got a sustained[5] job through the programme in Birmingham. This is the same success rate for the Core Cities and just below the national average of 26%.

However, the average covers a wide variation of performance for the different groups of people that join the programme. For example, young people on JSA were the most successful group with 34% getting a job.

There were many more JSA claimants (52,290) who were referred compared to 6,490 ESA claimants. In part this reflects the higher levels of JSA in Birmingham. **JSA claimants were much more successful in getting jobs (27%) compared to ESA claimants (10%).**

Whilst the ESA success rates are broadly comparable with the national average, **performance for people with disabilities and health problems is too low and will need to be the focus of concerted action in the future.**

What more needs to be done?

There remain some significant issues in how skills training and employment support is planned in the city. What people have said to us is that there is:

- **A lack of genuine high level co-operation** at a strategic level

- Significant **concern about the level of funding** in future years, with significant reductions in adult skills funding

- **Too many initiatives** and a reluctance to let go of ones that aren't working and a perception that there remain duplication of services

- **poor careers advice leads to a mismatch** between subject choices and vacancies.

Each of these shows the need for radical steps for how we as a city:

- stimulate debate about the skills we need and how to deliver them

- consult, plan and fund provision in the future

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[5] 'Sustained' is defined as either six or three months employment depending on the disadvantage of the participant

- put right the deficit in careers advice.

Summary of challenges

1. How do we further reduce NEETs?

2. Developing our priorities and targets for the devolved Adult Education Budget

3. Improving performance of the Work Programme up to April 2017 and co-commissioning a new programme

4. Providing more leadership and planning in skills and employment.

What do we need to do?

What can employers do?

Apprenticeships

Employers have told us they recognise that by supporting apprenticeships they can play an active part in developing and shaping a future workforce which is better prepared to meet their needs.

Both public and private employers across Birmingham recognise they need to play their part in delivering the national ambition of three million apprenticeships by 2020. **Birmingham's share of the apprenticeship target is 70,000 by 2020** (if using the number of 18-24 year olds in the city). This is over 14,000 each year – a significant stretch of the 11,500 apprenticeships in 2014/15.

Birmingham's large employers will be paying the new Apprenticeship Levy from April 2017[6] and we need to ensure that Birmingham benefits by creating more high quality apprenticeships.

To deliver number of challenges, including:

- more work is needed to persuade **young people and their parents** that apprenticeships are a career path and can offer progression opportunities

- the **level of apprenticeships across different sectors varies significantly**, with some sectors making strong and effective use of apprentices while others are still not engaging as they might

- Some employers in supply chain firms and smaller businesses report finding it **hard to attract high quality apprenticeship applicants**. But there is strong demand by young people for apprenticeships with high-profile employers.

- Some employers, especially SMEs, believe the processes involved in recruiting and training apprentices are **too bureaucratic and complex**. Employers which have never had an apprentice need support to navigate the system.

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[6] The levy will be introduced in April 2017 at a rate of 0.5 per cent of an employer's pay bill. Employers will receive an allowance of £15,000 to offset against their levy payment, which will only be paid on pay bills in excess of £3m.

Traineeships

One frequently reported challenge by employers relates to the work readiness of some young people, who too often leave education with a poor understanding of the demands of the world of work. For some employers this is as much of a concern as worries about the technical skills and abilities.

For young people with low qualifications and little work experience Traineeships can help by providing a pathway to employment or an apprenticeship. Many employers and partners feel that the full potential benefits of Traineeships are not being realised.

In Birmingham there are over 40,000 eligible young people who, at the moment, do not have sufficient qualifications or experience to succeed in competing for an apprenticeship. In 2014/15 in England just 19,000 young people started on a Traineeship. **Traineeship numbers need to be significantly improved.** Of those who did a Traineeship, 40% moved on to a job or an apprenticeship.

If Birmingham employers could offer more suitable work experience opportunities, then as a city we could start to increase the number of Traineeships. Local partners and central government need to ensure the support infrastructure and funding is available to deliver relevant training and support. **In the future Traineeships need to become as much part of the skills landscape as apprenticeships have now become.**

Work experience guarantee

While apprenticeships and traineeships will play an increasingly important role, they are only parts of the solution to the challenge of effectively preparing all those entering the labour market for the first time.

All young people deserve the opportunity to develop their vocational awareness of the workplace alongside their academic studies. The city needs a step change in its level of engagement between employers and young people.

One way to achieve that step change is by extending the Youth Promise to work with schools and Further Education to offer all young people **a guaranteed two weeks of work experience each year from the age of 14**. One week would be in school/college time and would be compulsory and the other week would be voluntary and in a student's own time.

Employers throughout the City across all sectors and all sizes will need to step forward and engage with local schools, colleges and training providers to make this

a reality. Birmingham has some excellent examples of effective education business links and this best practice can be built on.

Individuals and communities

Effective Careers, Information, Advice & Guidance (CIAG)

The adequacy, effectiveness and impartiality of careers information, advice and guidance are something that many across the City agree should be a **priority for improvement.**

Given responsibility for CIAG lies with individual education and training providers there is a real need for a city-wide response to this issue. At its heart needs to be a public commitment from all those charged with delivering CIAG to place the individual and their needs at the centre of service delivery.

At the moment there is a widespread belief that a range of issues including, vested interests, inadequate resources and competing time pressures mean that some young people do not get the CIAG they deserve. **Financial and institutional interests need to be put firmly aside when advising young people on their futures.**

However, in the future everyone will need to take more responsibility for seeking information and advice about how they can progress in their career by investing in training. This may involve decisions about whether to take out a loan to pay fees to a college or university.

Integrated approaches

Individuals are often put off and confused by what is on offer and whether training has to be paid for or not. As a City we need to commit to a more co-ordinated approach between different agencies and initiatives.

This particularly applies to organisations and initiatives delivering services to people who are out-of-work, which are not effectively co-ordinated. Too many organisations are only able to address single causes of unemployment rather than the multiple barriers which many face.

Such an approach will need to be forged around a common set of outcome measures that all parties agree to work towards. Key to success will be effectively drawing in those organisations from outside the traditional learning and employment arena, such as the NHS.

Local solutions

While Birmingham is in many ways one City facing common challenges and opportunities, it is also a network of distinct and different communities and local labour markets.

The **District Jobs and Skills Plans** need to be built on still further, in order to exploit their full potential for integrating provision. These plans need to be jointly owned and seen as the key vehicle through which all local economic players in an area plan provision.

This neighbourhood approach to skills planning has a particularly important part to play in narrowing, and ultimately closing, the employment gap that exists between disadvantage communities and other areas of the City.

Schools, Colleges, training providers and Universities

Simplicity & Collaboration

The size, scale and diversity of Birmingham's skills and employment system undoubtedly create benefits for employers, individuals and society as a whole.

However, one of the consistent messages from employers, their representatives and wider stakeholders is that the **skills landscape in the City remains too complex, opaque and difficult to navigate.**

People are confused by the array of organisations and messages they receive. The myriad of initiatives and organisations involved in supporting the functioning of the labour market needs to be simplified and better co-ordinated.

The current **Area Based Review of Further Education** offers the potential for reducing competition between organisations, and a shift to a system in Birmingham which is **more explicitly centred on collaboration and specialisation**.

A commitment is needed from all those involved in the skills system to work together to focus on common access routes to the range of services and support that are available. These new routes could, for example, include:

- A **unified gateway for all apprenticeship opportunities** in Birmingham

- A **single assessable database of all learning opportunities** available across the City; and

- A **single post-16 gateway for all post-16 provision**, similar to UCAS for higher education.

While all of these options will need further work to assess their practicality and deliverability, the only way any new system will succeed is if it is forged on a shared understanding that the existing, fragmented system is not fit for purpose.

Focusing learning provision

Given the continuing reductions in the funding available to support post-compulsory education and training, it is going to be even more important in the future that post-16 providers in the City focus on delivering learning and training that is proven to be effective and which is ever more closely linked to the needs of the economy.

In order to achieve this, those responsible for planning learning provision will need to **find even better ways of anticipating and responding to employer and economic needs.** Real-time LMI sources that are able to highlight areas of increasing demand or emerging recruitment difficulties are one such mechanism and need to become part of the standard data sources that are used to more closely align provision with future economic demand.

Learning providers will also have an increasing role in responding to **large-scale economic development projects** and in helping to plan that Birmingham has the appropriately people skilled people at the right time and in the right number in order to maximise the local benefit of these developments.

Birmingham City Council

The City Council's role will need to be twofold. **Firstly, enabling Birmingham's partners to work together more effectively. Secondly, use its powers and statutory responsibilities to promote more opportunities for everyone.**

Enabling stronger partnership means improved dialogue and clearer mechanisms to articulate the skills ambitions of the city. This can be done by:

- **jointly reviewing the existing formal partnership arrangements** to ensure they are focused on planning city-wide action

- **improving the strategic leadership** for skills and training in the city, combining employers, the council and providers

- developing a **common and shared analysis** of the challenges, priorities, and actions

- ensuring **the needs of the City are reflected** in the policies of the new Combined Authority and the Local Enterprise Partnership.

The Council can use its existing powers and responsibilities to inform partnership planning and deliver more opportunities:

- significantly improve accurate and timely labour market information for use by everyone

- continue to support and develop the use of Council procurement and planning powers to target job and training opportunities on local residents, workless people and those most in need of additional support, work to date has been widely regarded as a model of best practice

- to improve the planning, targeting and use of resources by incorporating District Jobs and Skills Plans into city-wide action planning.

In the past the City Council has had few direct powers to influence the delivery and achievement of skills and employment programmes. This will change with the devolution of the Adult Education Budget and the devolution of new responsibilities to the West Midlands Combined Authority. Consequently this is will mean the City Council will need to **develop a partnership approach in building capacity** to deliver these new responsibilities.

Birmingham Jobcentre Plus and DWP

DWP, and their contractors, play a central role in Birmingham in helping all claimants move into sustainable work. They have ambitious targets for reducing the time that people spend on benefits in Birmingham, which includes all young people (18-24 year olds) leaving JSA within 52 weeks.

Whilst DWP targets are focused on benefit off-flows, the Birmingham skills challenge needs to address the employability of benefit claimants so that they are better able to secure sustainable employment – off benefits and staying off benefits.

This means that the City Council wants to work locally with DWP to help increase the benefit off-flows to sustainable jobs. To achieve this we want improve how we work together and make sure our resources are aligned as much as possible. Much is already being done and existing initiatives can be built on:

- more co-location of advisors and services

- improving the sharing of labour market data

- reducing the bureaucracy for claimants by appropriate sharing of personal data

- planning together the use of DWP's Flexible Support Fund

- establishing robust referral processes from DWP to local provision

- identifying those people with basic skills needs and guaranteeing training with local providers.

DWP will be trialling the involvement of Work Coaches in providing careers advice in Birmingham schools. This is a welcome additional resource for careers advice and it will need to careful planning with schools and other careers provision to ensure consistency of advice to young people.

DWP's Work Programme contractors for Birmingham[7] also have challenging performance expectations – for themselves and by DWP. A high performing programme benefits local people and, until the programme ends in April 2017, there should be a common focus by all on how performance can be improved.

DWP's **new Work & Health Programme** from April 2017 will be co-commissioned between DWP and the Combined Authority. This will mean that Birmingham will have an opportunity to set out what it can offer and what outcomes the city would expect.

Summary of actions and recommendations

1. How to encourage and support employers to offer more apprenticeships, traineeships, and work experience?

2. We need more advice for individuals but every person will also needs to take more responsibility for their training and progression

3. New mechanisms for more collaboration and specialisation such as an apprenticeship hub

4. The City Council and Jobcentre Plus sharing their capacity and developing together new more effective support for the unemployed and low skilled.

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[7] The Work Programme contract area covers Birmingham, Solihull and the Black Country.

Skills City Birmingham

In the global economy Birmingham is one of Britain's greatest cities, and to thrive it needs world-class skills. There has always been a pride in Birmingham of its world-beating skills in manufacturing and technology. This same pride now has to be applied to the new industries and jobs Birmingham will be creating in the future.

To achieve this there needs to be active **co-investment in skills** by employers, local and national government, and individuals. Each has their part to play in creating **Skills City Birmingham**.

We think there are **five top priorities for action** now and in the future. This report has set out a number of challenges in each section and we summarise these as:

Skills for growth

1. In Birmingham it is not a lack of demand for workers but a lack of supply of workers with the skills and qualifications which employers want.

2. There is good information on the current and future skills demands of employers.

3. What is the best way for employers and employees to co-invest in skills training?

Helping young people decide

1. How to better inform young people and their parents about the value of vocational pathways?

2. How do we further reduce NEETs?

Birmingham Employers Challenge

1. How can this information be used to align skills training, reduce skills mismatches, and reduce the costs for employers?

2. How to encourage and support employers to offer more apprenticeships, traineeships, and work experience?

Opportunity for All

1. How best to promote training, development and progression for those in low skilled, low paid jobs?

2. Developing our priorities and targets for the devolved Adult Education Budget

3. Improving performance of the Work Programme up to April 2017 and co-commissioning a new programme

4. We need more advice for individuals but every person will also needs to take more responsibility for their training and progression

Birmingham Skills City

1. How skills providers, Jobcentre Plus, the council and health can all work together to reduce barriers for unemployed people?

2. Providing more leadership and planning in skills and employment.

3. New mechanisms for more collaboration and specialisation, such as an apprenticeship hub

4. The City Council and Jobcentre Plus sharing their capacity and developing together new more effective support for the unemployed and low skilled.

Birmingham will have new opportunities and responsibilities within the new West Midlands Combined Authority to provide answers to these challenges. For the first time in a generation it will be able to directly influence how funds are spent on skills and employment support.

The initial focus will be on the **new Employment and Skills Strategy** which the Combined Authority has to agree with government. In addition, the **Area Based Review of Further Education** will set the framework for colleges for the coming years but Birmingham cannot allow this to be a one-off – it needs to be persistently working with partners to ensure the city's skills system is fit for purpose.

Our Ambition

We want to do more to create the right conditions for businesses to grow and thrive. Much is already being done but new efforts must be made to boost the skills and qualifications which employers say they will need. Improving skills will help increase productivity and economic growth in the city, but if we don't increase skills sufficiently up to 25% of growth could be lost.

Everyone has a role to play in boosting Birmingham as a learning city.

- **Young people** need to make informed choices about their careers

- **Adults** need to decide how to invest in their skills and qualifications

- **Employers** need to train their workers for a changing world of work

- **National and local government** working together to make sure there are strong and effective policies and programmes

- **Schools, colleges and training providers** are not only excellent but providing the qualifications employers need.

The Birmingham Skills Plan sets out how the City Council will help meet these ambitions – not on its own but together with partners. To drive this forward we need a new partnership between our business leaders, our education, training, and community leaders, and the Council. The vison is therefore as much about the new way of working with partners as it is about implementing new solutions. These are interdependent elements of the same vision. Action 5 commits the City Council to adopting the new partnership working model from the outset.

Our **five points for action** are:

1. Skills for growth

Our aim is for Birmingham's education and training system to be better informed by what employers need – not just qualifications but employability as well. The Birmingham Skills Plan is backed up by the best information there is on what employers are demanding now and what they will need in the future.

Birmingham City Council will consult on how to improve skills and jobs information that can be used by everyone delivering and using education, skills and employment support. We will do this by:

- Working in partnership to develop **new digital solutions** to increase access to information on **jobs, careers and training** for everyone

- creating a **labour market information hub** for schools, universities, colleges and training providers – to inform the courses and qualifications they offer.

Over the next 10 years Birmingham will need more high qualified people but there will still be plenty of vacancies for people with fewer qualifications. However, there is a skills deficit in Birmingham – we will need 78,500 more people with 'A' levels (or

equivalent), as well as people in high quality Apprenticeships. Not reducing this skills gap will hold back growth in the city.

The education, skills and employment system is often complex and confusing for individuals and employers, but it can be informed by the jobs employers are recruiting to now, and where the new jobs are coming from in the future.

Good job and career decisions is not just about young people. Many adults want to get a new job, progress in their existing job or, for the unemployed, find a job. Especially for those with low skills and looking for work we need to improve their routes to not just a job but also better skills.

2. Helping young people decide

Our aim is that every Birmingham young person has access to excellent information, advice and guidance on academic and vocational pathways to a job and a career.

In a complex world it's difficult for young people to decide their best route into work and a career. At the same time there has been reduced investment in advice and guidance to young people. Wrong decisions can have a large and long-lasting impact on what people earn. Wrong decisions also have an impact on Birmingham's economy – less people with the right skills.

The City Council hears widespread concern about the state of careers advice in Birmingham. We are determined to turn this around, but we can't do this on our own. Co-operation is needed across the board – education, employers, parents and national government. We need to put an end to the confusion and waste of resources caused by too many organisations working in isolation.

At the same time careers advice needs modernising. It needs to be fit for purpose for the 21st century

Our careers advice in the city is not good enough and needs modernising. It needs to be fit for purpose for the 21st century. This why we will build on our Birmingham **Youth Promise** and plan to go further. We will:

- plan with partners a **Birmingham careers and jobs advice service**, building on the best of existing initiatives and promoting collaboration

- work with Jobcentre Plus and the Department of Work & Pensions to bring their **jobs market knowledge into schools**

- **work with business to deliver a step change** in how young people can experience the world of work by providing two weeks of work experience every year for every young person over 14 years old

- ensure there is a **gateway for all Apprenticeship opportunities** in Birmingham.

We want to take steps to help ensure everyone knows what their choices are - providing clear academic and vocational pathways to careers and how to pursue each pathway. We will:

- consult on how a **single accessible database** of provision can be developed

- consult on a **single application gateway** for post-16 provision.

3. Birmingham Employers Challenge

Our intent is that together with employers we can increase and improve work experience and training opportunities.

It's not just qualifications that matter. Birmingham employers are clear they need employees who are not just well qualified but also motivated, with good team working and communication skills, and often excellent customer care skills.

This can't just be left to education and skills providers. Employers can, and should, have more influence on how we improve the employability of the workforce. This is especially true for young people and those who have been out of work for a long time. To achieve this we want to work with employers to:

- to **plan together the numbers and types of Apprenticeships** we will need in the coming years

- stimulate **many more Traineeships** and work experience placements

- **reduce employment rate gaps** for the most disadvantaged communities.

Birmingham's apprenticeship target should be 82,000 by 2020 – a significant stretch on before. To deliver improvement there will need to be new partnership arrangements at the city level, which will work closely with the wider Local Enterprise Partnership.

We support the national ambition to get 1 million disabled people into work over the next five years. In Birmingham this means 19,000 disabled people finding

employment, many of whom will be claiming sickness benefits. This is a significant challenge which is why we need to work with employers to:

- promote well-being at work and to prevent people losing their job because of poor health or disability

- work with health partners to prevent ill-health being a barrier to getting a job

- recruit more people with disabilities, including providing work experience.

In the future the City Council's commitment to Birmingham employers will be to demonstrate how Business Rates are used to: promote a more skilled workforce; stimulate apprenticeships and traineeships; and reduce the costs of recruitment.

4. Opportunity for all

We want to show to show that economic growth can benefit everyone. This means getting more of our unemployed off welfare and into sustainable employment.

The Birmingham economy needs more high qualified people but at the same time we must make sure that there are opportunities for our whole population, irrespective of their skill levels. Our focus needs to be on closing the skills and employment gaps with other cities. Put simply this means getting more of our unemployed people into sustainable employment.

With the new powers of the Combined Authority we will have a stronger influence over how funds for skills and employment can be spent in Birmingham. The challenge is significant but we can help everyone benefit by:

- continuing to **target efforts** on those areas of Birmingham with the highest number of claimants

- **working with Jobcentre Plus to widen opportunities** for basic skills training and relevant qualifications especially for Employment Support Allowance claimants

- **focusing the Adult Education Budget** on promoting access to learning for disadvantaged people

- using **public sector procurement** to increase opportunities for unemployed people.

5. Skills City Birmingham

We will use every opportunity to promote Birmingham as 'Skills City'.
Birmingham competes in a global economy and one of our key advantages is our skilled workforce.

Our efforts will be to improve collaboration across the city in how education and skills are delivered. To drive this forward we need a new partnership between our business leaders, our education, training, and community leaders, and the Council. At the same time we will look at the best of what is happening elsewhere in the UK and globally so we can build on success.

To help make this happen we will:

- **review all of our partnership arrangements** for skills and employment

- commit to **a new high-level partnership** between our business and civic leaders to deliver this plan

To help make this happen we will start by reviewing all of our partnership arrangements for skills and employment, but with a commitment to establish a new senior leadership partnership between our business leaders, our education, training, and community leaders, and the Council.

END

Birmingham Skills: supply and demand

Contents

Index of Charts

Index of Tables

Summary

Birmingham has the second lowest employment rate amongst the English Core Cities and the highest unemployment claimant rate (see Chart 4 and Chart 8)

There are currently 700,000 working age residents in Birmingham[1], of which:

- 431,000 are in employment – an employment rate of 61.6% (UK = 72.6%)

- Just over 50,000 who are unemployed – an ILO unemployment rate of 10.2% (UK = 6%)

- 218,000 who are economically Inactive – 31% of the working age population (UK = 23%)

There are just over 100,000 claiming out of work benefits[2], of which:

- 30,000 are currently claiming Jobseekers Allowance (JSA) – 30% of all claimants (GB = 20%)

- 56,000 claiming Employment Support Allowance (ESA) – 55% of all claimants (GB = 65%)

To half the employment rate gap between Birmingham and the National rate an additional 70,000 jobs would be needed by 2025[3]. These additional jobs would need to come from:

- The predicted increase in the working age population of 45,000, of which 31,000 would be employed at the target employment rate of 67%

- Those who are 'economically inactive' which currently number over 200,000 with 53,000 wanting a job

- 20,000 who are ILO unemployed but not claiming JSA, of which we can expect to reduce by at least 5,000

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[1] Annual Population Survey March 2015, NOMIS
[2] DWP benefit claimant statistics, working age client groups, NOMIS
[3] Target rate is 67% - half way to the UK rate of 72.6%. In 2025 the working age population is set increase by 45,000 to 746,000 (ONS sub regional population projections). Therefore to achieve the target employment rate 500,000 residents will need to be in employment: an increase of 70,000 jobs to be filled by Birmingham residents.

- A reduction in the number of people claiming Jobseekers Allowance – currently 31,000 people which if reduced to the average for English Core Cities would mean 9,000 more in work

- A reduction in the number of people claiming ESA – there are 11,000 people in the ESA Work Related Activity Group which could be reduced by around 6,000.

The GBSLEP has a target of 119,000 private sector jobs to be created between 2010 and 2020. The figure includes both jobs created directly through the activities of the LEP but also all other job growth in the local economy. To date (2014) 85,173 jobs have been created - 47,769 of these were in Birmingham. Of the 33,827 jobs required to meet the target in 2020, we would expect around 18,600 to be in the city.

Productive people, Productive businesses

Gross Value Added (GVA) per worker is a common measure of productivity. Figures show a relatively positive picture, with Birmingham performing better compared to other English core cities apart from Bristol, Leeds and Manchester[4]. In 2012, GVA per worker was just over £44K. The highest rate for English Core Cities was £49K for Bristol and the lowest was £41K for Nottingham.

One of the city's successes has been rising numbers of pupils achieving 5 or more GCSEs at A*-C and Birmingham's performance now outstrips the England and core cities averages. Attainment rates of 5 GCSEs including English and maths are in line with the national average – see Table 13.

Nearly 16% of all working age residents in Birmingham have no qualifications and this rises to 27% for workless people – the 2nd highest after Liverpool when compared to other English Core Cities. Birmingham has the 2nd lowest proportion of working age residents with a level 4 or above qualification (when compared to other Core Cities in England - see Table 14. Forecasts (see Table 47) show a major shift in the current qualification levels is needed to meet the changes in employment. For the West Midlands there needs to be a 24% increase in those holding a level 4 or above qualification with a fall in lower levels, especially those with no qualifications (26% less) and level 1 qualifications (18% less).

To match the national average of people qualified to Level 3 and above (often used as definition of a 'world class' workforce), an **additional 78,500 residents will need to be upskilled** over the next 10 years. Increasingly qualified young people

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[4] Birmingham Local Economic Assessment, 2014

(under 19) will account for 13% of these but this means that 68,000 adults (19 and over who are currently below level 3) will need to improve their qualifications.

Currently 10,000 adults (aged 19 and over on a level 3 course, 2013/14) undertake some form of education and training each year (see Table 16), therefore an additional 7,000 adults are needed to undertake training or participate in education at level 3 to meet the target.

Reducing disadvantage

In boosting the employment rate we also want to reduce the employment rate gaps for disabled people and ethnic minorities.

Ethnic minority people of working age have an employment rate of 51% compared to 68% for the white population – an ethnic minority employment rate gap of 17 percentage points. This is significantly above the national gap of 12.5 percentage points - see Table 6.

The employment rate for disabled people in Birmingham is 33% compared to an employment rate for non-disabled people of 69% - a disabled employment rate gap of 36 percentage points. This is slightly above the national gap of 33 percentage points - see Table 7.

The Government is committed to halving the disabled employment rate gap over the next five years. In Birmingham this will mean helping 19,000 disabled people either stay in work or find work, of which around 6,000 could come from those on ESA.

What do Birmingham employers need?

By matching Further Education subject areas to relevant occupations (i.e. those subjects that offer a possible route to a career) we can see the ratio between the number of Birmingham students by subject and the number of vacancies linked to that subject – see Table 24.

This ratio doesn't only show a mismatch between Further Education subjects and vacancies but also a mismatch between allied subjects at the Higher Education level, which are needed to satisfy some of the demand. For colleges within Birmingham City the highest mismatch ratios are for the following subjects:

- Nursing and Subjects and Vocations Allied to Medicine

- Marketing and Sales

- Economics

- Public Services

- Manufacturing Technologies

- Teaching and Lecturing

- Retailing and Wholesaling

- Other Languages, Literature and Culture

- ICT Practitioners.

A similar analysis[5] of **Higher Education subjects** (for Birmingham Universities) shows that:

- In percentage terms, the largest areas of shortfall are in Business and Administrative studies, where annual student numbers are over 50 per cent below the forecast demand, and in Medicine and Dentistry, where there was a shortfall of over 40 per cent.

- There were five subject areas where there appeared to be an oversupply of provision. These were: Mass Communications and Documentation; Physical Sciences; Languages; Biological Sciences; Historical and Philosophical studies.

- Furthermore, on leaving University a relatively high proportion of graduates in these subjects do not work in a related industry, and instead work in lower skilled jobs, such as administrative, sales and customer service occupations. This was particularly so for Mass Communications and Documentation, and Historical and philosophical studies, and less so for Physical and Biological Sciences.

- Recent trends in first year student numbers suggest that provision is reducing in those areas of oversupply where graduates are most likely to end up working in lower skilled and lower paid jobs

- There has been growth in a number of Science, Technology, Engineering and Mathematics (STEM) subjects, reflecting the strategic importance of STEM to the national economy.

Many of the in-demand occupations need higher qualification levels but employers will also need occupations below the manager and professional level. Local employers have reported that they find it difficult to fill vacancies in Birmingham for Administrative, clerical and Sales/customer service occupations – see Chart 17 and Chart 19.

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[5] CESI, Future skills priorities for Birmingham and the West Midlands, 2014 – A report Birmingham City University

Who will employers be recruiting in the future?

Most new jobs in the West Midlands will primarily come from the private sector as reductions in public spending continue, although the public sector will still be the largest employer.

Chart 33 shows employment numbers for West Midlands[6] major sectors. The Chart shows both 'replacement demand' (new workers needed to replace those retiring or leaving the labour market) and 'expansion demand' (new jobs as a result of economic growth). Replacement demand is the most significant factor in the demand for new labour, but with some sectors showing strong expansion demand. These figures do not include employment projections for HS2, which is predicted to generate 65,000 jobs in the West Midlands up to 2022 – mostly spread over the manufacturing and construction sectors – see Table 49.

The following describes job growth and qualifications needed for the major sectors in Birmingham (figures below 10,000 should be used with caution).

Business and financial services: Birmingham needs more of its residents to take up jobs in this sector as it is the biggest growth sector. Growth will be due to higher level occupations requiring higher level qualifications. Administrative, secretarial and elementary opportunities will still be available due to replacement demand. Overall, there will be 350,000 job openings in this sector by 2022 made up of 76,000 new jobs in the West Midlands. Of these, it is estimated there will be 19,000 new jobs to be filled in Birmingham by 2022 and 71,000 jobs to replace workers who are retiring or leaving the labour market.

Advanced Engineering/Manufacturing: Recent trends show an increase in employment in the West Midlands, with a large increase in Process, Plant and Machine Operative and Skilled trade jobs. However, long-term forecasts show a fall due to advances in new technology. Currently future demand for STEM qualifications will outstrip supply plus precise technical skills will be mixed with more general aptitudes for project management and problem solving as factories become more technologically advanced. Overall, it is predicted that there will be 82,000 job openings in this sector by 2022 in the West Midlands - a fall of 20,000 from present levels – this is mostly made up of a fall in skilled trades and plant, process and machine operative occupations. Of these, it is predicted that there will be 11,000 job openings in this sector up to 2022 in Birmingham. However, total employment will fall from present levels.

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[6] The lowest geographical level this analysis can be done

For **HS2** a large majority of jobs will be in the civil engineering field with the construction of the tunnels, structures and stations, each of which account for broadly one-fifth of all jobs. Specialist railway engineering jobs only account for around 11% of projected employment, although these are on average more highly skilled.

Information technology: This sector demands highly qualified people. Evidence shows that many students are doing basic IT courses which are needed for administrative roles but more need to move into higher level courses if demand for specific IT skills such as website analytics is to be satisfied. Overall, there will be 37,000 job openings in this sector by 2022 including 14,000 new jobs. Of these there will be 7,000 job openings in this sector by 2022 in Birmingham including 4,000 new jobs.

Analysis of recent vacancies show that if people are looking to move up to becoming a Senior Web Developer then having programming skills using specialist software will give a job seeker a good chance of being interviewed for the job.

Wholesale and retail: Expansion in this sector will largely be due to an increase in professional and managerial positions and therefore those with higher qualifications. However this is a good sector for those with lower level qualifications as the level of churn means opportunities at the entry level for sales assistants and cashiers. Forecasts show a total of 172,000 job openings by 2022 but only 11,000 new jobs with the rest made up of job replacement. In Birmingham there will be a total of 29,000 job openings by 2022, but only 2,000 new jobs with the rest replacing retiring workers.

Education: Demand for more professional teaching positions is increasing and therefore an increased demand for level 3 and above qualifications but especially degrees and higher (Masters). Caring occupations within the sector are in demand: these could be at the nursery level or student welfare officers for those with special education needs. Forecasts show 90,000 job openings in this sector by 2022, a loss of 7,000 jobs on present levels in the West Midlands. For Birmingham, forecasts show 21,000 job openings by 2022, a loss of 2,000 jobs on present levels.

Health and Social Work: Demand for more professional and managerial positions in the Health sector is increasing and therefore an increased demand for Level 4 and above qualifications. Again, higher qualified caring roles are in demand and will make up 75% of the predicted 39,000 new jobs in this sector by 2022. Overall, there will be 186,000 job openings in this sector. Of these 42,000 will be in Birmingham, including 9,000 new jobs.

Construction: It is predicted there will be 80,000 job openings in this sector by 2022 - a net growth of 19,000 new jobs from present levels. It is predicted there will be 15,000 job openings in Birmingham which includes 4,000 new jobs. Growth will be due to an increase in skilled trade occupations and professional. Self employed will make up to 36% of total employment. According to the Construction Industry Training Board (CITB) shorter term growth (the next five years) will be led by investment in the private housing and commercial sectors, this means that demand for some trades will be higher than others. Jobs in demand in the West Midlands in the next five years include:

- Wood trades and interior fit-out
- Electricians
- Bricklayers
- Building envelope specialists
- Construction process managers.

HS2 should also have a major impact in this sector. Projections show an additional 65,000 jobs could be created up to 2014 during the build phase of the project. A large proportion of HS2 construction jobs will be on a contract basis, which means that the actual labour requirement is unlikely to greatly exceed 10,000 jobs in any one year. These jobs will be primarily in the fields of design, project management, civil engineering construction and specialist railway engineering

Current labour market and skills

Employment

Chart 1 Employment rate, working age: West Midland authorities, 2014/2015
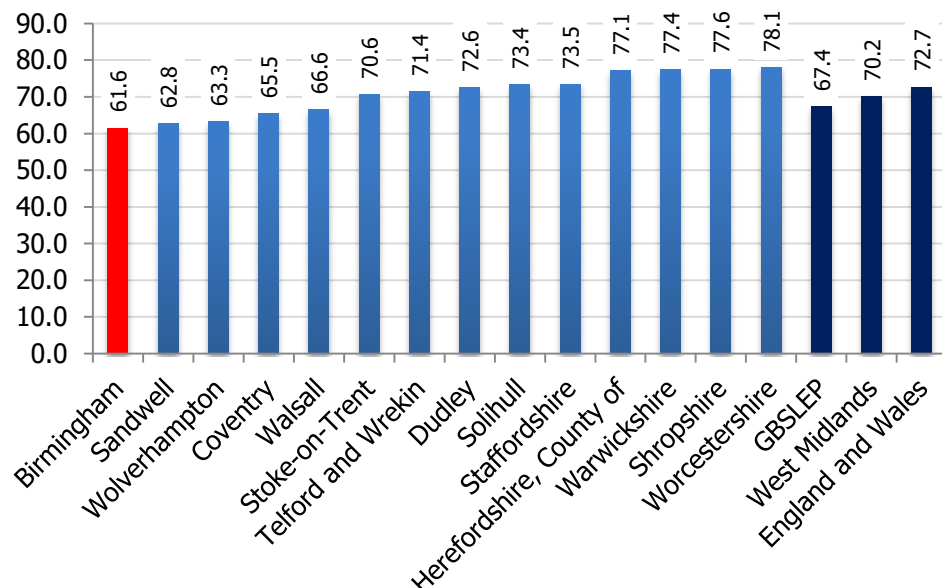
Birmingham 61.6; Sandwell 62.8; Wolverhampton 63.3; Coventry 65.5; Walsall 66.6; Stoke-on-Trent 70.6; Telford and Wrekin 71.4; Dudley 72.6; Solihull 73.4; Staffordshire 73.5; Herefordshire, County of 77.1; Warwickshire 77.4; Shropshire 77.6; Worcestershire 78.1; GBSLEP 67.4; West Midlands 70.2; England and Wales 72.7

Source: Annual population survey – resident based via NOMIS. Rates as a proportion of working age population.

Chart 2 Employment rates by age, 2014/2015
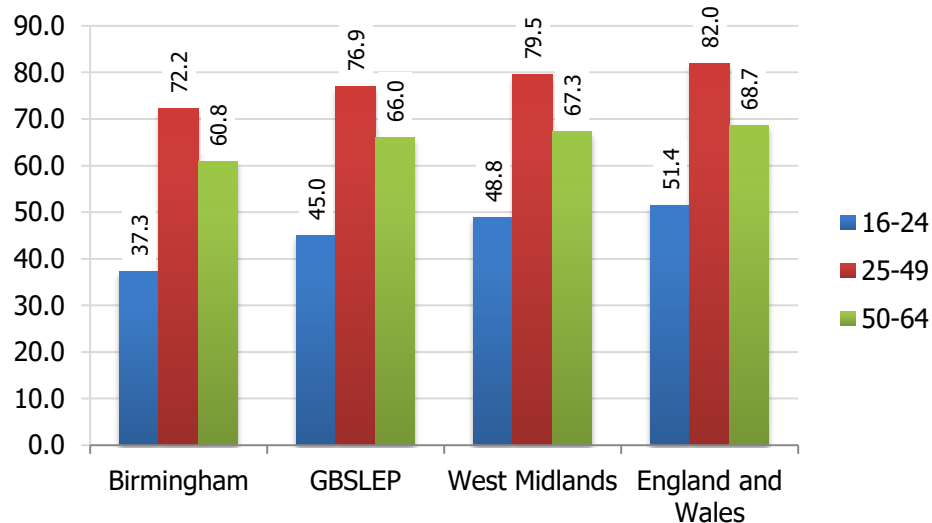
	16-24	25-49	50-64
Birmingham	37.3	72.2	60.8
GBSLEP	45.0	76.9	66.0
West Midlands	48.8	79.5	67.3
England and Wales	51.4	82.0	68.7

Source: Annual population survey – resident based via NOMIS. Rates as a proportion of working age population.

Table 1 Employment rates by age, 2014/2015

Area	Age group			
	16-64	16-24	25-49	50-64
Birmingham	61.6	37.3	72.2	60.8
Sandwell	62.8	38.1	74.1	59.1
Wolverhampton	63.3	36.4	71.7	64.1
Coventry	65.5	42.5	74.6	66.6
Walsall	66.6	40.7	76.1	65.5
Stoke-on-Trent	70.6	59.3	80.4	58.5
Telford and Wrekin	71.4	55.6	78.2	68.9
Dudley	72.6	61.4	78.2	68.5
Solihull	73.4	42.5	84.1	74.4
Staffordshire	73.5	57.8	82.3	68.4
Herefordshire, County of	77.1	63.3	84.3	72.1
Warwickshire	77.4	53.9	88.7	71.4
Shropshire	77.6	52.9	87.5	74.2
Worcestershire	78.1	64.3	86.8	71.9
GBSLEP	67.4	45.0	76.9	66.0
West Midlands	70.2	48.8	79.5	67.3
England and Wales	72.7	51.4	82.0	68.7

Source: Annual population survey – resident based via NOMIS. Rates as a proportion of working age population.

Chart 3 Employment trends, working age, 2010 to 2015
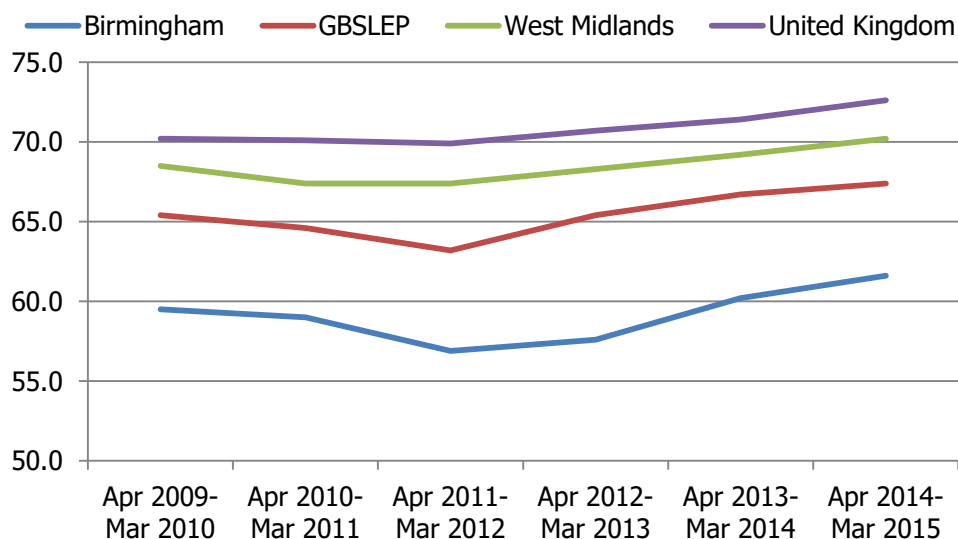
Source: Annual population survey – resident based via NOMIS.

Chart 4 Employment rates, English core cities, working age, 2014/2015
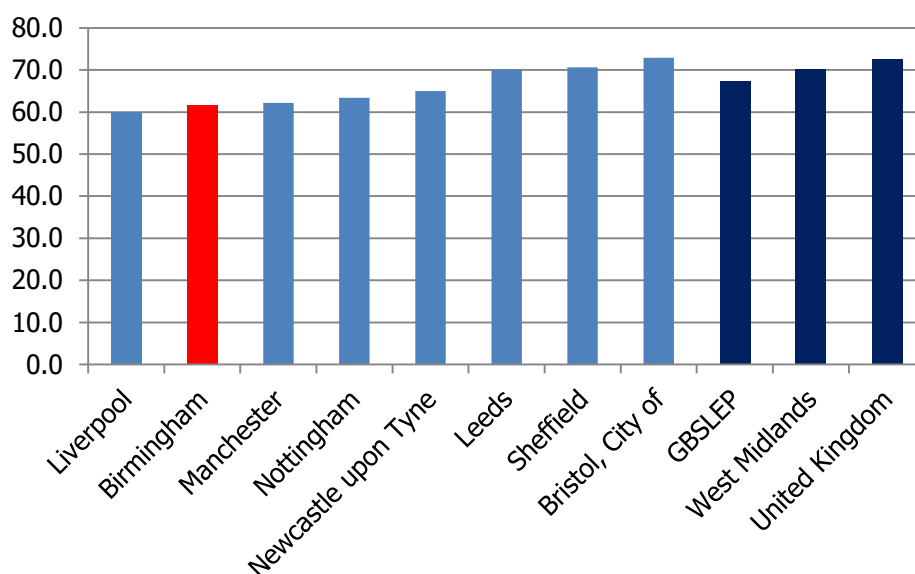
Source: Annual population survey – resident based via NOMIS.

Table 2 Employment trends, English core cities, working age, 2010 to 2015

	Apr 2009-Mar 2010	Apr 2010-Mar 2011	Apr 2011-Mar 2012	Apr 2012-Mar 2013	Apr 2013-Mar 2014	Apr 2014-Mar 2015
Liverpool	60.3	59.9	59.6	60.2	61.2	60.0
Birmingham	59.5	59.0	56.9	57.6	60.2	61.6
Manchester	58.2	58.9	58.8	61.2	62.0	62.2
Nottingham	57.0	54.2	59.6	59.0	59.9	63.4
Newcastle upon Tyne	60.2	64.5	62.8	60.6	60.3	65.0
Leeds	68.8	69.3	67.4	68.8	69.0	70.1
Sheffield	65.8	66.3	63.9	69.0	68.7	70.6
Bristol, City of	71.5	74.8	69.9	71.1	70.0	72.9
GBSLEP	65.4	64.6	63.2	65.4	66.7	67.4
West Midlands	68.5	67.4	67.4	68.3	69.2	70.2
United Kingdom	70.2	70.1	69.9	70.7	71.4	72.6

Source: Annual population survey – resident based via NOMIS.

Chart 5 Workplace employment by sector, working age: Birmingham, 2014
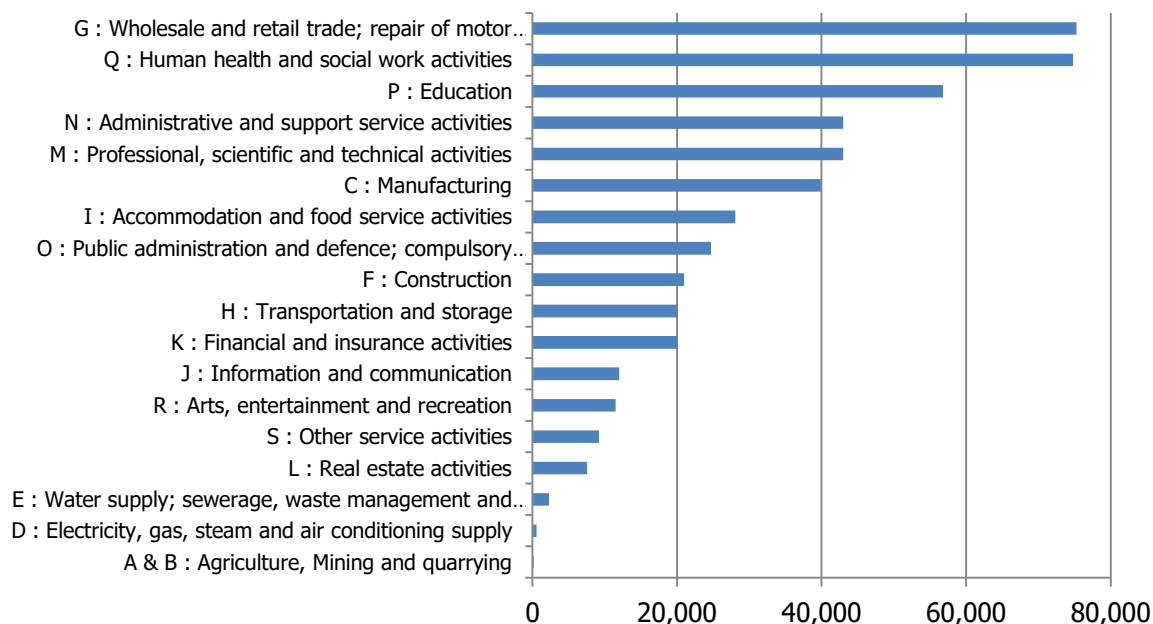
Source: Business Register and Employment Survey (BRES)

Table 3 Workplace employment trends by sector, working age: Birmingham, 2009 to 2014

Sector sections	2009	2010	2011	2012	2013	2014
A & B : Agriculture, Mining and quarrying	-	-	-	100	-	200
C : Manufacturing	39,900	40,300	37,100	36,900	39,300	39,900
D : Electricity, gas supply	-	1,000	1,200	1,300	1,600	600
E : Water supply	2,600	2,700	2,700	2,500	2,500	2,300
F : Construction	18,900	18,600	18,300	16,500	16,000	21,000
G : Wholesale and retail trade; repair of motor vehicles and motorcycles	69,800	68,600	66,000	71,100	70,600	75,300
H : Transportation and storage	18,500	18,100	24,100	19,800	17,800	20,100
I : Accommodation and food service	25,800	22,600	25,500	26,600	26,500	28,100
J : Information and communication	13,300	13,000	10,700	10,300	11,100	12,000
K : Financial and insurance activities	27,300	26,100	27,100	27,200	24,600	20,000
L : Real estate activities	6,200	5,500	7,200	7,700	7,400	7,600
M : Professional, scientific and technical	30,400	29,100	33,500	35,400	38,100	43,000
N : Administrative and support service	36,200	36,500	42,200	40,600	41,200	43,000
O : Public administration and defence	32,000	24,500	33,000	29,800	34,400	24,700
P : Education	56,000	65,800	48,300	46,900	53,100	56,800
Q : Human health and social work activities	64,000	67,900	70,800	73,700	74,200	74,800
R : Arts, entertainment and recreation	7,800	9,700	9,300	9,600	9,800	11,500
S : Other service activities	8,600	7,100	9,100	8,100	9,700	9,200
T : Activities of households as employers	-	-	-	-	-	-
U : Activities of extraterritorial bodies	-	-	-	-	-	-
Total	**458,500**	**457,100**	**466,200**	**464,100**	**477,800**	**490,300**

Source: Business Register and Employment Survey (BRES)

Table 4 Workplace employment trends by sector, working age: Birmingham, 2009 to 2014. Index (2009 = 100)

Sector sections	2009	2010	2011	2012	2013	2014
A & B : Agriculture, Mining and quarrying	-	-	-	-	-	-
C : Manufacturing	100	101	93	92	98	100
D : Electricity, gas supply	-	-	-	-	-	-
E : Water supply	100	104	104	96	96	88
F : Construction	100	98	97	87	85	111
G : Wholesale and retail trade; repair of motor vehicles and motorcycles	100	98	95	102	101	108
H : Transportation and storage	100	98	130	107	96	109
I : Accommodation and food service	100	88	99	103	103	109
J : Information and communication	100	98	80	77	83	90
K : Financial and insurance activities	100	96	99	100	90	73
L : Real estate activities	100	89	116	124	119	123
M : Professional, scientific and technical	100	96	110	116	125	141
N : Administrative and support service	100	101	117	112	114	119
O : Public administration and defence	100	77	103	93	108	77
P : Education	100	118	86	84	95	101
Q : Human health and social work activities	100	106	111	115	116	117
R : Arts, entertainment and recreation	100	124	119	123	126	147
S : Other service activities	100	83	106	94	113	107
T : Activities of households as employers	-	-	-	-	-	-
U : Activities of extraterritorial bodies	-	-	-	-	-	-
Total	**100**	**100**	**102**	**101**	**104**	**107**

Source: Business Register and Employment Survey (BRES)

Table 5 Employment by occupation and sector, workplace based, working age: Birmingham, 2010 to 2015

Total employment 2009-10						
Occupation / Sector	Manufacturing	Construction	Distribution, hotels & restaurants	Transport & Communication	Banking finance & insurance etc.	Public admin education & health	Total
Managers, Directors and Senior Officials	6,600	5,100	12,200	1,400	9,400	10,400	48,600
Professional Occupations	4,600	4,000	1,200	8,400	17,900	63,900	105,000
Associate Prof & Tech Occupations	7,000	2,900	5,200	4,200	18,400	26,100	70,300
Administrative and Secretarial Occupations	4,200	2,100	9,000	3,300	22,000	21,100	65,700
Skilled Trades Occupations	9,700	16,800	6,300	1,700	2,900	1,900	40,600
Caring, Leisure and Other Service Occupations	-	-	-	1,400	2,400	47,300	56,300
Sales and Customer Service Occupations	-	900	23,100	1,600	8,300	2,700	37,300
Process, Plant and Machine Operatives	6,300	3,700	5,100	15,200	1,500	2,000	34,800
Elementary occupations	4,000	1,700	14,200	3,400	9,100	15,300	50,600
All	42,400	37,200	76,300	40,600	91,900	190,700	509,200

Total employment 2014-15						
Occupation / Sector	Manufacturing	Construction	Distribution, hotels & restaurants	Transport & Communication	Banking finance & insurance etc.	Public admin education & health	Total
Managers, Directors and Senior Officials	5,300	3,500	10,900	2,900	10,200	10,300	45,800
Professional Occupations	4,400	6,700	1,600	9,300	19,400	75,000	122,200
Associate Prof & Tech Occupations	9,600	2,000	6,400	5,600	19,300	27,300	78,200
Administrative and Secretarial Occupations	5,600	2,300	4,900	6,500	17,800	22,700	64,600
Skilled Trades Occupations	14,600	13,000	9,300	2,600	4,500	3,000	49,300
Caring, Leisure and Other Service Occupations	-	-	1,200	-	1,500	41,600	52,800
Sales and Customer Service Occupations	1,700	-	27,700	2,500	8,500	1,600	42,000
Process, Plant and Machine Operatives	14,000	4,300	5,600	12,600	2,000	2,200	42,400
Elementary occupations	5,300	700	21,900	4,800	9,800	12,500	57,100
All	60,500	32,500	89,500	46,800	93,000	196,200	554,400

Change from 2009-10 to 2014-15						
Occupation / Sector	Manufacturing	Construction	Distribution, hotels & restaurants	Transport & Communication	Banking finance & insurance etc.	Public admin education & health	Total
Managers, Directors and Senior Officials	-1,300	-1,600	-1,300	1,500	800	-100	-2,800
Professional Occupations	-200	2,700	400	900	1,500	11,100	17,200
Associate Prof & Tech Occupations	2,600	-900	1,200	1,400	900	1,200	7,900
Administrative and Secretarial Occupations	1,400	200	-4,100	3,200	-4,200	1,600	-1,100
Skilled Trades Occupations	4,900	-3,800	3,000	900	1,600	1,100	8,700
Caring, Leisure and Other Service Occupations	-	-	-	-	-900	-5,700	-3,500
Sales and Customer Service Occupations	-	-	4,600	900	200	-1,100	4,700
Process, Plant and Machine Operatives	7,700	600	500	-2,600	500	200	7,600
Elementary occupations	1,300	-1,000	7,700	1,400	700	-2,800	6,500
All	18,100	-4,700	13,200	6,200	1,100	5,500	45,200

Source: Annual population survey - workplace analysis via NOMIS.

Highest employment and change   Lowest employment and change

Table 6 Employment rates by ethic group, working age, Apr 2014-Mar 2015

	white	ethnic minority	Percentage point GAP	mixed ethnic group	Indians	Pakistanis/ Bangladeshis	Black or black British	other ethnic group
Sheffield	74.6	50.6	**24.0**	63.2	69.4	51.5	54.3	39.2
Birmingham	68.5	51.1	**17.4**	70.1	64.7	43.3	54.8	44.4
Newcastle upon Tyne	67.0	52.7	**14.3**	76.2	51.6	54.5	48.5	51.7
Nottingham	66.8	53.0	**13.8**	77.2	46.0	47.0	56.5	48.0
Liverpool	61.7	48.8	**12.9**	32.1	63.0	54.6	51.0	40.8
Bristol, City of	74.8	63.2	**11.6**	73.3	85.2	61.1	61.7	43.7
Leeds	71.7	60.9	**10.8**	61.9	70.9	58.1	58.0	59.2
Manchester	65.0	56.7	**8.3**	58.1	81.3	54.2	59.8	47.7
GBSLEP	72.4	52.8	**19.6**	69.5	66.1	45.5	56.5	44.0
West Midlands	73.4	55.6	**17.8**	60.3	66.8	47.6	57.4	47.3
United Kingdom	74.3	61.8	**12.5**	64.3	71.1	51.9	62.9	60.3

Source: Annual population survey – resident based via NOMIS.

Table 7 Employment rates by disability, working age, Apr 2014-Mar 2015

	EA core or work-limiting disabled	EA core disabled	work-limiting disabled	All disabled	not EA core or work-limiting disabled	Percentage point GAP
Liverpool	25.7	24.9	19.0	23.4	71.0	**47.6**
Leeds	43.2	42.6	34.1	40.5	76.7	**36.2**
Birmingham	35.0	34.3	30.7	33.5	69.4	**35.9**
Manchester	38.0	36.5	30.9	35.4	70.4	**35.0**
Sheffield	45.9	44.2	36.0	42.6	77.1	**34.5**
Bristol, City of	47.8	47.6	41.4	45.9	78.3	**32.4**
Newcastle upon Tyne	41.8	40.5	34.0	39.1	71.5	**32.4**
Nottingham	40.6	39.8	34.3	38.5	69.6	**31.1**
GBSLEP	39.5	38.1	33.1	37.2	74.5	**37.3**
West Midlands	44.9	43.3	37.6	42.2	76.5	**34.3**
United Kingdom	48.2	46.4	41.1	45.5	78.5	**33.0**

EA Core disabled includes those who have a long-term disability which substantially limits their day-to-day activities.

Work-limiting disabled includes those who have a long-term disability which affects the kind or amount of work they might do.

Source: Annual population survey – resident based via NOMIS.

Unemployment

Chart 6 Claiming out of work benefits, working age: Birmingham, 2000 to 2015
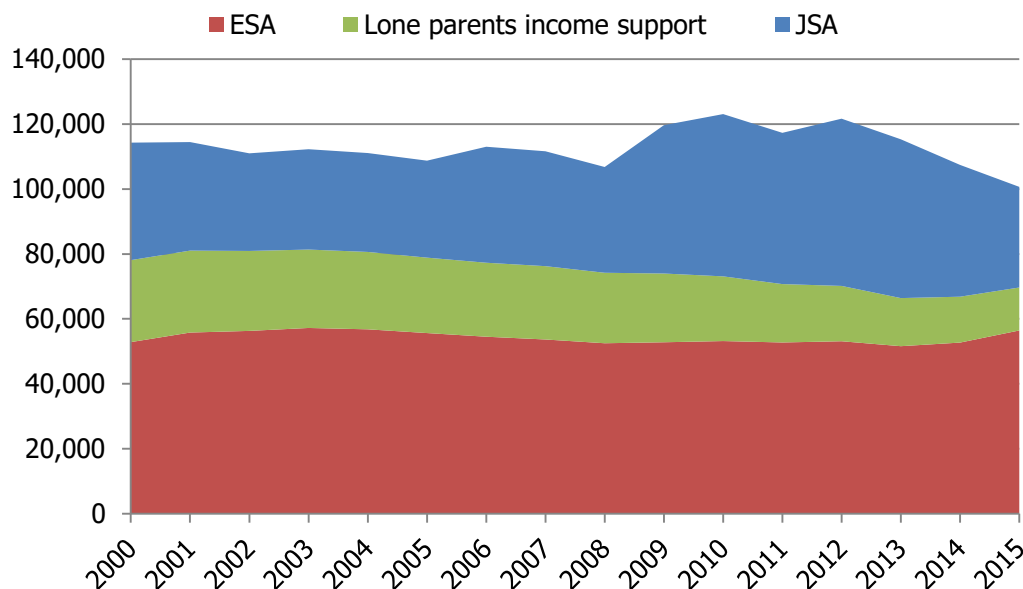
Table 8 Claiming out of work benefits, working age: Birmingham, 2000 to 2015

Date	job seeker		ESA and incapacity benefits		lone parent		others on income related benefit		out-of-work benefits	
	number	%	number	%	number	%	number	%	number	%
2000	36,190	5.9	52,870	8.6	25,250	4.1	5,730	0.9	120,040	19.6
2001	33,430	5.4	55,810	9.1	25,250	4.1	5,450	0.9	119,940	19.5
2002	30,070	4.8	56,320	9.1	24,630	4.0	5,100	0.8	116,120	18.7
2003	30,900	4.9	57,230	9.1	24,150	3.8	4,600	0.7	116,880	18.6
2004	30,460	4.8	56,810	8.9	23,840	3.8	4,430	0.7	115,540	18.2
2005	29,870	4.6	55,660	8.6	23,230	3.6	4,560	0.7	113,320	17.5
2006	35,730	5.5	54,530	8.4	22,790	3.5	4,180	0.6	117,230	18.0
2007	35,380	5.4	53,680	8.1	22,590	3.4	4,290	0.7	115,930	17.6
2008	32,580	4.9	52,520	7.9	21,710	3.3	4,740	0.7	111,560	16.7
2009	45,690	6.8	52,820	7.9	21,180	3.1	4,650	0.7	124,340	18.5
2010	49,990	7.3	53,190	7.8	19,930	2.9	4,870	0.7	127,980	18.8
2011	46,590	6.7	52,760	7.6	17,980	2.6	4,600	0.7	121,930	17.7
2012	51,510	7.4	53,130	7.6	17,050	2.4	4,000	0.6	125,690	18.0
2013	48,910	7.0	51,610	7.4	14,820	2.1	3,630	0.5	118,980	17.0
2014	40,590	5.8	52,720	7.5	14,140	2.0	3,280	0.5	110,730	15.8
2015	31,000	4.4	56,450	8.1	13,240	1.9	2,880	0.4	103,560	14.8

Source: DWP benefit statistics via NOMIS, Work and Pensions Longitudinal Study (WPLS).
Rate = Proportion of resident population aged 16-64 estimates.

Chart 7 Out of work benefit rates, working age: Core Cities, February 2015
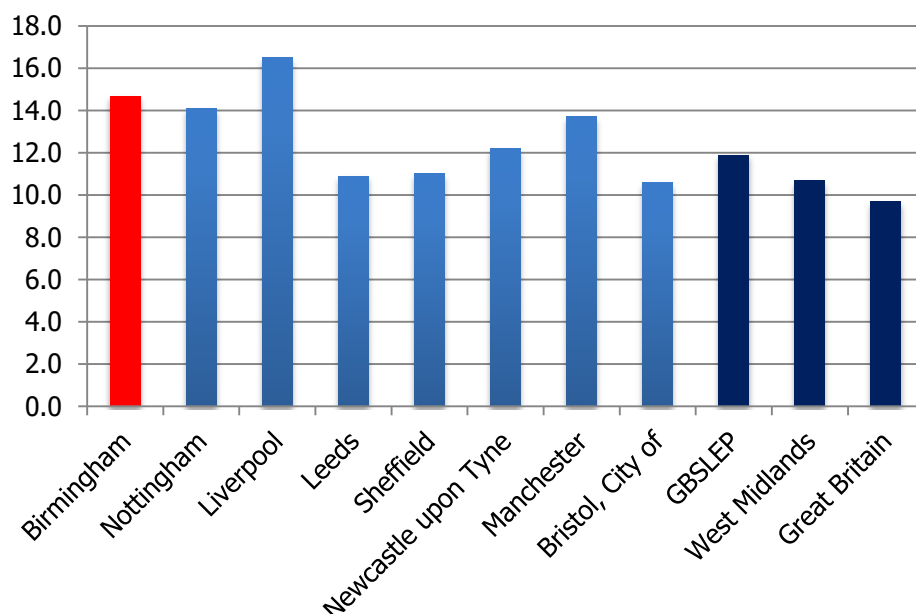
Table 9 Out of work benefit rates, working age: English core cities, February 2015

Area	Job seeker		ESA and incapacity benefits		Lone parent		Others on income related benefit		Total out-of-work benefits	
	number	%	number	%	number	%	number	%	number	%
Birmingham	31,000	4.4	56,450	8.0	13,240	1.9	2,880	0.4	103,560	14.7
Nottingham	8,620	3.9	17,160	7.8	4,180	1.9	820	0.4	30,780	14.1
Liverpool	10,140	3.1	36,220	11.2	5,770	1.8	1,320	0.4	53,450	16.5
Leeds	14,730	2.9	32,160	6.4	6,610	1.3	1,700	0.3	55,200	10.9
Sheffield	10,540	2.8	24,490	6.6	4,580	1.2	1,220	0.3	40,830	11.0
Newcastle upon Tyne	5,270	2.7	15,450	7.8	2,810	1.4	720	0.4	24,250	12.2
Manchester	8,860	2.4	33,330	9.1	6,620	1.8	1,450	0.4	50,250	13.7
Bristol, City of	5,960	2.0	21,070	7.0	3,980	1.3	760	0.3	31,770	10.6
GBSLEP	38,360	3.1	86,540	6.9	18,950	1.5	4,360	0.3	148,210	11.9
West Midlands	87,470	2.5	237,250	6.6	47,150	1.3	11,800	0.3	383,670	10.7
Great Britain	785,480	2.0	2,526,360	6.3	448,100	1.1	116,580	0.3	3,876,520	9.7

Source: DWP benefit statistics via NOMIS, Work and Pensions Longitudinal Study (WPLS).

Rate = Proportion of resident population aged 16-64 estimates.

Chart 8 Unadjusted claimant rates, working age: English core cities, August 2015
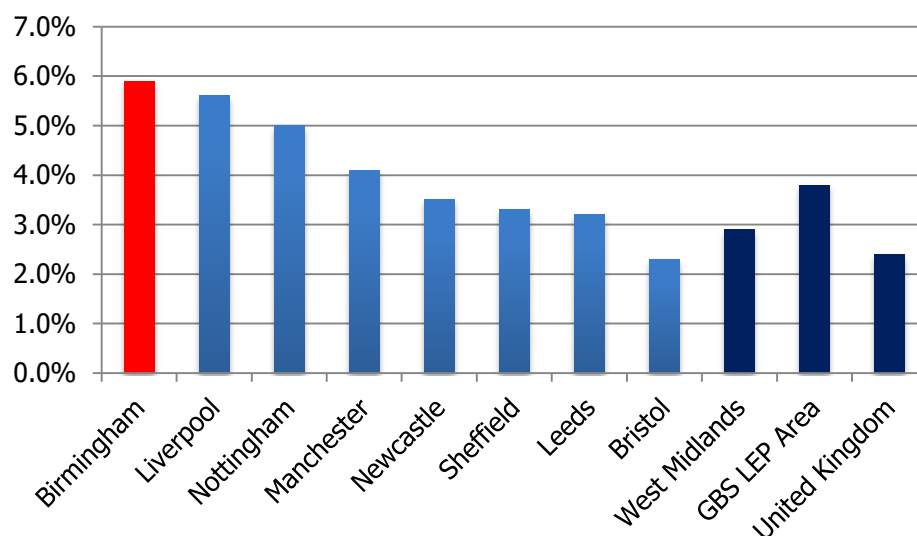
Table 10 Unadjusted claimant rates, working age: English core cities, August 2015

Area	JSA Claimants	Out of Work UC Claimants	Total Claimant Unemployed		
			Number	Claimant Proportion	Claimant Rate
Birmingham	26,652	2,752	29,404	4.2%	5.9%
Liverpool	7,842	4,518	12,360	3.8%	5.6%
Nottingham	7,690	7	7,697	3.5%	5.0%
Manchester	6,879	3,496	10,375	2.9%	4.1%
Newcastle	4,385	536	4,921	2.5%	3.5%
Sheffield	9,686	14	9,700	2.6%	3.3%
Leeds	12,492	14	12,506	2.5%	3.2%
Bristol	5,363	17	5,380	1.8%	2.3%
West Midlands	73,294	5,661	78,955	2.2%	2.9%
GBS LEP Area	32,354	3,380	35,734	2.9%	3.8%
United Kingdom	708,613	77,571	786,184	1.9%	2.4%

Source: DWP experimental benefit statistics, August 2015. JSA claimants via NOMIS, UC claimants via StatXplore. This new claimant count measure is now available via NOMIS too.
Claimant proportion: claimants divided by working age population.
Claimant rate: claimants divided by economically active working age residents.

Chart 9 Unadjusted claimant rates, 16-24: English core cities, August 2015
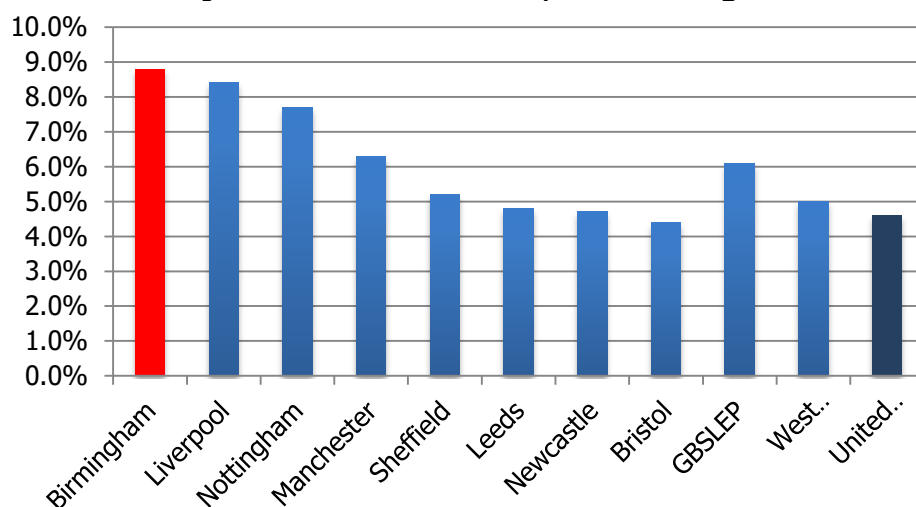
Table 11 Unadjusted claimant rates, 16-24: English core cities, August 2015

Area	JSA Claimants	Out of Work UC Claimants	Total Claimant Unemployed		
			Number	Claimant Proportion	Claimant Rate
Birmingham	4,860	1,549	6,409	4.8%	8.8%
Liverpool	1,155	1,817	2,972	4.4%	8.4%
Nottingham	1,880	5	1,885	3.0%	7.7%
Manchester	1,080	1,439	2,519	2.9%	6.3%
Sheffield	2,300	5	2,305	2.8%	5.2%
Leeds	2,850	13	2,863	2.8%	4.8%
Newcastle	840	285	1,125	2.2%	4.7%
Bristol	1,145	5	1,150	1.9%	4.4%
GBSLEP	6,130	1,911	8,041	4.0%	6.1%
West Midlands	14,685	3,194	17,879	3.3%	5.0%
United Kingdom	145,870	37,584	183,454	3.1%	4.6%

Source: DWP experimental benefit statistics, August 2015. JSA claimants via NOMIS, UC claimants via StatXplore

Claimant proportion: claimants divided by population aged 16-24.

Claimant rate: claimants divided by economically active residents aged 16-24.

Table 12 Work Programme figures, Birmingham, cumulative to June 2015

|	Total	JSA 18 to 24	JSA 25 and over	JSA Early Entrants	JSA Ex-Incapacity Benefit	ESA Volunteers	New ESA claimants: Excluding 12 Month prognosis claimants	New ESA claimants:12 Month prognosis claimants only	ESA Ex-Incapacity Benefit	IB/IS Volunteers	JSA Prison Leavers	All JSA	All ESA
Cumulative referrals													
Birmingham	59,160	11,280	25,390	14,090	650	1,140	3,250	1,340	760	70	1,180	52,590	6,490
Newcastle upon Tyne	11,920	2,460	5,990	1,210	180	280	620	440	400	-	350	10,190	1,740
Manchester	24,130	4,090	10,340	3,890	600	730	1,520	1,270	770	30	890	19,810	4,290
Liverpool	27,100	5,210	12,910	2,960	470	620	1,220	1,620	1,230	10	860	22,410	4,690
Sheffield	21,070	4,300	8,070	5,160	300	370	1,100	560	600	-	610	18,440	2,630
Leeds	28,570	5,450	14,440	3,250	480	210	1,610	1,190	610	10	1,320	24,940	3,620
Nottingham	18,570	3,510	7,250	3,920	420	760	1,070	510	650	30	440	15,540	2,990
Bristol, City of	14,170	2,360	6,660	1,700	260	520	1,020	710	610	50	290	11,270	2,860
English core Cities	145,530	27,380	65,660	22,090	2,710	3,490	8,160	6,300	4,870	130	4,760	122,600	22,820
GB	1,757,540	304,740	745,470	306,240	34,140	66,010	114,060	76,830	58,730	2,970	48,360	1,438,950	315,630
Proportion of total													
Birmingham		19%	43%	24%	1%	2%	5%	2%	1%	0%	2%	89%	11%
Newcastle upon Tyne		21%	50%	10%	2%	2%	5%	4%	3%	-	3%	85%	15%
Manchester		17%	43%	16%	2%	3%	6%	5%	3%	0%	4%	82%	18%
Liverpool		19%	48%	11%	2%	2%	5%	6%	5%	0%	3%	83%	17%
Sheffield		20%	38%	24%	1%	2%	5%	3%	3%	-	3%	88%	12%
Leeds		19%	51%	11%	2%	1%	6%	4%	2%	0%	5%	87%	13%
Nottingham		19%	39%	21%	2%	4%	6%	3%	4%	0%	2%	84%	16%
Bristol, City of		17%	47%	12%	2%	4%	7%	5%	4%	0%	2%	80%	20%
English core Cities		19%	45%	15%	2%	2%	6%	4%	3%	0%	3%	84%	16%
GB		17%	42%	17%	2%	4%	6%	4%	3%	0%	3%	82%	18%
Job outcome rate													
Birmingham	25%	34%	26%	25%	15%	10%	13%	6%	4%	14%	10%	27%	10%
Newcastle upon Tyne	27%	33%	29%	31%	22%	11%	15%	9%	5%	-	9%	29%	10%
Manchester	26%	34%	31%	26%	22%	10%	13%	9%	5%	33%	15%	30%	10%
Liverpool	25%	34%	28%	27%	17%	6%	14%	7%	3%	-	16%	29%	8%
Sheffield	25%	33%	29%	26%	17%	5%	11%	5%	3%	-	11%	28%	7%
Leeds	24%	30%	26%	27%	19%	10%	14%	9%	3%	-	11%	26%	10%
Nottingham	25%	32%	29%	25%	19%	8%	13%	10%	3%	33%	16%	28%	9%
Bristol, City of	23%	30%	27%	25%	15%	10%	12%	6%	3%	20%	7%	27%	8%
English core Cities	25%	32%	28%	26%	19%	8%	13%	8%	4%	23%	13%	28%	9%
GB	26%	35%	30%	28%	20%	10%	14%	7%	4%	23%	14%	30%	10%

Source: DWP Work Programme tabtool. Job outcome rate is cumulative job outcomes as a proportion of cumulative referrals

23

Qualification levels

Chart 10 Percentage of pupils achieving 5+ A*-C grades including English and mathematics GCSEs
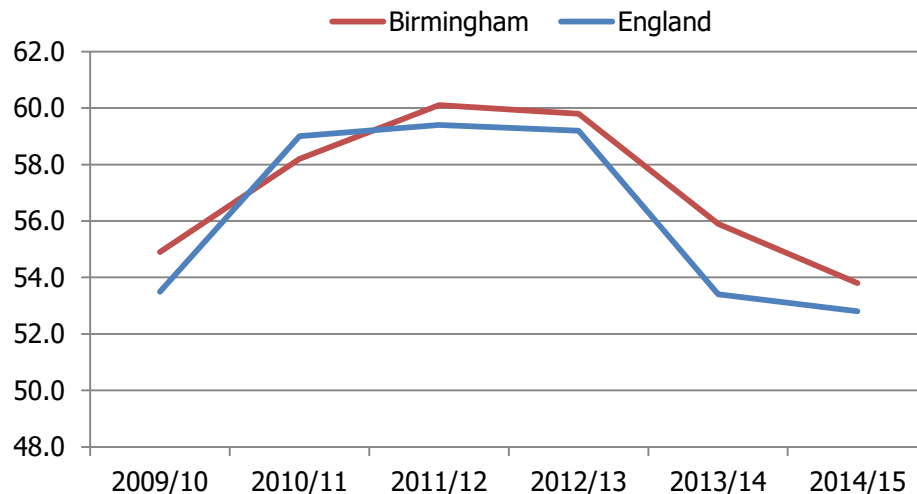
Source: DfE, key stage 4 attainment data

Table 13 Percentage of pupils achieving 5+ A*-C grades including English and mathematics GCSEs

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Leeds	50.6	53.7	55.0	57.3	51.0	54.1
Newcastle upon Tyne	49.5	52.6	55.9	57.3	57.4	53.9
Birmingham	54.9	58.2	60.1	59.8	55.9	53.8
Bristol, City of	46.2	50.2	51.6	52.3	55.2	53.4
Sheffield	49.2	49.4	55.6	57.3	53.9	53.1
Liverpool	53.0	55.0	56.8	56.0	49.9	48.1
Manchester	45.7	51.8	53.2	53.1	51.4	46.0
Nottingham	44.2	46.7	49.6	50.3	44.6	41.5
England	**53.5**	**59.0**	**59.4**	**59.2**	**53.4**	**52.8**

Source: DfE, key stage 4 attainment data

Chart 11 Qualification levels by English core cities, <u>all working age</u>, 2014

- ■ NVQ4+
- ■ NVQ1 only
- ■ NVQ3 only
- ■ Other qualifications
- ■ Trade Apprenticeships
- ■ No qualifications
- ■ NVQ2 only

United Kingdom
GBSLEP
Bristol
Leeds
Sheffield
Manchester
Nottingham
Newcastle upon Tyne
Birmingham
Liverpool

0%   20%   40%   60%   80%   100%
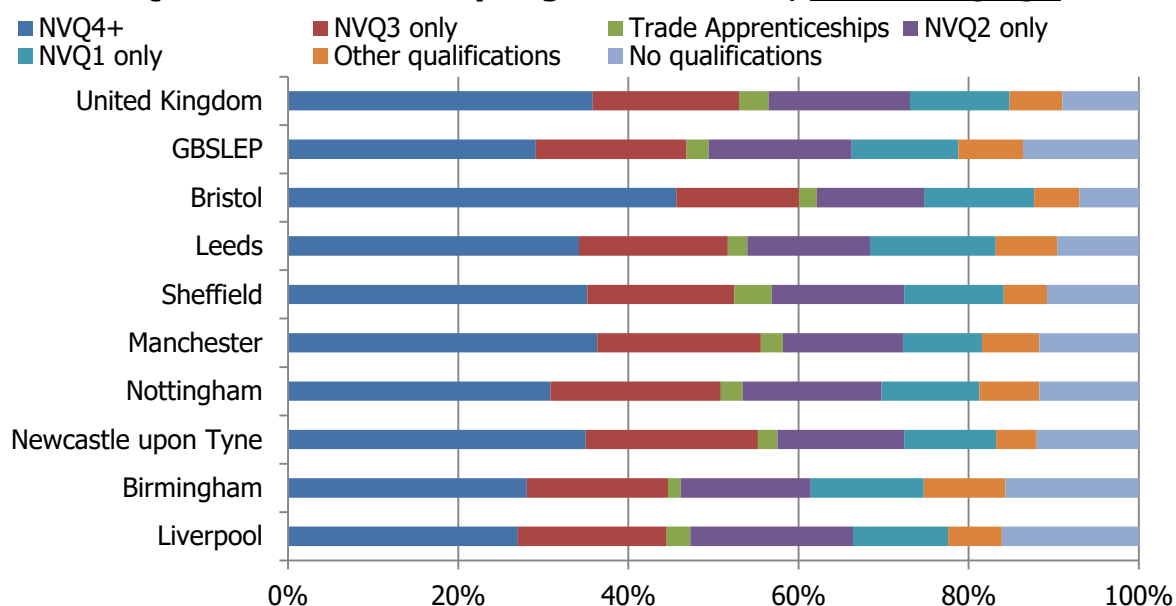
Source: Annual Population Survey, ONS via NOMIS, Jan 2014 to Dec 2014.

Chart 12 Qualification levels by English core cities, <u>working age employed</u>, 2014

- ■ NVQ4+
- ■ NVQ1 only
- ■ NVQ3 only
- ■ Other qualifications
- ■ Trade Apprenticeships
- ■ No qualifications
- ■ NVQ2 only

United Kingdom
GBSLEP
Bristol
Leeds
Sheffield
Manchester
Nottingham
Newcastle upon Tyne
Birmingham
Liverpool

0%   20%   40%   60%   80%   100%
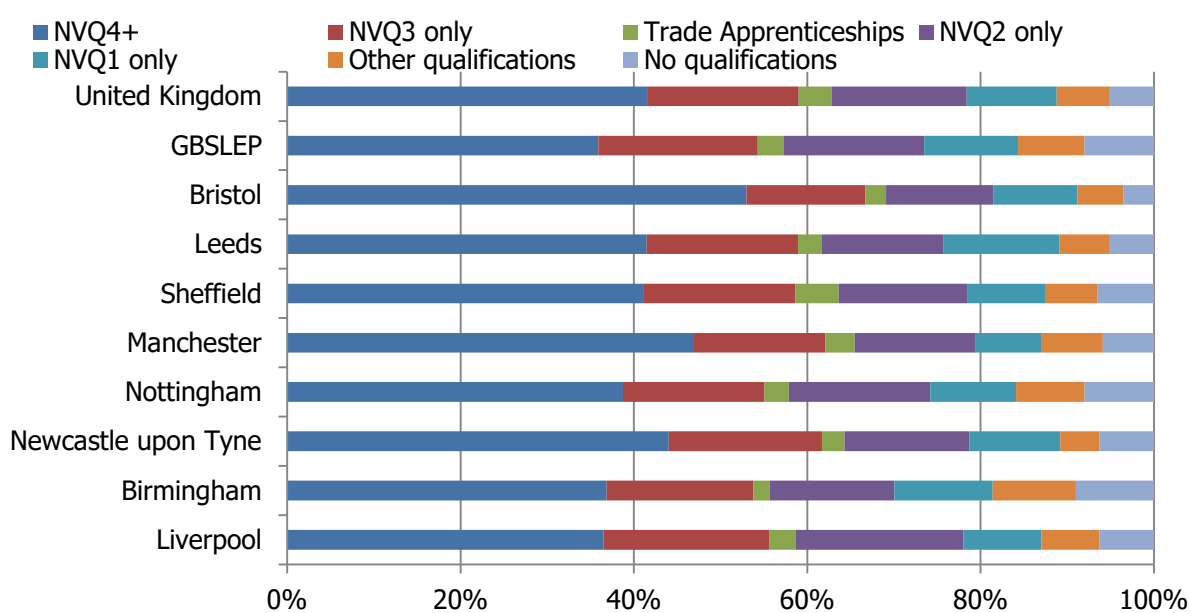
Source: Annual Population Survey, ONS via NOMIS, Jan 2014 to Dec 2014.

Chart 13 Qualification levels by English core cities, <u>working age workless</u>, 2014

Legend:
- ■ NVQ4+
- ■ NVQ3 only
- ■ Trade Apprenticeships
- ■ NVQ2 only
- ■ NVQ1 only
- ■ Other qualifications
- ■ No qualifications

Categories (top to bottom): United Kingdom, GBSLEP, Bristol, Leeds, Sheffield, Manchester, Nottingham, Newcastle upon Tyne, Birmingham, Liverpool

X-axis: 0%, 20%, 40%, 60%, 80%, 100%

Source: Annual Population Survey, ONS via NOMIS, Jan 2014 to Dec 2014.

Table 14 Qualification levels by English core cities, <u>working age by economic activity</u>, 2014

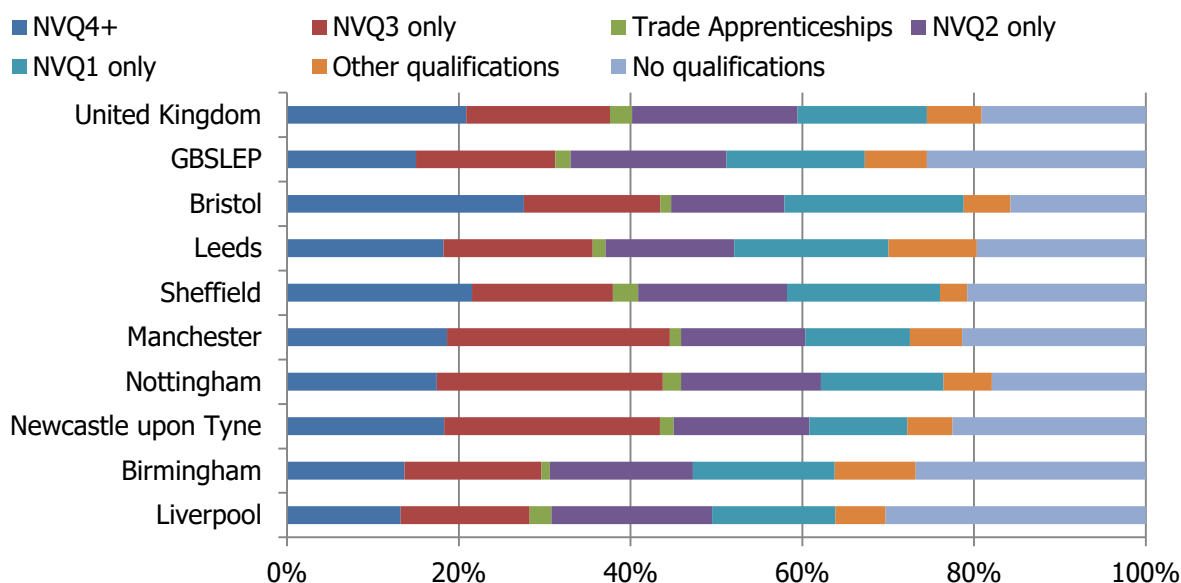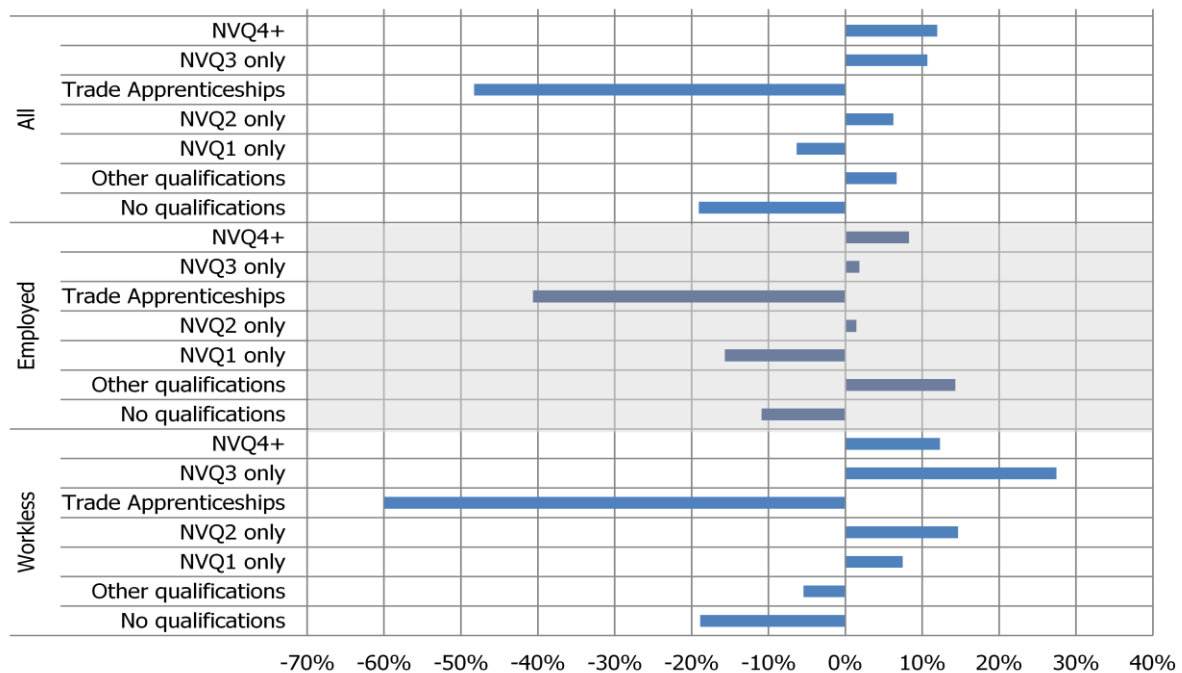|		Birmingham	Liverpool	Newcastle upon Tyne	Nottingham	Manchester	Sheffield	Leeds	Bristol	GBSLEP	United Kingdom
All	NVQ4+	28.1	27.0	35.0	30.8	36.3	35.2	34.2	45.6	29.1	35.8
	NVQ3 only	16.6	17.5	20.3	20.0	19.2	17.3	17.5	14.4	17.7	17.2
	Trade Apprenticeships	1.5	2.8	2.3	2.6	2.6	4.4	2.3	2.1	2.6	3.5
	NVQ2 only	15.3	19.1	14.9	16.3	14.1	15.6	14.4	12.6	16.8	16.6
	NVQ1 only	13.3	11.2	10.8	11.5	9.3	11.7	14.8	12.9	12.5	11.7
	Other qualifications	9.6	6.3	4.8	7.0	6.7	5.1	7.2	5.3	7.6	6.2
	No qualifications	15.7	16.1	12.0	11.7	11.7	10.8	9.6	7.0	13.6	9.0
Employed	NVQ4+	36.8	36.5	44.0	38.7	46.9	41.1	41.5	53.0	35.9	41.6
	NVQ3 only	16.9	19.2	17.7	16.3	15.1	17.6	17.5	13.7	18.4	17.4
	Trade Apprenticeships	1.9	3.0	2.6	2.8	3.4	5.0	2.7	2.4	3.0	3.8
	NVQ2 only	14.4	19.4	14.4	16.3	13.9	14.8	14.1	12.4	16.2	15.6
	NVQ1 only	11.3	9.0	10.5	9.9	7.6	9.1	13.4	9.7	10.8	10.4
	Other qualifications	9.6	6.7	4.5	7.9	7.1	6.0	5.8	5.3	7.7	6.1
	No qualifications	9.0	6.3	6.3	8.0	5.9	6.5	5.1	3.5	8.0	5.1
Workless	NVQ4+	13.7	13.2	18.3	17.4	18.6	21.5	18.2	27.6	15.0	20.9
	NVQ3 only	15.9	15.0	25.2	26.3	26.0	16.4	17.4	15.9	16.2	16.7
	Trade Apprenticeships	1.0	2.5	1.6	2.1	1.3	3.0	1.5	1.3	1.8	2.6
	NVQ2 only	16.7	18.7	15.8	16.3	14.5	17.3	15.0	13.2	18.2	19.3
	NVQ1 only	16.5	14.4	11.4	14.3	12.2	17.9	18.0	20.9	16.1	15.1
	Other qualifications	9.4	5.8	5.3	5.6	6.1	3.1	10.3	5.5	7.2	6.4
	No qualifications	26.8	30.3	22.6	17.9	21.4	20.8	19.7	15.8	25.5	19.1

Source: Annual Population Survey, ONS via NOMIS, Jan 2014 to Dec 2014.

## Chart 14 Qualification levels, Birmingham, <u>percentage change by economic activity</u>, 2010-2014

Table 15 Qualification levels, English core cities, <u>percentage change by economic activity</u>, 2010-2014

		Birmingham	Liverpool	Newcastle upon Tyne	Nottingham	Manchester	Sheffield	Leeds	Bristol	GBSLEP	United Kingdom
All	NVQ4+	12%	16%	25%	23%	9%	7%	19%	23%	13%	15%
	NVQ3 only	11%	0%	7%	12%	22%	5%	2%	-3%	14%	10%
	Trade Apprenticeships	-48%	8%	-38%	-26%	4%	13%	-44%	-30%	-30%	-13%
	NVQ2 only	6%	0%	-6%	9%	19%	8%	-9%	-17%	3%	2%
	NVQ1 only	-6%	-15%	-3%	-2%	-6%	-7%	-2%	28%	-15%	-9%
	Other qualifications	7%	-11%	-52%	-38%	-43%	-19%	-14%	-45%	-6%	-26%
	No qualifications	-19%	-7%	-5%	-26%	-23%	-20%	-10%	-32%	-14%	-22%
Employed	NVQ4+	8%	16%	21%	13%	2%	2%	14%	26%	9%	12%
	NVQ3 only	2%	12%	11%	-1%	6%	7%	2%	-6%	8%	7%
	Trade Apprenticeships	-41%	7%	-42%	-45%	31%	16%	-43%	-27%	-30%	-14%
	NVQ2 only	1%	-1%	-11%	-1%	24%	1%	-8%	-13%	2%	0%
	NVQ1 only	-16%	-31%	-1%	-7%	-13%	-11%	0%	-7%	-18%	-10%
	Other qualifications	14%	8%	-50%	-11%	-25%	-5%	-29%	-50%	-4%	-26%
	No qualifications	-11%	-36%	-16%	-6%	-23%	-17%	4%	-29%	-9%	-24%
Workless	NVQ4+	12%	21%	35%	24%	34%	17%	57%	22%	15%	23%
	NVQ3 only	27%	-17%	5%	34%	44%	2%	0%	4%	29%	17%
	Trade Apprenticeships	-60%	9%	-35%	31%	-45%	-1%	-50%	-41%	-29%	-17%
	NVQ2 only	15%	2%	4%	26%	15%	21%	-10%	-25%	7%	9%
	NVQ1 only	7%	9%	-4%	10%	4%	4%	-5%	124%	-8%	-6%
	Other qualifications	-5%	-31%	-54%	-60%	-60%	-50%	17%	-23%	-13%	-28%
	No qualifications	-19%	5%	6%	-28%	-18%	-16%	-17%	-39%	-12%	-17%

Source: Annual Population Survey, ONS via NOMIS, Jan 2010 - Dec 2014 to Jan 2014 - Dec 2014.

Chart 15 Average qualification levels by ethnic group, 16 and over, Birmingham, 2011
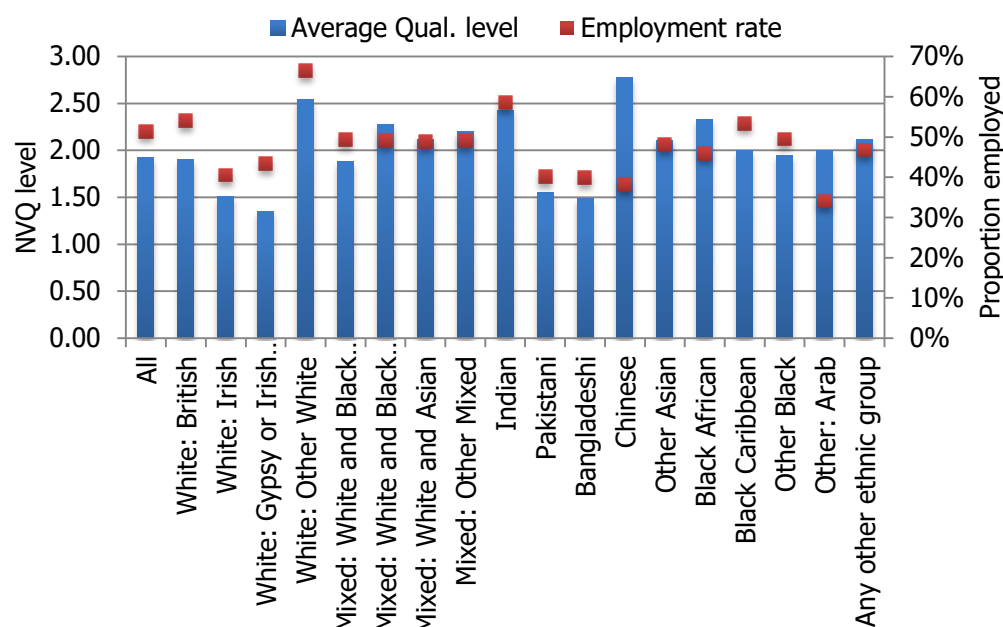
Source: Census 2011. <u>Aged 16 and over</u>. Employment proportions are for those aged 16 and over who are economically active.
Average qualification is weighted by numbers with each level of qualification. Apprenticeships have been classified at NVQ level 2.5. No qualifications = 0.1.

Table 16 Overall FE and Skills Participation by level and age, learner volumes in Birmingham

		2009/10	2010/11	2011/12	2012/13	2013/14
Under 19	Total	26,190	27,410	26,990	25,800	23,540
	Full Level 2	6,580	7,840	9,060	7,560	6,900
	Full Level 3	9,160	9,880	9,460	10,580	10,420
19 and over	Total	82,910	74,790	80,740	84,480	73,520
	Full Level 2	23,880	24,630	26,050	26,560	22,950
	Full Level 3	10,230	10,260	10,940	11,510	9,510
All ages	Total	109,090	102,200	107,730	110,280	97,070
	Full Level 2	30,460	32,480	35,110	34,120	29,850
	Full Level 3	19,390	20,140	20,400	22,100	19,930

Source: SFA, Individualised Learner Records.

Table 17 Skills Funding Agency Allocations 2015/2016

	Adult Skills Budget 2015/16	16-18 Apprenticeships and Agency funded 16-18 Traineeships 2015/16	Community Learning 2015/16	19+ Discretionary Learner Support 2015/16	24+ Advanced Learning Loans Facility & Bursary 2015/16	Age Facility 2015/16
Birmingham colleges	£49,145,941	£5,185,452	£6,327,829	£5,496,274	£12,011,032	£696,000
GBSLEP Total	£62,926,831	£10,217,577	£6,879,678	£6,192,611	£16,846,256	£1,296,000

Source: SFA. The figures for Birmingham refers to FE colleges only and do not include allocations for other training providers.

Earnings, Employment and Qualification matrix by occupation, West Midlands

Table 18 Rising job numbers and rising wages, 2011 to 2014

Occupation (3 digit SOC)	Qualification level	Increase in jobs	Increase in earnings
Welfare Professionals	3.8	27.3%	13.1%
Nursing and Midwifery Professionals	3.7	22.2%	1.3%
Information Technology and Telecommunications Professionals	3.6	10.8%	5.0%
Functional Managers and Directors	3.6	9.3%	10.9%
Science, Engineering and Production Technicians	3.4	27.3%	1.7%
Production Managers and Directors	3.4	7.9%	6.1%
Sales, Marketing and Related Associate Professionals	3.3	1.6%	8.7%
Engineering Professionals	3.3	19.2%	9.1%
Public Services and Other Associate Professionals	3.3	10.3%	2.1%
Administrative Occupations-Government and Related Organisations	3.3	15.8%	1.4%
Administrative Occupations-Finance	3.0	2.2%	6.1%
Other Administrative Occupations	2.8	7.8%	7.0%
Managers and Directors in Transport and Logistics	2.7	15.4%	1.2%
Caring Personal Services	2.6	8.0%	4.2%
Other Elementary Services Occupations	2.5	16.3%	29.4%
Metal Machining, Fitting and Instrument Making Trades	2.4	4.5%	8.9%
Hairdressers and Related Services	2.3	20.0%	6.1%
Sales Related Occupations	2.3	25.0%	12.0%
Assemblers and Routine Operatives	2.1	20.0%	3.3%
Elementary Storage Occupations	2.1	6.3%	9.0%
Elementary Cleaning Occupations	1.8	13.7%	6.4%

Table 19 Rising job numbers and falling wages, 2011 to 2014

Occupation (3 digit SOC)	Qualification level	Increase in jobs	Static or fall in earnings
Health Professionals	3.9	13.6%	-4.4%
Business, Research and Administrative Professionals	3.6	10.0%	-0.1%
Information Technology Technicians	3.5	21.4%	-5.7%
Health Associate Professionals	3.3	40.0%	
Leisure and Travel Services	2.4	12.5%	
Plant and Machine Operatives	2.2	27.3%	
Housekeeping and Related Services	1.9	12.5%	-10.0%
Mobile Machine Drivers and Operatives	1.8	14.3%	-4.1%

Table 20 Falling job numbers and rising wages, 2011 to 2014

Occupation (3 digit SOC)	Qualification level	Static or fall in jobs	Increase in earnings
Business, Finance and Related Associate Professionals	3.4	0.0%	0.7%
Protective Service Occupations	3.4	-6.3%	6.0%
Financial Institution Managers and Directors	3.3	-25.0%	9.1%
Childcare and Related Personal Services	3.0	-8.9%	3.1%
Administrative Occupations-Records	2.9	0.0%	7.8%
Electrical and Electronic Trades	2.8	-19.4%	6.4%
Secretarial and Related Occupations	2.8	-8.5%	3.1%
Managers and Directors in Retail and Wholesale	2.8	-28.6%	5.8%
Administrative Occupations: Office Managers and Supervisors	2.7	-5.6%	4.7%
Sales Assistants and Retail Cashiers	2.5	-4.0%	4.7%
Food Preparation and Hospitality Trades	2.3	0.0%	5.0%
Elementary Administration Occupations	2.3	-31.6%	6.9%
Construction and Building Trades	2.3	-5.0%	9.8%
Sales Supervisors	2.2	-30.0%	10.0%
Process Operatives	2.1	0.0%	5.7%
Road Transport Drivers	2.0	0.0%	1.7%
Elementary Process Plant Occupations	2.0	0.0%	4.8%

Table 21 Falling job numbers and wages, 2011 to 2014

Occupation (3 digit SOC)	Qualification level	Static or fall in jobs	Fall in earnings
Teaching and Educational Professionals	3.8	-13.4%	-2.7%
Welfare and Housing Associate Professionals	3.5	-21.7%	-4.0%
Customer Service Managers and Supervisors	3.2	0.0%	-0.1%
Managers and Proprietors in Other Services	3.0	-22.2%	-7.2%
Customer Service Occupations	2.7	0.0%	-0.8%
Elementary Agricultural Occupations	2.3	0.0%	-0.7%

Table 22 Insufficient sample for jobs and earnings but worth noting for Qualification levels

Occupation (3 digit SOC)	Qualification level	Increase in jobs	Increase in earnings
Legal Professionals	4.0		5.5%
Therapy Professionals	4.0		4.6%
Design Occupations	4.0		3.8%
Natural and Social Science Professionals	4.0		3.5%
Health and Social Services Managers and Directors	4.0		0.6%
Chief Executives and Senior Officials	4.0		
Librarians and Related Professionals	4.0		
Architects, Town Planners and Surveyors	3.9		
Research and Development Managers	3.8		19.2%
Legal Associate Professionals	3.8		
Managers and Proprietors in Health and Care Services	3.6		
Transport Associate Professionals	3.3		
Quality and Regulatory Professionals	3.3		
Media Professionals	3.2		
Senior Officers in Protective Services	3.1		
Conservation and Environmental associate professionals	3.0		
Conservation and Environment Professionals	3.0		-11.4%
Managers and Proprietors in Hospitality and Leisure Services	3.0		6.1%
Sports and Fitness Occupations	2.9		
Artistic, Literary and Media Occupations	2.9		
Construction and Building Trades Supervisors	2.9		9.4%
Draughtspersons and Related Architectural Technicians	2.8		3.5%
Skilled Metal, Electrical and Electronic Trades Supervisors	2.8		4.8%
Managers and Proprietors in Agriculture Related Services	2.6		
Elementary Security Occupations	2.5	-16.7%	
Animal Care and Control Services	2.4		
Metal Forming, Welding and Related Trades	2.3		
Vehicle Trades	2.3		4.6%
Other Skilled Trades	2.2		-4.4%
Cleaning and Housekeeping Managers and Supervisors	2.2		
Agricultural and Related Trades	2.2		0.6%
Textiles and Garments Trades	2.2		
Other Drivers and Transport Operatives	2.1		
Printing Trades	2.1		0.1%
Building Finishing Trades	2.0		12.1%
Elementary Construction Occupations	1.8		19.9%
Elementary Sales Occupations	1.6		
Construction Operatives	1.2		-18.7%

Source: Labour Force Survey and Annual Survey of Hours and Earnings.

Current Vacancy and FE subject match analysis

Table 23 Number of vacancies by occupation, September 2014 to September 2015

Occupation (3 digit)	Job Vacancies
354 Sales, Marketing and Related Associate Professionals	12,185
213 Information Technology and Telecommunications Professionals	11,522
231 Teaching and Educational Professionals	11,180
223 Nursing and Midwifery Professionals	6,113
353 Business, Finance and Related Associate Professionals	6,108
356 Public Services and Other Associate Professionals	6,104
415 Other Administrative Occupations	5,336
821 Road Transport Drivers	5,305
522 Metal Machining, Fitting and Instrument Making Trades	5,113
612 Childcare and Related Personal Services	5,112
614 Caring Personal Services	4,859
242 Research and Administrative Professionals	4,794
524 Electrical and Electronic Trades	4,218
711 Sales Assistants and Retail Cashiers	4,095
212 Engineering Professionals	4,092
721 Customer Service Occupations	3,682
531 Construction and Building Trades	3,680
412 Finance	3,564
313 Information Technology Technicians	3,368
221 Health Professionals	3,321
421 Secretarial and Related Occupations	3,176
923 Elementary Cleaning Occupations	3,113
413 Records	2,805
311 Science, Engineering and Production Technicians	2,770
822 Mobile Machine Drivers and Operatives	2,620
543 Food Preparation and Hospitality Trades	2,594
122 Managers and Proprietors in Hospitality and Leisure Services	2,292
913 Elementary Process Plant Occupations	2,070
927 Other Elementary Services Occupations	2,053
523 Vehicle Trades	1,971
926 Elementary Storage Occupations	1,822
323 Welfare and Housing Associate Professionals	1,780
813 Assemblers and Routine Operatives	1,767
341 Artistic, Literary and Media Occupations	1,731
811 Process Operatives	1,611
912 Elementary Construction Occupations	1,588
812 Plant and Machine Operatives	1,465
521 Metal Forming, Welding and Related Trades	1,247

Occupation (3 digit)	Job Vacancies
712 Sales Related Occupations	1,165
532 Building Finishing Trades	1,155
246 Quality and Regulatory Professionals	1,102
924 Elementary Security Occupations	1,090
814 Construction Operatives	1,026
211 Natural and Social Science Professionals	1,023
342 Design Occupations	979
124 Managers and Proprietors in Health and Care Services	876
119 Managers and Directors in Retail and Wholesale	824
622 Hairdressers and Related Services	793
312 Draughtspersons and Related Architectural Technicians	744
222 Therapy Professionals	724
416 Office Managers and Supervisors	702
921 Elementary Administration Occupations	658
321 Health Associate Professionals	531
244 Welfare Professionals	529
352 Legal Associate Professionals	514
713 Sales Supervisors	474
511 Agricultural and Related Trades	413
241 Legal Professionals	402
621 Leisure and Travel Services	395
624 Cleaning and Housekeeping Managers and Supervisors	393
247 Media Professionals	378
541 Textiles and Garments Trades	374
533 Construction and Building Trades Supervisors	369
411 Government and Related Organisations	322
542 Printing Trades	320
344 Sports and Fitness Occupations	278
214 Conservation and Environment Professionals	274
118 Health and Social Services Managers and Directors	265
823 Other Drivers and Transport Operatives	239
121 Managers and Proprietors in Agriculture Related Services	155
911 Elementary Agricultural Occupations	136
925 Elementary Sales Occupations	101
613 Animal Care and Control Services	98
351 Transport Associate Professionals	52
245 Librarians and Related Professionals	24
355 Conservation and Environmental associate professionals	4
Total vacancies	**172,127**

LAMP analysis, Monster and CESI

Table 24 Vacancy to student match by subject area, September 2014 to September 2015. For FE colleges within the Birmingham City boundary.

| Subject area and subject code	Vacancies	Students	Vacancy to student ratio
1.2 Nursing and Subjects and Vocations Allied to Medicine	23,825	190	125.4
15.4 Marketing and Sales	23,255	410	56.7
11.3 Politics	6,426	130	49.4
11.4 Economics	14,466	300	48.2
1.4 Public Services	42,178	1,140	37.0
15.5 Law and Legal Services	22,120	850	26.0
4.2 Manufacturing Technologies	48,577	1,900	25.6
10.1 History	11,180	550	20.3
10.4 Theology and Religious Studies	11,904	610	19.5
13.1 Teaching and Lecturing	21,785	1,220	17.9
7.1 Retailing and Wholesaling	31,082	1,830	17.0
3.1 Agriculture	802	50	16.0
12.2 Other Languages, Literature and Culture	18,827	1,320	14.3
6.1 ICT Practitioners	41,447	2,920	14.2
9.3 Media and Communication	32,548	2,740	11.9
8.2 Travel and Tourism	4,135	510	8.1
9.2 Crafts, Creative Arts and Design	29,861	3,880	7.7
15.1 Accounting and Finance	32,144	4,370	7.4
11.2 Sociology and Social Policy	10,979	1,600	6.9
3.4 Environmental Conservation	3,282	590	5.6
2.1 Science	37,554	6,810	5.5
2.2 Mathematics and Statistics	22,308	4,210	5.3
15.3 Business Management	51,849	10,740	4.8
1.5 Child Development and Well Being	24,101	5,100	4.7
4.1 Engineering	26,323	5,910	4.5
3.2 Horticulture and Forestry	708	160	4.4
4.3 Transportation Operations and Maintenance	17,049	6,850	2.5
7.4 Hospitality and Catering	17,620	8,070	2.2
15.2 Administration	34,199	16,400	2.1
9.1 Performing Arts	2,710	1,370	2.0
1.3 Health and Social Care	33,122	21,640	1.5
5.2 Building and Construction	9,664	7,510	1.3
8.1 Sport, Leisure and Recreation	13,002	11,330	1.1
7.3 Service Enterprises	3,387	8,470	0.4
6.2 ICT for Users	20,226	52,820	0.4
7.2 Warehousing and Distribution	876	2,400	0.4
3.3 Animal Care and Veterinary Science	98	410	0.2
12.1 Languages, Literature and Culture of the British Isles	378	4,700	0.1

LAMP analysis, Monster and CESI

Notes:

1) Does not include those students doing courses under the subject areas 'Foundations for Learning and Life' and 'Preparation for Work'.

2) FE subject areas have been matched to relevant occupations (i.e. those subjects that offer a possible route to various occupations). Different subjects could offer a route into the same occupation e.g. someone doing a course under the subject 'Child Development and Well Being' could become a Health Professional as could someone doing a course under the subject 'Health and Social Care'. Therefore the total vacancies for Health Professionals have been assigned to both these subject areas. This means adding up the vacancy numbers in the above table will be more than the actual vacancies in the area over the last year. Actual total vacancies can be derived from the table before.

3) The ratio is a mismatch measure. It shows the number of vacancies in occupations matched to each subject compared to the number of students doing courses under each subject. The higher the ratio, the higher the mismatch. However, there are certain caveats for some subjects:

- Very few students are doing courses under the subject 'Nursing and Subjects and Vocations Allied to Medicine' hence the high ratio. However, many students studying this subject may be doing so in University Hospitals and other specialist training providers. So it doesn't necessarily mean there is a lack of students.

- The same can be said for some higher level occupations included under various subjects. For instance some occupations that fall within the Economics, Mathematics or Science subject areas will need degree's, therefore more reliant on HE graduates rather than those doing FE courses. So in this instance these courses should be seen as routes into higher education.

- Therefore the ratio doesn't only show a mismatch between FE subjects and vacancies but also a mismatch between FE subjects and allied subjects at the HE level: which are needed to satisfy some of the occupation demand.

The above should then help Colleges in the Birmingham City area to think about how they should structure their curriculums in terms of encouraging students to pick the right subjects i.e. those subjects that will give the student the best chance of getting a job either directly or via additional HE education.
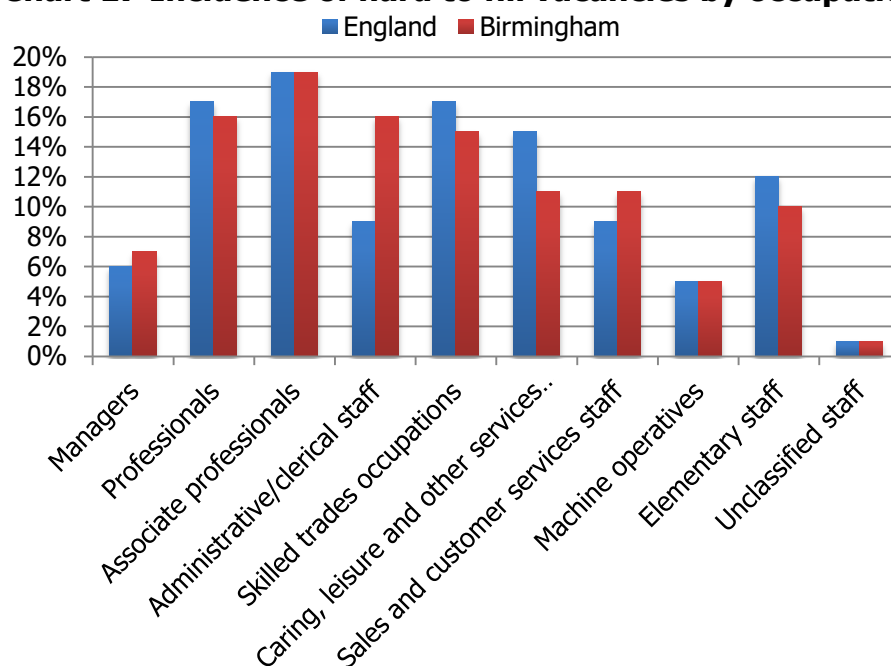
Employer views and needs

Chart 16 Incidence of vacancies by occupation, 2013
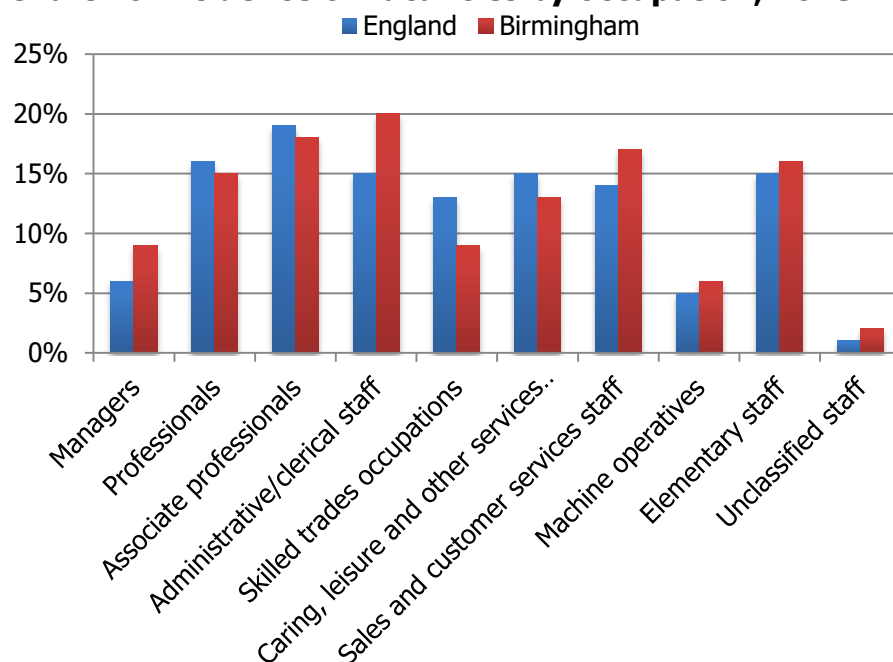
Table 25 Incidence of vacancies by occupation, 2013

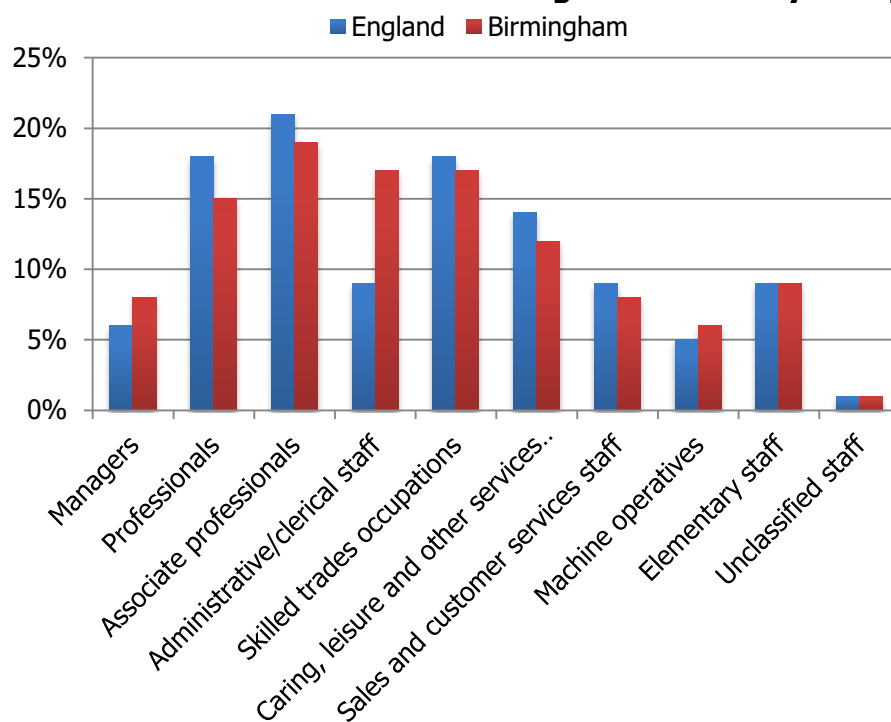|	England	Birmingham
Managers	6%	9%
Professionals	16%	15%
Associate professionals	19%	18%
Administrative/clerical staff	15%	20%
Skilled trades occupations	13%	9%
Caring, leisure and other services staff	15%	13%
Sales and customer services staff	14%	17%
Machine operatives	5%	6%
Elementary staff	15%	16%
Unclassified staff	1%	2%

Source: Employer Skills Survey 2013, UKCES. Base: All establishments with vacancies.

Chart 17 Incidence of hard to fill vacancies by occupation, 2013

Table 26 Incidence of hard to fill vacancies by occupation, 2013

	England	Birmingham
Managers	6%	7%
Professionals	17%	16%
Associate professionals	19%	19%
Administrative/clerical staff	9%	16%
Skilled trades occupations	17%	15%
Caring, leisure and other services staff	15%	11%
Sales and customer services staff	9%	11%
Machine operatives	5%	5%
Elementary staff	12%	10%
Unclassified staff	1%	1%

Source: Employer Skills Survey 2013, UKCES. Base: All with hard to fill vacancies.

Chart 18 Incidence of skills shortage vacancies by occupation, 2013

England ■ Birmingham

Table 27 Incidence of skills shortage vacancies by occupation, 2013

	England	Birmingham
Managers	6%	8%
Professionals	18%	15%
Associate professionals	21%	19%
Administrative/clerical staff	9%	17%
Skilled trades occupations	18%	17%
Caring, leisure and other services staff	14%	12%
Sales and customer services staff	9%	8%
Machine operatives	5%	6%
Elementary staff	9%	9%
Unclassified staff	1%	1%

Source: Employer Skills Survey 2013, UKCES. Base: All with skills shortage vacancies.

Chart 19 Skills found difficult to obtain from applicants, 2013

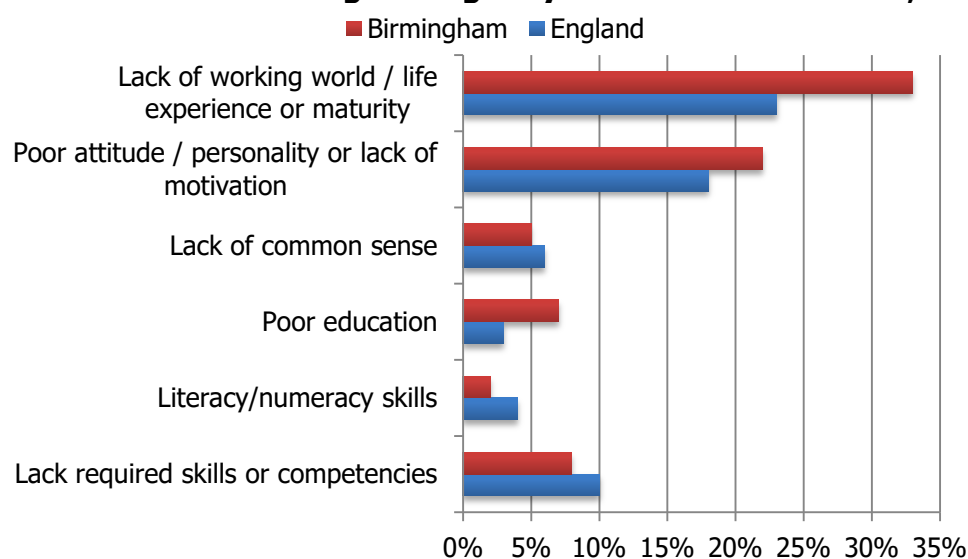■ Birmingham ■ England
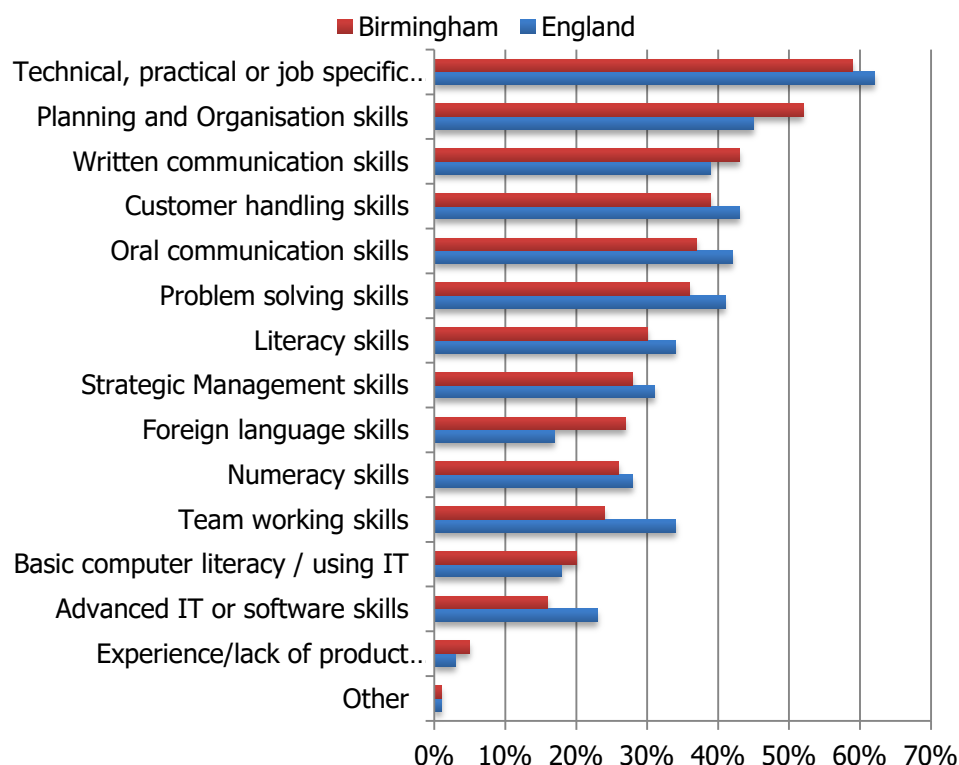
Table 28 Skills found difficult to obtain from applicants, 2013

	England	Birmingham
Other	1%	1%
Experience/lack of product knowledge*	3%	5%
Advanced IT or software skills	23%	16%
Basic computer literacy / using IT	18%	20%
Team working skills	34%	24%
Numeracy skills	28%	26%
Foreign language skills	17%	27%
Strategic Management skills	31%	28%
Literacy skills	34%	30%
Problem solving skills	41%	36%
Oral communication skills	42%	37%
Customer handling skills	43%	39%
Written communication skills	39%	43%
Planning and Organisation skills	45%	52%
Technical, practical or job specific skills	62%	59%

Source: Employer Skills Survey 2013, UKCES. Base: All with skills shortage vacancies.

Chart 20 Skills lacking among 16 year old school leavers, 2013

**Table 29 Skills lacking among 16 year old school leavers, 2013**

	England	Birmingham
Lack required skills or competencies	10%	8%
Literacy/numeracy skills	4%	2%
Poor education	3%	7%
Lack of common sense	6%	5%
Poor attitude / personality or lack of motivation	18%	22%
Lack of working world / life experience or maturity	23%	33%

Source: Employer Skills Survey 2013, UKCES. Base: All establishments who have recruited 16 year olds to first job from school in last 2-3 years.

Chart 21 Actions taken to overcome difficulties finding candidates to fill hard to fill vacancies, 2013
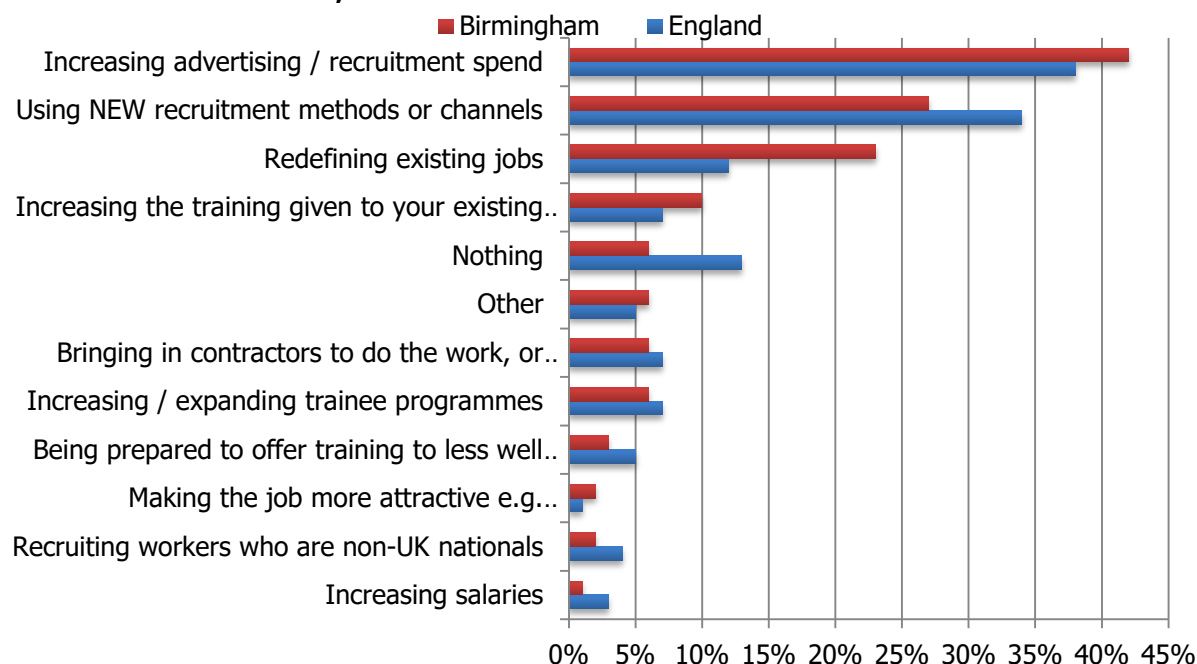
Table 30 Actions taken to overcome difficulties finding candidates to fill hard to fill vacancies, 2013

	England	Birmingham
Increasing salaries	3%	1%
Recruiting workers who are non-UK nationals	4%	2%
Making the job more attractive e.g. recruitment incentives, enhanced T&Cs, working hours	1%	2%
Being prepared to offer training to less well qualified recruits	5%	3%
Increasing / expanding trainee programmes	7%	6%
Bringing in contractors to do the work, or contracting it out	7%	6%
Other	5%	6%
Nothing	13%	6%
Increasing the training given to your existing workforce	7%	10%
Redefining existing jobs	12%	23%
Using NEW recruitment methods or channels	34%	27%
Increasing advertising / recruitment spend	38%	42%

Source: Employer Skills Survey 2013, UKCES. Base: All with hard to fill vacancies.

Employment projections: growth sectors by occupation and qualification for the West Midlands

Source: Working Futures, UKCES. Numbers in red indicate a cell below 10,000 and therefore this number should be used with caution.

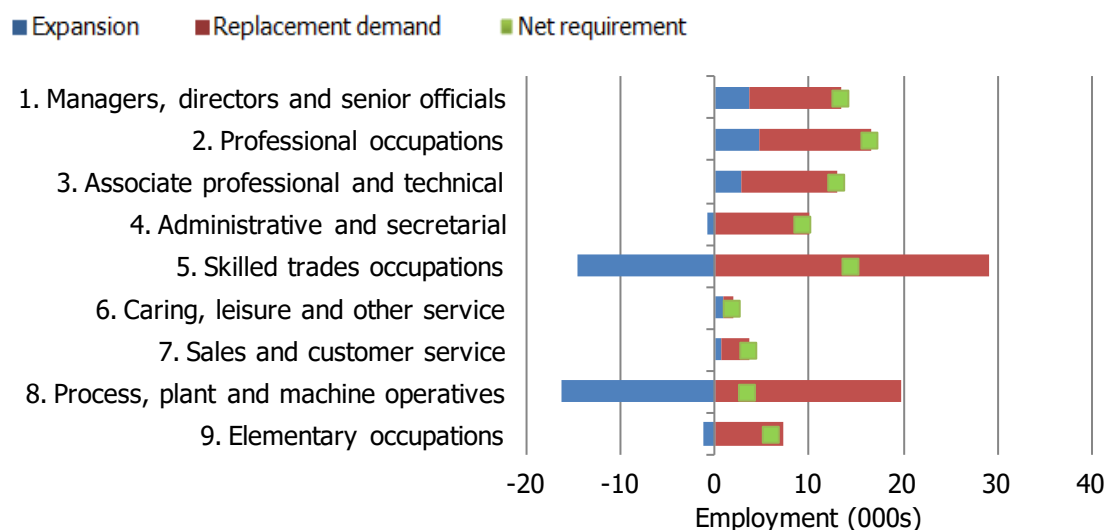## Chart 22 Business and other services, employment to 2022
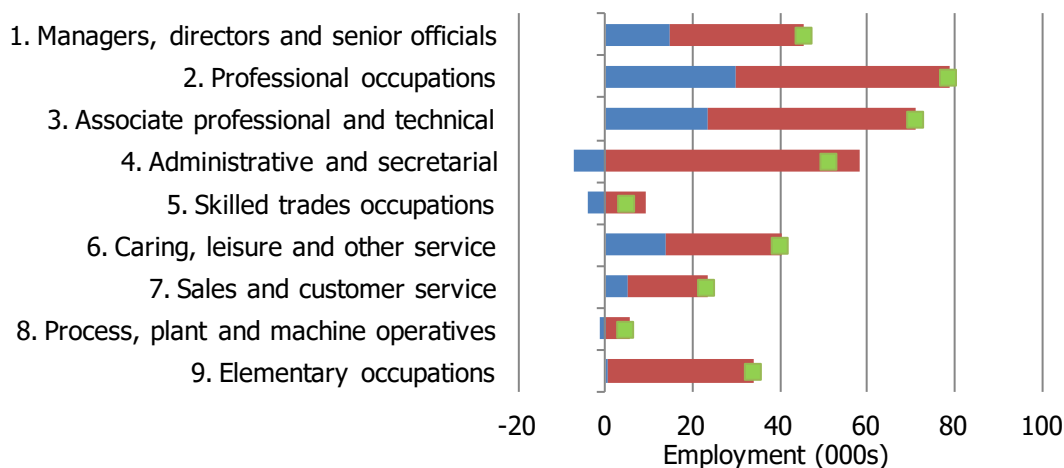
Table 31 Business and other services, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012 - 2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	73	81	88	15	31	46
2. Professional occupations	125	143	155	30	49	79
3. Associate professional and technical	125	138	149	23	48	71
4. Administrative and secretarial	131	130	124	-7	58	51
5. Skilled trades occupations	26	24	22	-4	9	5
6. Caring, leisure and other service	53	62	67	14	26	40
7. Sales and customer service	53	56	58	5	18	23
8. Process, plant and machine operatives	15	14	14	-1	6	5
9. Elementary occupations	87	86	88	1	33	34
Total	689	734	764	76	279	354

Table 32 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	62	45	107	25	70
QCF 4-6	235	79	314	95	174
QCF 3	120	-19	101	48	30
QCF 2	138	-3	135	56	53
QCF 1	90	-11	79	37	25
No Qual	43	-15	28	17	2
Total	689	76	764	279	354

Chart 23 Manufacturing, employment to 2022

■ Expansion   ■ Replacement demand   ■ Net requirement

Table 33 Manufacturing, employment to 2022

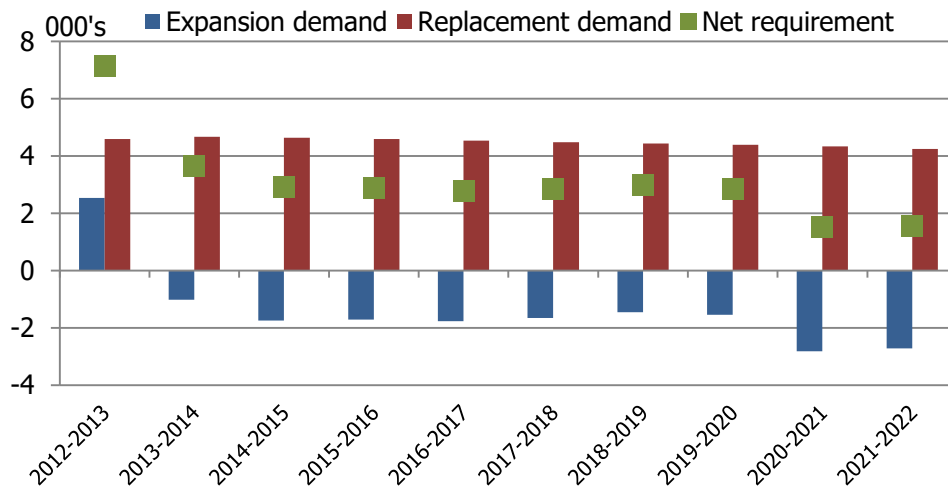| Employment Levels (000s)	2012	2017	2022	2012 - 2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	26	28	30	4	10	13
2. Professional occupations	35	38	39	5	12	17
3. Associate professional and technical	29	30	32	3	10	13
4. Administrative and secretarial	23	23	22	-1	10	9
5. Skilled trades occupations	94	88	79	-15	29	15
6. Caring, leisure and other service	2	2	3	1	1	2
7. Sales and customer service	9	9	9	1	3	4
8. Process, plant and machine operatives	67	59	50	-16	20	4
9. Elementary occupations	21	20	19	-1	7	6
Total	304	296	284	-20	102	82

Table 34 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	13	8	21	4	12
QCF 4-6	70	16	86	23	39
QCF 3	72	-12	60	24	12
QCF 2	72	-6	66	24	18
QCF 1	50	-11	39	17	6
No Qual	28	-15	13	9	-5
Total	304	-20	284	102	82

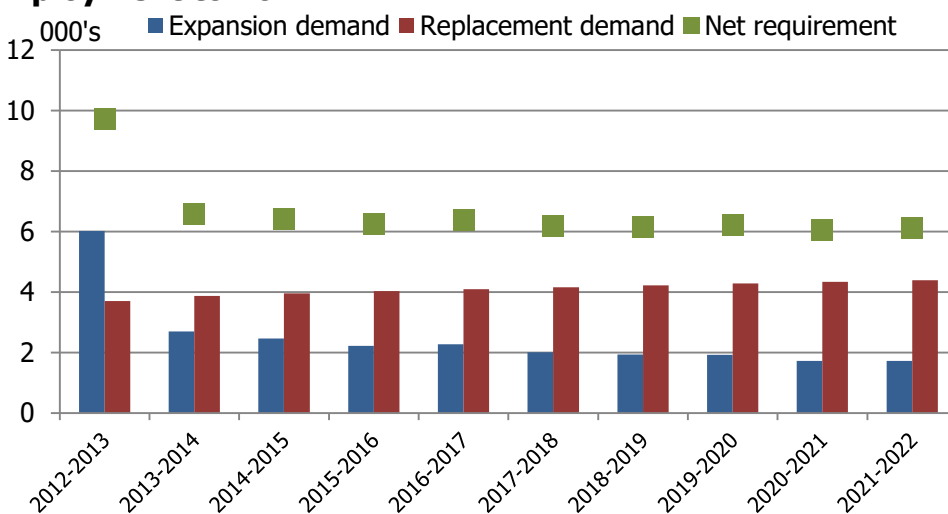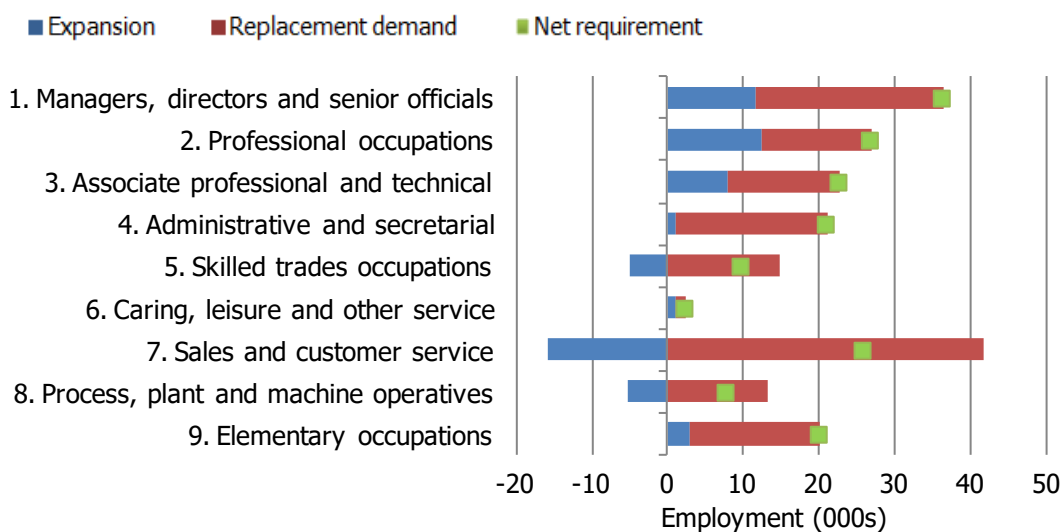## Chart 24 Process, plant and machine operatives, employment to 2022
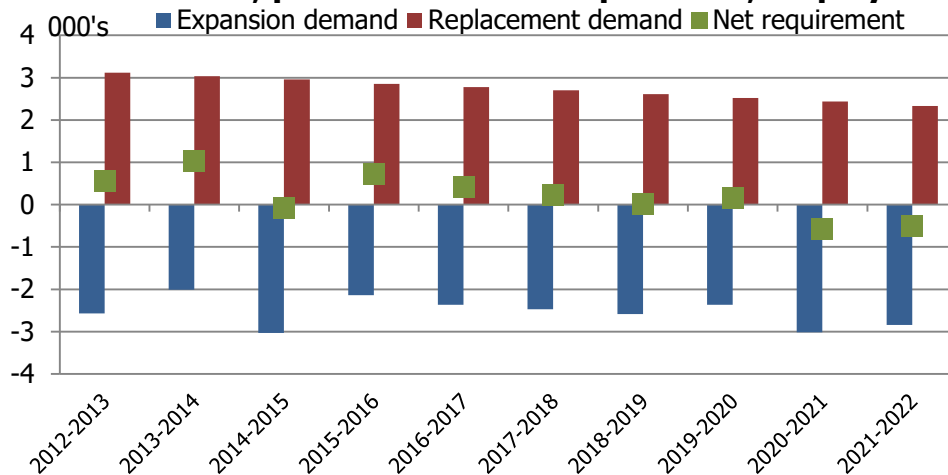
Chart 25 Skilled metal, electrical and electronic trades, employment to 2022

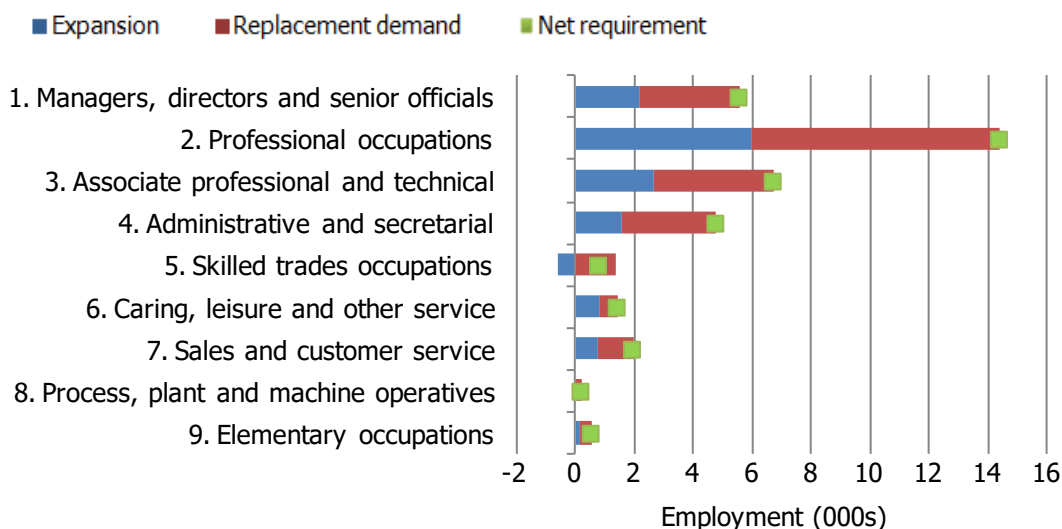## Chart 26 Science, research, engineering and technology professionals, employment to 2022

Chart 27 Wholesale and retail, employment to 2022

Legend: ■ Expansion ■ Replacement demand ■ Net requirement

Table 35 Wholesale and retail, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	59	66	71	12	25	36
2. Professional occupations	33	41	46	12	14	27
3. Associate professional and technical	38	42	46	8	15	23
4. Administrative and secretarial	44	45	45	1	20	21
5. Skilled trades occupations	45	44	40	-5	15	10
6. Caring, leisure and other service	2	3	3	1	1	2
7. Sales and customer service	120	110	105	-16	42	26
8. Process, plant and machine operatives	36	33	31	-5	13	8
9. Elementary occupations	45	46	48	3	17	20
Total	**424**	**431**	**435**	**11**	**161**	**172**

Table 36 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	10	9	20	4	13
QCF 4-6	78	39	116	30	68
QCF 3	97	-2	95	37	35
QCF 2	116	-2	115	44	43
QCF 1	78	-17	61	30	13
No Qual	44	-17	28	17	0
Total	424	11	435	161	172

Chart 28 Information technology, employment to 2022

Legend: ■ Expansion ■ Replacement demand ■ Net requirement

1. Managers, directors and senior officials
2. Professional occupations
3. Associate professional and technical
4. Administrative and secretarial
5. Skilled trades occupations
6. Caring, leisure and other service
7. Sales and customer service
8. Process, plant and machine operatives
9. Elementary occupations

Employment (000s)

Table 37 Information technology, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	8	10	10	2	3	6
2. Professional occupations	24	29	30	6	8	14
3. Associate professional and technical	11	13	13	3	4	7
4. Administrative and secretarial	6	7	7	2	3	5
5. Skilled trades occupations	4	4	4	-1	1	1
6. Caring, leisure and other service	1	2	2	1	1	1
7. Sales and customer service	3	3	4	1	1	2
8. Process, plant and machine operatives	0	1	1	0	0	0
9. Elementary occupations	1	1	1	0	0	1
Total	58	69	72	14	23	37

Table 38 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	7	7	14	3	9
QCF 4-6	28	10	37	11	21
QCF 3	8	-2	6	3	1
QCF 2	8	-2	6	3	1
QCF 1	6	0	6	2	3
No Qual	2	1	2	1	1
Total	58	14	72	23	37

Chart 29 Public administration, employment to 2022

Legend: ■ Expansion ■ Replacement demand ■ Net requirement

(Horizontal axis: Employment (000s), ranging from -10 to 15)

1. Managers, directors and senior officials
2. Professional occupations
3. Associate professional and technical
4. Administrative and secretarial
5. Skilled trades occupations
6. Caring, leisure and other service
7. Sales and customer service
8. Process, plant and machine operatives
9. Elementary occupations

Table 39 Public administration, employment to 2022

| Employment Levels (000s) | 2012 | 2017 | 2022 | 2012-2022 | | |
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	7	7	8	0	3	3
2. Professional occupations	16	16	18	2	6	8
3. Associate professional and technical	34	30	32	-2	10	8
4. Administrative and secretarial	36	29	28	-8	14	5
5. Skilled trades occupations	2	2	2	0	1	0
6. Caring, leisure and other service	4	4	5	2	2	3
7. Sales and customer service	3	3	3	0	1	1
8. Process, plant and machine operatives	2	1	1	0	1	0
9. Elementary occupations	3	2	2	-1	1	0
Total	106	94	98	-9	37	29

Table 40 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	11	4	15	4	8
QCF 4-6	39	5	44	14	19
QCF 3	21	-5	16	8	3
QCF 2	21	-7	15	8	1
QCF 1	10	-5	6	4	-1
No Qual	3	-2	1	1	-1
Total	106	-9	98	37	29

48

Chart 30 Education, employment to 2022

■ Expansion   ■ Replacement demand   ■ Net requirement
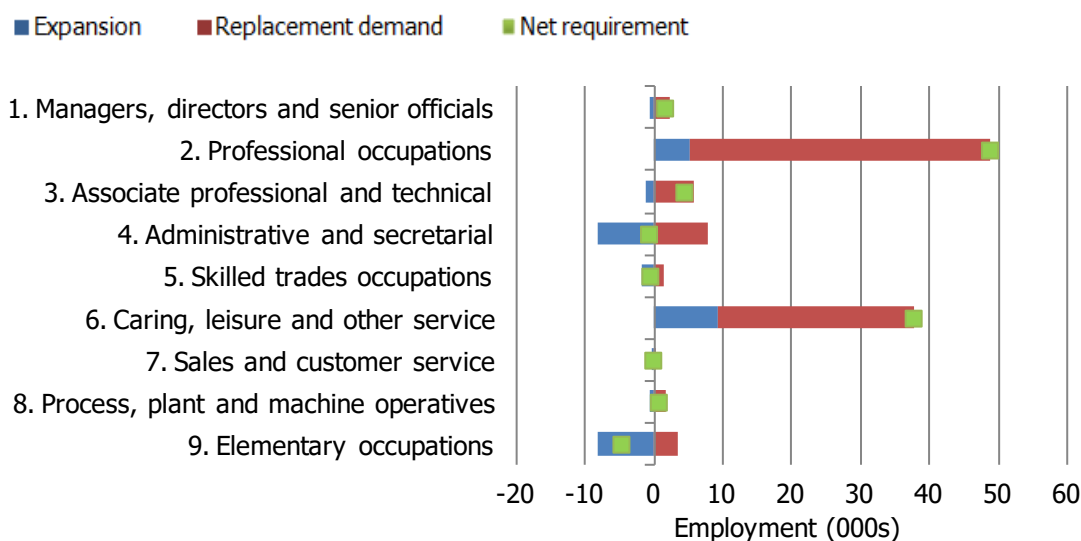
Table 41 Education, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	6	6	5	-1	2	2
2. Professional occupations	105	107	110	5	44	49
3. Associate professional and technical	18	17	16	-1	6	5
4. Administrative and secretarial	20	15	12	-8	8	-1
5. Skilled trades occupations	4	3	3	-2	2	0
6. Caring, leisure and other service	63	68	72	9	29	38
7. Sales and customer service	1	1	1	0	0	0
8. Process, plant and machine operatives	4	4	3	-1	2	1
9. Elementary occupations	12	7	4	-8	3	-5
Total	234	227	227	-7	95	89

Table 42 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	56	18	74	23	41
QCF 4-6	83	0	83	34	33
QCF 3	37	1	38	15	16
QCF 2	31	-10	21	13	3
QCF 1	20	-11	9	8	-3
No Qual	6	-4	2	3	-2
Total	234	-7	227	95	89

49

Chart 31 Health and social work, employment to 2022

■ Expansion ■ Replacement demand ■ Net requirement
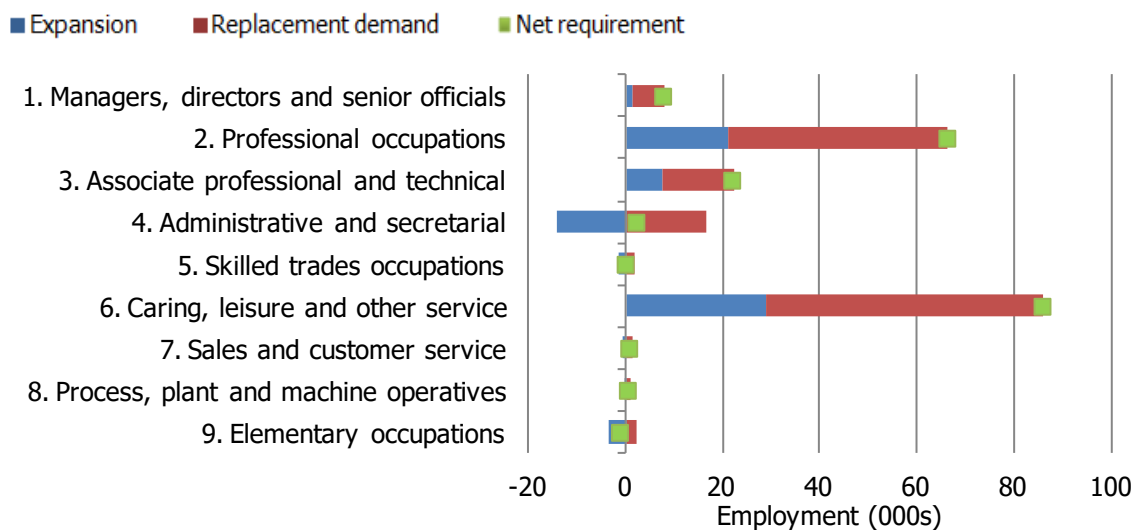
Table 43 Health and social work, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	16	16	17	2	6	8
2. Professional occupations	108	118	129	21	45	66
3. Associate professional and technical	37	41	45	7	15	22
4. Administrative and secretarial	42	33	27	-14	17	2
5. Skilled trades occupations	5	4	3	-2	2	0
6. Caring, leisure and other service	126	138	155	29	57	86
7. Sales and customer service	5	4	4	-1	2	1
8. Process, plant and machine operatives	2	2	2	0	1	1
9. Elementary occupations	8	5	4	-3	2	-1
Total	349	362	388	39	147	186

Table 44 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	32	16	48	13	30
QCF 4-6	145	37	182	61	98
QCF 3	67	10	77	28	38
QCF 2	69	1	70	29	30
QCF 1	27	-18	9	11	-7
No Qual	9	-7	3	4	-3

50

Chart 32 Construction, employment to 2022
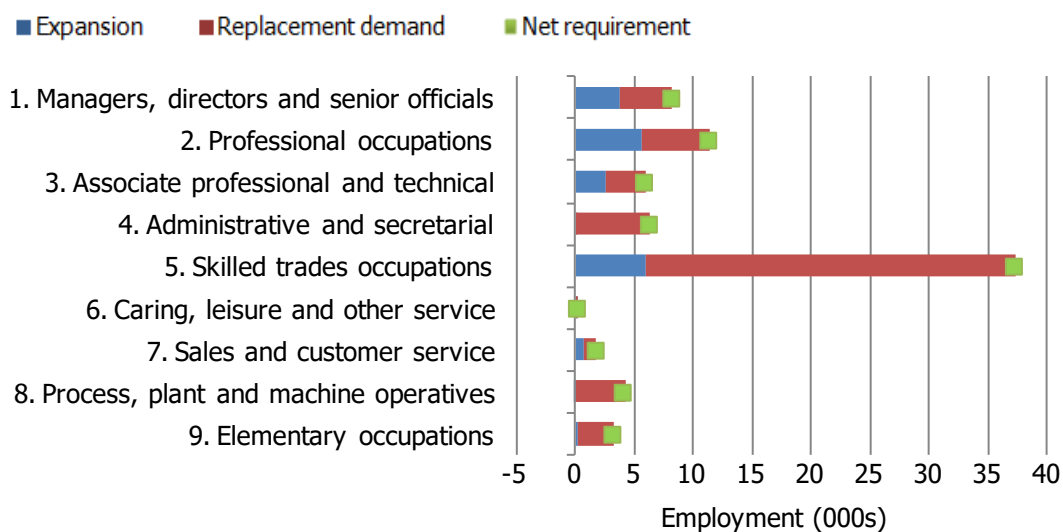
Table 45 Construction, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012 - 2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	11	13	15	4	4	8
2. Professional occupations	16	19	21	6	6	11
3. Associate professional and technical	9	10	11	3	3	6
4. Administrative and secretarial	14	14	14	0	6	6
5. Skilled trades occupations	94	97	100	6	31	37
6. Caring, leisure and other service	0	0	0	0	0	0
7. Sales and customer service	3	3	4	1	1	2
8. Process, plant and machine operatives	13	13	13	0	4	4
9. Elementary occupations	9	9	9	0	3	3
Total	168	178	187	19	60	79

Table 46 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	4	5	9	2	7
QCF 4-6	27	13	40	9	23
QCF 3	50	-3	48	18	15
QCF 2	46	8	54	16	24
QCF 1	26	1	27	9	10
No Qual	15	-5	9	5	0
Total	168	19	187	60	79

Chart 33 Employment change by main sectors, West Midlands, 2022

Legend: ■ Expansion ■ Replacement demand ■ Net requirement
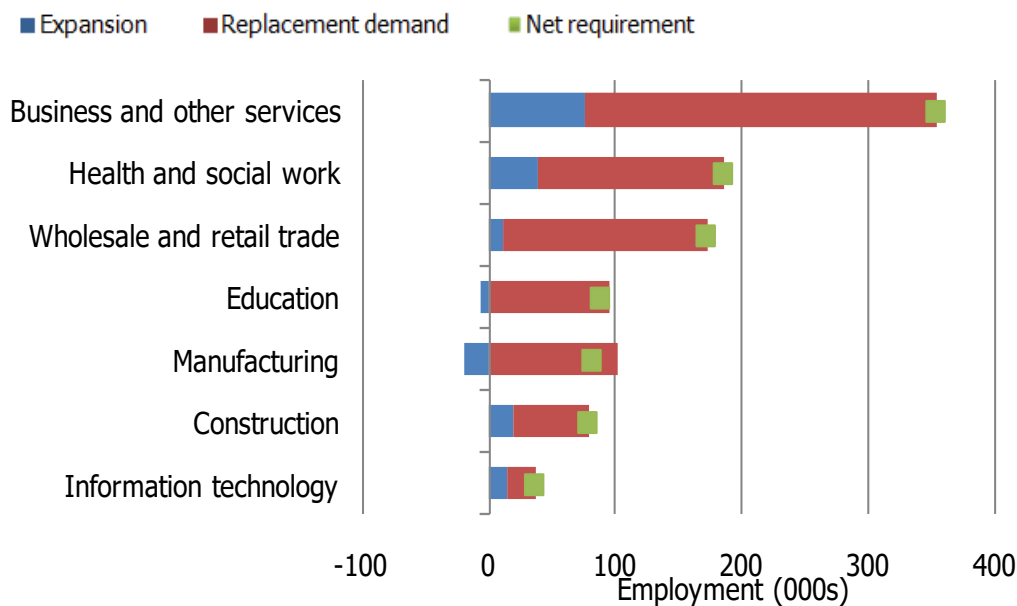
Source: Working Futures, West Midlands, 2015 to 2022.

Table 47 Change in qualification levels needed for predicted change in occupational structure, West Midlands

NVQ Level[7]	% change needed
Level 4	+24%
Level 3	-6%
Level 2	-2%
Level 1	-18%
No Qual	-26%

Source: Working Futures, West Midlands, 2015 to 2022.

Table 48 Employment forecasts by Occupation, Birmingham, 2013-2025

Occupational Group	2013	2025	Change 2013-2025
Corporate Managers	67,900	79,100	11,200
Managers and Proprietors	14,000	16,300	2,300
Science/Tech Professionals	16,200	21,900	5,700
Health Professionals	7,400	12,800	5,500
Teaching/Research Professionals	42,700	36,800	-6,000
Business/Public service Professionals	16,000	18,600	2,500
Science Associate Professionals	9,700	9,900	200
Health Associate Professionals	39,000	40,100	1,000
Protective Service Occupations	1,500	2,600	1,100
Culture/Media/Sport Occupations	7,200	8,500	1,300
Bus/Public Serv. Assoc Professionals	23,500	31,700	8,200
Higher Skilled Occupations	**245,200**	**278,300**	**33,100**
Admin & Clerical Occupations	33,400	31,200	-2,200
Secretarial & Related Occupations	4,900	2,400	-2,500
Skilled Agricultural Trades	600	800	200
Skilled Metal/Elec Trades	21,100	18,800	-2,300
Skilled Construct. Trades	8,200	7,600	-600
Other Skilled Trades	8,400	4,600	-3,800
Caring Personal Service Occs	43,900	53,800	9,900
Intermediate Skilled Occupations	**120,500**	**119,200**	**-1,200**
Leisure/Other Personal Service Occupations	6,700	7,200	500
Sales Occupations	29,300	26,700	-2,600
Customer Service Occupations	8,200	12,900	4,700
Process Plant & Mach Operatives	26,000	22,200	-3,800
Transport Drivers and Operatives	11,100	12,200	1,100
Elementary: Trades/Plant/Mach	26,200	28,100	1,900
Elementary: Clerical/Service	40,400	35,800	-4,600
Lower Skilled Occupations	**147,900**	**145,200**	**-2,700**
		Net change:	29,200

Source: Local Economy Forecasting Model (LEFM), Cambridge Econometrics

Table 49 HS2 Build Phase (job Years), West Midlands

	Total	No Quals	Level 1	Level 2	Level 3	Level 4+	Apprentice-ships & Other
2015	837	92	134	142	151	209	109
2016	1,570	173	251	267	283	393	204
2017	7,327	806	1,172	1,246	1,319	1,832	952
2018	13,607	1,497	2,177	2,313	2,449	3,402	1,769
2019	11,514	1,267	1,842	1,957	2,072	2,878	1,497
2020	11,514	1,267	1,842	1,957	2,072	2,878	1,497
2021	8,897	979	1,424	1,512	1,601	2,224	1,157
2022	8,897	979	1,424	1,512	1,601	2,224	1,157
2023	733	81	117	125	132	183	95
2024	105	12	17	18	19	26	14
Avg 2017-2022	10,293	1,133	1,647	1,750	1,852	2,573	1,338
Total 2015-2024	65,000	7,150	10,400	11,050	11,700	16,250	8,450

Source: HS2 Growth Strategy, Solihull Observatory

Table 50 HS2 Post Build Phase (New Jobs per Year), West Midlands

	Total	No Quals	Level 1	Level 2	Level 3	Level 4+
2026	4,631	293	548	907	926	1,957
2027	4,631	293	548	907	926	1,957
2028	4,631	293	548	907	926	1,957
2029	4,631	293	548	907	926	1,957
2030	4,631	293	548	907	926	1,957
2031	4,003	253	473	784	800	1,692
2032	4,003	253	473	784	800	1,692
2033	4,003	253	473	784	800	1,692
2034	4,003	253	473	784	800	1,692
2035	4,003	253	473	784	800	1,692
2036	3,434	217	406	673	686	1,451
2037	3,434	217	406	673	686	1,451
2038	3,434	217	406	673	686	1,451
2039	3,434	217	406	673	686	1,451
2040	3,434	217	406	673	686	1,451
2041	4,121	261	487	807	824	1,742
2042	4,121	261	487	807	824	1,742
2043	4,121	261	487	807	824	1,742
2044	4,121	261	487	807	824	1,742
2045	4,121	261	487	807	824	1,742
Annual Avg 2026-2045	4,047	256	479	793	809	1,711
Total 2022-2045	80,940	5,124	9,573	15,853	16,178	34,211

Source: HS2 Growth Strategy, Solihull Observatory

Data sources

Source	Annual Population Survey, ONS
Indicators used in the report	Economic activity and qualifications at the local authority level.
Smallest geography available	LA
Current Source File	APS, NOMIS
Source Update Frequency	Quarterly
Source Format	API: Excel, Json, CSV, xdmx or Excel from normal NOMIS
Quality and robustness	Link

Source	Business Register and Employment Survey (BRES)
Indicators used in the report	Workplace employment by sector at the local authority level.
Smallest geography available	LA
Current Source File	NOMIS via a state notice
Source Update Frequency	Annual
Source Format	Excel
Quality and robustness	Link (LFS but has section on APS)

Source	DWP Benefit Statistics, Work and Pensions Longitudinal Study (WPLS)
Indicators used in the report	Out of work benefit claimants
Smallest geography available	Lower output areas
Current Source File	NOMIS or DWP Tabtool
	Updated out of work benefits claimant rates can be found in BCC's Worklessness Briefing downloadable from: www.birmingham.gov.uk/labourmarket
Source Update Frequency	Quarterly
Source Format	Excel
Quality and robustness	WPLS links benefit and programme information held by DWP on its customers to employment records from HMRC. This dataset is based on 100% of claims so is not subject to any sampling error. In outputs figures are rounded to the nearest 10, and those below 5 are suppressed as statistically unreliable.

Source	Universal Credit experimental statistics
Indicators used in the report	Claimant unemployment: JSA + out of work UC
Smallest geography available	Jobcentre Office
Current Source File	UC statistics from Stat-Xplore + JSA statistics from NOMIS
	UC statistics summary
	This new claimant count measure is now available via NOMIS too.
	Updated claimant count (unemployment) benefits claimant rates can be found in BCC's Unemployment Briefing downloadable from: www.birmingham.gov.uk/birminghameconomy
Source Update Frequency	Monthly
Source Format	Excel
Quality and robustness	These statistics have been developed using guidelines set out by the UK Statistics Authority, and are new official statistics undergoing evaluation. They have, therefore, been designated as Experimental Statistics.

Source	DWP Work Programme Statistics
Indicators used in the report	Referrals and Job outcomes by payment group
Smallest geography available	LA
Current Source File	DWP WP Tabtool
Source Update Frequency	Monthly
Source Format	HTML – can be pasted into Excel
Quality and robustness	A standard set of quality assurance procedures are conducted for each statistical release which consist of checking: •duplicate, missing or contradictory information •accordance across computer systems (LMS and PRaP) and with management information •trends and variation in characteristic, time series and geographical breakdowns •trends and differences in post payment adjustment factors •dual methodology testing of data visualisation •automated checks against tolerances for a sample of tabulation tool tables Individual variables remain complete and consistent with existing sources, comparisons across systems remain predominantly within a 0.1% tolerance, including across key breakdowns and time series. In addition to the quality assurance of the statistics, assurance of the underlying administrative data is also carried out. The National Audit Office published a report in August 2013 on their review of the data systems associated with the Work Programme Business Plan Transparency indicator (and therefore all key Work Programme National statistics).

Source	2011 Census
Indicators used in the report	Average qualification levels by ethnic group
Smallest geography available	Lower output areas
Current Source File	NOMIS
Source Update Frequency	Every 10 years
Source Format	Excel
Quality and robustness	The most accurate source for small areas (nearly 100% coverage)

Source	Labour Force Survey, ONS
Indicators used in the report	LFS variable: those entering employment in the last 3 months to show more current demand by qualification i.e. Actual qualifications entering various occupations as opposed to those actually needed for that occupation. Specific variable names within the SPSS file: EMPLEN: entered employment in last three months SOC10m: Occupation classification at the 4 digit level LEVQUAL11: Highest qualification GOVTOF2: Region of resident GORWKR: Region of place of work
Smallest geography available	Region
Current Source File	Data archive (needs registration and project description)
Source Update Frequency	Quarterly
Source Format	SPSS
Quality and robustness	Need to combine four LFS quarters to get robust sample at the regional level for some combination of variables
	Link

Source	Annual Survey of Hours and Earnings, ONS
Indicators used in the report	Jobs and wages: growth/decline matrix by 3 or 4 digit SOC
	Table 15: Data on levels, distribution and make-up of earnings and hours worked for London employees by sex and full-time/part-time status in all industries and occupations. Use median earnings by occupation and job number column.
Smallest geography available	Region
Current Source File	ASHE
Source Update Frequency	Annual, updated in November
Source Format	Excel
Quality and robustness	3 digit SOC is more reliable than 4 digit. Total jobs Chart may underestimate count but for the matrix percentages increase/decrease is used so not a major concern

Source	LAMP, Monster and CESI
Indicators used in the report	Real time vacancy statistics by 3 digit SOC occupation
	Student numbers by subject area matched to SOC occupations
Smallest geography available	Individual College
Source Update Frequency	Every month
Quality and robustness	1) Vacancy statistics are derived from the Universal JobMatch database plus job advert scraping from the largest online job sites: software is used to find duplicates where the same job is advertised in multiple job sites. However, not all jobs are advertised on job sites - some jobs (especially at the elementary level) are advertised on shop window job boards, local newspapers etc. and are not captured. 2) Warwick University CASCOT software is used to assign job descriptions to SOC occupation codes. This is reliant on job titles and job descriptions. 3) Occupation SOC codes are matched to Sector subject areas (SSA) using a method designed by the Institute of Fiscal Studies. 4) The number of students doing courses within each SSA comes from SFA college returns. The latest available data on student numbers is used, however, they are usually a year older than the real time vacancy data. Therefore the number of students doing various subjects may have fallen or risen during the time period used for vacancy statistics.

Source	Employer Skills Survey, UKCES
Indicators used in the report	Vacancies by occupation
	Skill demand by occupation and sector local employers
	Specific skill shortages cited by employers
	Unfilled vacancies
Smallest geography available	LA
Data link	Link
Quality and robustness	Link
Source Update Frequency	Bi-annual
Source Format	Excel. API: Json from LMI for All

Source	Working Futures, UKCES
Indicators used in the report	Employment projections by sector, occupation, qualification level
	Replacement demand (due to mortality, retirement, career moves etc.)
Smallest geography available	LA
Data link	Link
Quality and robustness	Link
Source Update Frequency	Bi-annual
Source Format	Excel. API: Json from LMI for All

Source	Local Economy Forecasting Model (LEFM): Cambridge Econometrics and The Warwick Institute for Employment Research
Indicators used in the report	Employment projections by occupation
Smallest geography available	LA
Quality and robustness	The Baseline scenario projections in LEFM are based on the historical relationship between growth in the local area relative to the region or UK (depending on which area it has the strongest relationship with), on an industry-by-industry basis. The Baseline projections assume that these relationships will continue to hold in the future. Thus, if growth in an industry in the local area (district) outperformed the industry in the West Midlands (or UK) as a whole in the past, then it will be assumed to do so in the future. Similarly, if it underperformed the region (or UK) in the past then it will be assumed to underperform the region (or UK) in the future. The projections for some sectors, in which growth is more closely related to changes in population, are based on historical relationships between growth in output per capita in the local area and output per capita in the region or UK as a whole. These industries are: retail, public administration, education, health, and miscellaneous services (which includes leisure services)
Source Update Frequency	Annual

Source	key stage 4 results, including GCSEs
Indicators used in the report	Percentage of pupils achieving 5+ A*-C grades including English and mathematics GCSEs
Smallest geography available	By School
Current Source File	Link
Source Update Frequency	Annual
Source Format	Excel
Quality and robustness	Link

Source	Skills Funding Agency
Indicators used in the report	Learner volumes
Smallest geography available	Local Authority
Current Source File	Link
Source Update Frequency	Annual
Source Format	Excel
Quality and robustness	Based on Individual Learner Records Link

Source	Skills Funding Agency
Indicators used in the report	Funding Allocations
Smallest geography available	By provider
Current Source File	Link
Source Update Frequency	Annual
Source Format	Excel

Source	HS2 projections. Albion Economics, HS2 Consortium, Solihull Observatory
Indicators used in the report	Employment projections by qualification
Smallest geography available	GBSLEP
	The analysis has drawn upon a wide range of data sources and evidence. A full list of sources and those who have assisted in providing them is included in this linked report.
Quality and robustness	The approach has been to estimate job calculations from 'bottom up' principles wherever possible. Detailed relationships have been developed between cost budgets, physical outputs, wage rates and employment, by type of job and skill level, drawing on a number of evidence sources and 'coalface' industry expertise. This includes NSARE's published work on jobs and skills in the railway industry (although it was not possible to utilise its detailed datasets), as well as benchmark evidence from other High Speed Rail projects, including HS1 and TGV. The approach work and outturn results have benefitted from review by ILG member organisations and been refined in light of such. The calculations utilise disaggregate published budget data from HS2 Ltd based on the March 2012 cost and design freeze, together with other cost information provided from the same source.
Source Update Frequency	One off report

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Birmingham Skills Investment Plan
Directorate	Economy
Service Area	STP Employment
Type	New/Proposed Policy
EA Summary	The development of a Birmingham Skills Investment Plan (SIP) was a major priority in the Leader's Priority Statement 2014/15. The intent is to produced a SIP that is clearly rooted in an employer led statement of current and future skills needs in the City, linked to jobs and economic growth. The SIP is intended to address the whole range of issues which contribute to the problem of mismatch of supply and demand, and is intended to be jointly owned and implemented by stakeholders across the City.
Reference Number	EA001132
Task Group Manager	jane.newman@birmingham.gov.uk
Task Group Member	
Date Approved	2016-02-05 00:00:00 +0000
Senior Officer	Shilpi.Akbar@birmingham.gov.uk
Quality Control Officer	Lesley.Edwards@birmingham.gov.uk

Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.
- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

Page 143 of 224

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Overall Purpose

2.1 What the Activity is for

| What is the purpose of this Policy and expected outcomes? | The development of a Birmingham Skills Investment Plan (SIP) was a major priority in the Leaders Priority Statement 2014/15. The intent is to produce a SIP that is clearly rooted in an employer led statement of current and future skills needs in the City, linked to jobs and economic growth. The SIP is intended to address the whole range of issues such as careers advice in schools, skills gap between current and projected demand, lack of quality apprenticeship routes which all contribute to the problem of mismatch of supply and demand, and is intended to be jointly owned and implemented by stakeholders across the City. This includes training providers, schools, employers. The context for the development of the SIP is set against a complex interaction of social and economic strategies to encourage the retention of skills within the City, the engagement of young people and the attraction of new and growing businesses to Birmingham through the inward investment activity of Marketing Birmingham and the Greater Birmingham and Solihull Local Enterprise Partnership as well as the Midlands Engine for Growth. It will support the delivery of the Birmingham Youth Promise and align with the work developing out of the Kerslake Review published in December 2014.

The Birmingham Skills Investment Plan is a partnership statement of policy and actions designed to raise skills in Birmingham and support economic growth as well as level the playing field for all Birmingham residents who are affected by low skills, no skills and barriers to employment. The statistical data that is contained demonstrates that Birmingham as a whole lags behind Core Cities (Birmingham, Bristol, Cardiff, Glasgow, Leeds, Liverpool, Manchester, Newcastle, Nottingham, Sheffield) and the UK as a whole. Nearly 16% of all working age residents have no qualifications and this rises to 27% for workless people. Our employment rate is the second lowest (behind Liverpool) of all English core cities. The Birmingham economy needs to create even more jobs to close the employment gap with other cities, and an increasing proportion of these will demand high qualifications. Our ambition is to move an extra 70,000 residents into employment by 2026 increasing the present employment rate of 62% to 67%. This would halve the gap between Birminghams current employment rate and the UK employment rate. It would also take us above the current English core city average of 66%.

The Plan itself comprises a comprehensive labour market information review as well as a policy statement of actions . The Plan has been developed following extensive consultation with employers and employer organisations, third sector organisations, schools, providers of FE and HE, Chamber of Commerce, Birmingham Education Partnership DWP, internal partners such as the Careers Service, Youth Service. Consultation has been via face-to face interviews, telephone interviews and group consultations with groupings such as the Birmingham Employment and Skills Board and the Birmingham Youth Partnership. The process for developing the SIP was overseen by a Steering Group which included FE, HE, Chamber of Commerce, third sector, DWP and the Skills Funding Agency. |
|---|---|

For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	No
A Fair City	Yes
A Prosperous City	Yes
A Democratic City	No

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

2.3 Analysis on Initial Assessment

The Birmingham Skills Investment Plan is a partnership statement of policy and actions designed to raise skills in Birmingham and support economic growth as well as level the playing field for all Birmingham residents who are affected by low skills, no skills and barriers to employment. The statistical data that is contained demonstrates that Birmingham as a whole lags behind Core Cities and the UK as a whole. Nearly 16% of all working age residents have no qualifications and this rises to 27% for workless people. Our employment rate is the second lowest of all English core cities. The Birmingham economy needs to create even more jobs to close the employment gap with other cities, and an increasing proportion of these will demand high qualifications. Our ambition is to move an extra 70,000 residents into employment by 2026 increasing the present employment rate of 62% to 67%. This would halve the gap between Birminghams current employment rate and the UK employment rate. It would also take us above the current English core city average of 66%.
The Plan itself comprises a comprehensive labour market information review as well as a policy statement of actions that are signed up to by stakeholders across the City.such as training providers and employer representative bodies. The Plan has been developed following extensive consultation with employers and employer organisations, third sector organisations, schools, providers of FE and HE, Chamber of Commerce, Birmingham Education Partnership DWP, internal partners such as the Careers Service, Youth Service. The process for developing the SIP was overseen by a Steering Group which included FE, HE, Chamber of Commerce, third sector, DWP and the Skills Funding Agency.

The Plan is targeted at raising skills and employment levels across the City for all Birmingham residents and is not targeted on any particular group and therefore there are no adverse implications identified from the recommendations of the Skills Investment Plan

3 Concluding Statement on Full Assessment

The Plan itself comprises a comprehensive labour market information review as well as a policy statement of actions that are signed up to by stakeholders across the City. The Plan has been developed following extensive consultation with employers and employer organisations, third sector organisations, schools, providers of FE and HE, Chamber of Commerce, Birmingham Education Partnership DWP, internal partners such as the Careers Service, Youth Service. The process for developing the SIP was overseen by a Steering Group which included FE, HE, Chamber of Commerce, third sector, DWP and the Skills Funding Agency. The Birmingham Skills Investment Plan is targeted at raising skills and employment levels across the City for all Birmingham residents and is not targeted on any particular group and therefore there are no adverse implications identified from the recommendations of the Skills Investment Plan. Therefore a Full Assessment is not required.

4 Review Date

31/03/17

5 Action Plan

There are no relevant issues, so no action plans are currently required.

CITY COUNCIL   **5th April 2016**

REPORT OF THE LICENSING AND PUBLIC PROTECTION COMMITTEE

GAMBLING ACT 2005 - STATEMENT OF LICENSING PRINCIPLES

Introduction

1.   The purpose of this report is to seek approval to the revised Statement Gambling Principles required to be produced under the Gambling Act 2005.

Background

2.   Section 349 of the Gambling Act 2005 requires the Licensing Authority to publish a Statement of Gambling Principles.

3.   The current Statement of Gambling Principles has been in effect since January 2013.

4.   The City Council is required to approve a new Policy to come into force with immediate effect and the enclosed document is now presented for approval.

5.   Pending a full review of the Gambling Principles, to include greater emphasis on social responsibility and risk assessment due to be completed in 2016, an interim draft Policy was circulated to stakeholders, including (but not limited to) the list of statutory Consultees, being:

   - The Chief Officer of Police.

   - One or more persons who appear to the authority to represent the interests of persons carrying on gambling businesses in the authority's area.

   - One or more persons who appear to the authority to represent the interests of persons who are likely to be affected by the exercise of the authority's functions under the Gambling Act 2005.

6.   The licensing authority invited comments to be submitted on the interim draft Statement of Gambling Principles for five weeks, from 18th September- 23rd October 2015.

7.   On 18 November 2015, the Licensing and Public Protection Committee considered the responses to the consultation as well as the proposed amendments to the Statement of Principles and approved the draft document.

8.   Unfortunately, a communication breakdown led to the Statement of Principles not being presented to City Council for approval sooner.

MOTION

That the City Council approves the Statement of Gambling Principles and authorises:-

(i) the City Solicitor to update the list of Policy Framework Plans to include the same; and

(ii) the Acting Director of Regulation and Enforcement to do what is necessary to publish and comply with the same.

BIRMINGHAM CITY COUNCIL
STATEMENT OF PRINCIPLES
Gambling Act 2005

Contents

*This Statement of Licensing Principles was approved by **Birmingham City Council on [insert date of approval]** and is to be Effective **from 1st May 2016.***

1.   The Licensing Objectives

In exercising most of their functions under the Gambling Act 2005, licensing authorities must have regard to the licensing objectives as set out in section 1 of the Act. The licensing objectives are:

- Preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime.
- Ensuring that gambling is conducted in a fair and open way.
- Protecting children and other vulnerable persons from being harmed or exploited by gambling.

It should be noted that the Gambling Commission has stated: "The requirement in relation to children is explicitly to protect them from being harmed or exploited by gambling".

This licensing authority is aware that in making decisions about premises licences and temporary use notices it should aim to permit the use of premises for gambling in so far as it is considered to be:

- in accordance with any relevant code of practice issued by the Gambling Commission,
- in accordance with any relevant guidance issued by the Gambling Commission,
- Reasonably consistent with the licensing objectives, and
- in accordance with the authority's statement of licensing principles.

2.   Introduction

Birmingham is the largest city in the United Kingdom after London, with a multi-cultural population of 1,036,900 (2010 estimate). The Licensing Authority recognises that properly regulated gambling contributes to the growth of the City's local economy. The area covered by the Council is shown in the map below.

BIRMINGHAM

NEW WARD BOUNDARIES JUNE 2004
REVISED DISTRICTS EFFECTIVE FROM 23rd May 2006

SUTTON FOUR OAKS

SUTTON TRINITY

SUTTON COLDFIELD

SUTTON VESEY

SUTTON NEW HALL

OSCOTT

KINGSTANDING

HANDSWORTH WOOD

PERRY BARR
PERRY BARR

ERDINGTON
ERDINGTON

STOCKLAND GREEN

TYBURN

LOZELLS AND EAST HANDSWORTH

ASTON

HODGE HILL
HODGE HILL

SOHO

WASHWOOD HEATH

SHARD END

LADYWOOD
LADYWOOD

NECHELLS

BORDESLEY GREEN

STECHFORD AND YARDLEY NORTH

HARBORNE

EDGBASTON

SPARKBROOK

SOUTH YARDLEY

YARDLEY

SHELDON

QUINTON

EDGBASTON

SPRINGFIELD

ACOCKS GREEN

BARTLEY GREEN

SELLY OAK

MOSELEY AND KINGS HEATH

HALL GREEN

WEOLEY

BOURNVILLE

SELLY OAK

BILLESLEY

HALL GREEN

BRANDWOOD

NORTHFIELD
NORTHFIELD

KINGS NORTON

LONGBRIDGE

CITY BOUNDARY

WARD BOUNDARIES *(final Ward boundaries - in effect in June 2004 and thereafter)*

DISTRICTS - effective from 23rd May 2006

Where Shown - A-Z Map Base February 2005

Birmingham City Council

Produced by the Survey and Mapping Team, BPS, Development Directorate, Alpha Tower, Suffolk Street Queensway, Birmingham, B1 1TR. Tel 0121 303 3867

p:streetmap\citmapa3.ecw

Page 153 of 224

Licensing authorities are required by the Gambling Act 2005 to publish a statement of the principles which they propose to apply when exercising their functions. This statement must be published at least every three years. The statement must also be reviewed from "time to time" and any amended parts re-consulted upon. The statement must be then re-published.

Birmingham City Council consulted widely upon this statement before finalising and publishing. A list of those persons consulted is provided below.

The Gambling Act requires that the following parties are consulted by licensing authorities:

- The Chief Officer of Police.
- One or more persons who appear to the authority to represent the interests of persons carrying on gambling businesses in the authority's area.
- One or more persons who appear to the authority to represent the interests of persons who are likely to be affected by the exercise of the authority's functions under the Gambling Act 2005.

List of persons this authority consulted:

Gambling Commission.
West Midlands Police.
Safe Guarding Children Board.
HM Revenue and Customs.
Premises Licence Holders.
Bodies representing holders of Premises Licences and Permits.
Trade Associations.
Licensing Solicitors.
Members of Birmingham's Licensing and Gambling Forum.
Elected Members.
Gam Care.
Responsible Authorities.
Public notification on City Council Website.

Our consultation took place between **18th September and 23rd October 2015**.

The full list of comments made and the consideration by the Council of those comments is available by request to The Licensing Service.

The policy was approved at a meeting of the Full City Council on "to be confirmed" and was published via our website on "to be confirmed". Copies were placed in the public libraries of the City. This Policy is effective from 1st May 2016.

Should you have any comments regarding this policy statement please send them via e-mail or letter to the following address:

The Head of Licensing, Licensing Service, E-mail: Licensing@birmingham.gov.uk

Any amendments to the Policy will be subject to further consultation.

It should be noted that this statement of licensing principles will not override the right of any person to make an application, make representations about an application, or apply for a review of a licence, as each will be considered on its own merits and according to the statutory requirements of the Gambling Act 2005.

3. Declaration

In producing the final statement, this licensing authority declares that it has had regard to the licensing objectives of the Gambling Act 2005, the Guidance to Licensing Authorities issued by the Gambling Commission, and any responses from those consulted on the statement.

4. Responsible Authorities

Any responsible authority may make representations.

'Responsible Authority' is defined as:

- a licensing authority in whose area the premises is wholly or partly situated;
- the Gambling Commission;
- the Chief of Police within which the premises are situated;
- the Fire Authority within which the premises are situated;
- the local authority Planning Authority within which the premises are situated;
- the local authority for which statutory functions are exercisable in relation to minimising or reducing the risk of pollution to the environment or harm to human health in which the premises are situated;
- a body which represents those who, in relation to any such area, are responsible for, or interested in, the protection of children from harm and is recognised by the licensing authority for that area for the purpose of this section as being competent to advise it on such matters;
- HM Revenue & Customs;
- any other person prescribed in regulations by the Secretary of State.
- In relation to a vessel:
  - (i) a navigation authority having functions in relation to the waters where the vessel is usually moored or berthed or any water where it is or is proposed to be navigated at a time when it is used for licensable activities;
  - (ii) the Environment Agency;
  - (iii) the Canal and River Trust;
  - (iv) the Secretary of State; or
  - (v) any other person prescribed in regulations by the Secretary of State.

The licensing authority is required by regulations to state the principles it will apply in exercising its powers under Section 157(h) of the Act to designate, in writing, a body which is competent to advise the authority about the protection of children from harm. The principles are:

- the need for the body to be responsible for an area covering the whole of the licensing authority's area; and
- the need for the body to be answerable to democratically elected persons, rather than any particular vested interest group.

The contact details of Responsible Authorities under the Gambling Act 2005 are attached at Appendix 2 and are also available via the Council's website at www.birmingham.gov.uk

5.   Interested parties

Interested parties can make representations about licence applications, or apply for a review of an existing licence. These parties are defined in the Gambling Act 2005 as follows:

"For the purposes of this Part a person is an interested party in relation to an application for or in respect of a premises licence if, in the opinion of the licensing authority which issues the licence or to which the applications is made, the person:

a)   lives sufficiently close to the premises to be likely to be affected by the authorised activities,
b)   has business interests that might be affected by the authorised activities, or
c)   represents persons who satisfy paragraph (a) or (b)"

The Licensing Authority is required by regulations to state the principles it will apply in exercising its powers under the Gambling Act 2005 to determine whether a person is an interested party. The principles are:

The Licensing Authority will decide each case on its own individual merits and will not apply a rigid rule to its decision making.

The Gambling Commission has recommended that the licensing authority state that interested parties could include trade associations and trade unions, and residents' and tenants' associations. The Licensing Authority will not, however, generally view these bodies as interested parties unless they have a member who can be classed as an interested person under the terms of the Act i.e. lives sufficiently close to the premises to be likely to be affected by the activities being applied for.

The Licensing Authority will also consider persons that 'have business interests' as being the widest possible interpretation and include partnerships, charities, faith groups and medical practices.

In implementing this Policy the Licensing Authority will have regard to the provisions of the Human Rights Act 1998.

Interested parties can be persons who are democratically elected such as councillors and MP's. No specific evidence of being asked to represent an interested person will be required as long as the councillor / MP represents the ward likely to be

affected. Likewise, parish councils likely to be affected will be considered to be interested parties. Other than these, however, this authority will generally require written evidence that a person/body (e.g. an advocate / relative) 'represents' someone who either lives sufficiently close to the premises to be likely to be affected by the authorised activities and/or has business interests that might be affected by the authorised activities. A letter from one of these persons, requesting the representation is sufficient.

If individuals wish to approach a Councillor to ask them to represent their views then care will be taken to ensure that the Councillor is not a member of the committee dealing with that application.

The Licensing Authority must determine whether or not representations are admissible. A representation is inadmissible if it is not made by a Responsible Authority, or an Interested Party. After that, the authority must then determine its relevance.

The only representations that are likely to be relevant are those that relate to the licensing objectives, or that raise issues under the licensing policy statement, or the Commission's guidance or codes of practice.

Connected to this is the question of what is a 'frivolous' or 'vexatious' representation. In interpreting these phrases, matters the Licensing Authority is likely to want to look at are likely to include:

- who is making the representation, and whether there is a history of making representations that are not relevant;
- whether it raises a relevant issue; or
- whether it raises issues specifically to do with the premises that are the subject of the application.

6. Exchange of Information

Licensing authorities are required to include in their statements the principles to be applied by the authority in exercising the functions under sections 29 and 30 of the Act with respect to the exchange of information between it and the Gambling Commission, and the functions under section 350 of the Act with respect to the exchange of information between it and the other persons listed in Schedule 6 to the Act.

The principle that this licensing authority applies is that it will act in accordance with the provisions of the Gambling Act 2005 in its exchange of information which includes the provision that the Data Protection Act 1998 will not be contravened. The licensing authority will also have regard to any Guidance issued by the Gambling Commission on this matter, as well as any relevant regulations issued by the Secretary of State under the powers provided in the Gambling Act 2005.

The Licensing Authority will share any information it receives through the application process with the Gambling Commission and other enforcement agencies.

The Licensing Authority will maintain a register of premises licences and permits issued where required and will ensure that the register is open for public inspection at all reasonable times.

The information held will be in accordance with the regulations set by the Secretary of State.

7. Enforcement

Licensing authorities are required by regulation under the Gambling Act 2005 to state the principles to be applied by the authority in exercising the functions under Part 15 of the Act with respect to the inspection of premises; and the powers under section 346 of the Act to institute criminal proceedings in respect of the offences specified.

This licensing authority's principles are that it will be guided by the Gambling Commission's Guidance to Licensing Authorities and will endeavour to be:

- Proportionate: regulators should only intervene when necessary: remedies should be appropriate to the risk posed, and costs identified and minimised;
- Accountable: regulators must be able to justify decisions, and be subject to public scrutiny;
- Consistent: rules and standards must be joined up and implemented fairly;
- Transparent: regulators should be open, and keep regulations simple and user friendly; and
- Targeted: regulation should be focused on the problem, and minimise side effects.

The Legislation and Regulatory Reform Act 2006 (LRRA) Part 2 requires us also to have regard to the Principles of Good Regulation. We have had regard to the Regulators' Code in the preparation of this policy.

As per the Gambling Commission's Guidance to Licensing Authorities this licensing authority will endeavour to avoid duplication with other regulatory regimes so far as possible.

The main enforcement and compliance role for this licensing authority in terms of the Gambling Act 2005 is to ensure compliance with the premises licences and other permissions which it authorises. The Gambling Commission is the enforcement body for the operating and personal licences. It is also worth noting that concerns about manufacture, supply or repair of gaming machines are not dealt with by the licensing authority but should be notified to the Gambling Commission.

Birmingham City Council has developed a protocol for enforcement and will continue partnership working with the Gambling Commission and other enforcement organisations to promote a consistent approach between them. The protocol will encompass a strategy of targeting high-risk premises and will ensure intelligence led policing and regulation.

The protocol will actively promote regular inspections of licensed premises which, following risk assessments, have been found to be problematic or high risk.

The Licensing Authority already has developed working protocols such as:

- sharing information and good working practices with other enforcement agencies,
- encouraging close co-operation between licensed premises and enforcement agencies to promote the licensing objectives,
- encouraging good working practices and codes of practice by licensed premises to tackle crime and disorder issues,
- establishing a monitoring system in order to identify premises that are disregarding their responsibilities, and to share this information with the Gambling Commission, Police and other enforcement agencies,
- adopting announced and unannounced inspections and visits to premises.

The Licensing Authority will actively seek to advise the licence holders and managers of those premises who wish to comply with legislation and conditions. However, the Licensing Authority will take a firm stand against irresponsible premises licence holders that do not comply.

The Licensing Authority will continue to investigate complaints and conduct proactive enforcement activities to ensure that conditions attached to licences are complied with, and that unlicensed activity is dealt with as appropriate.

The Licensing Authority will exercise its powers under the Act to instigate criminal proceedings where circumstances require.

8. Licensing Authority Functions

Licensing authorities are required under the Act to:

- Be responsible for the licensing of premises where gambling activities are to take place by issuing *Premises Licences*
- Issue *Provisional Statements*
- Regulate *members' clubs* and *miners' welfare institutes* who wish to undertake certain gaming activities via issuing Club Gaming Permits and/or Club Machine Permits
- Issue *Club Machine Permits* to *Commercial Clubs*
- Grant permits for the use of certain lower stake gaming machines at *unlicensed Family Entertainment Centres*
- Receive notifications from alcohol licensed premises (under the Licensing Act 2003) for the use of two or fewer gaming machines
- Issue *Licensed Premises Gaming Machine Permits* for premises licensed to sell/supply alcohol for consumption on the licensed premises, under the Licensing Act 2003, where there are more than two machines
- Register *small society lotteries* below prescribed thresholds
- Issue *Prize Gaming Permits*
- Receive and Endorse *Temporary Use Notices*
- Receive *Occasional Use Notices*
- Provide information to the Gambling Commission regarding details of licences issued (see section above on 'information exchange)
- Maintain registers of the permits and licences that are issued under these functions

It should be noted that licensing authorities are not involved in licensing remote gambling at all, which is regulated by the Gambling Commission via operating licences.

Information on gaming machines permitted at each premises type, gaming machine entitlements and gaming entitlements for clubs and pubs is available on the Gambling Commission website.
http://www.gamblingcommission.gov.uk/Gambling-sectors/Gambling-sectors

PART B

PREMISES LICENCES: CONSIDERATION OF APPLICATIONS

1.   General Principles

Premises licences are subject to the requirements set-out in the Gambling Act 2005 and regulations, as well as specific mandatory and default conditions which are detailed in regulations issued by the Secretary of State. Licensing authorities are able to exclude default conditions and also attach others, where it is believed to be appropriate.

In accordance with s153 of the Act, when considering any application (save for Casino premises as per s166), the Licensing Authority will 'aim to permit' licence applications (subject to the mandatory and default conditions) unless there is evidence of a particular risk to the licensing objectives thereby either requiring the imposition of additional conditions, or that the application be refused.

(i)   Decision-making:

This licensing authority is aware that in making decisions about premises licences it should aim to permit the use of premises for gambling in so far as it thinks fit:

- In accordance with any relevant code of practice issued by the Gambling Commission;
- in accordance with any relevant guidance issued by the Gambling Commission;
- reasonably consistent with the licensing objectives; and
- in accordance with authority's statement of licensing principles.

The Licensing Authority's powers and duties will, where appropriate, be delegated by the Licensing Authority to its Licensing and Public Protection Committee, Licensing Sub Committee and Officers.

The Licensing Authority intends to approach these delegations in accordance with Appendix 1 to the policy.

The Licensing and Public Protection Committee will receive regular reports on decisions made by officers under the scheme of delegation so that it maintains an overview of the general situation.

It is appreciated that as per the Gambling Commission's Guidance to Licensing Authorities "moral objections to gambling are not a valid reason to reject applications for premises licences" (except as regards any 'no casino resolution' - see section on Casinos and also that unmet demand is not a criterion for a licensing authority.

In making this determination, this licensing authority will have regard to the six indicators of betting as a primary gambling activity.

- The offer of established core products (including live event pictures and bet range)
- The provision of information on products and events
- The promotion of gambling opportunities and products
- The actual use made of betting facilities
- The size of premises.
- The delivery of betting facilities

(ii) Definition of "premises":

In the Act, "premises" is defined as including "any place". Section 152 therefore prevents more than one premises licence applying to any place. But a single building could be subject to more than one premises licence, provided they are for different parts of the building and the different parts of the building can be reasonably regarded as being different premises. This approach has been taken to allow large, multiple unit premises such as a pleasure park, pier, track or shopping mall to obtain discrete premises licences, where appropriate safeguards are in place. However, licensing authorities should pay particular attention if there are issues about sub-divisions of a single building or plot and should ensure that mandatory conditions relating to access between premises are observed.

The Gambling Commission stated in its Guidance to Licensing Authorities that: "In most cases the expectation is that a single building / plot will be the subject of an application for a licence, for example, 32 High Street. But, that does not mean 32 High Street cannot be the subject of separate premises licences for the basement and ground floor, if they are configured acceptably. Whether different parts of a building can properly be regarded as being separate premises will depend on the circumstances. The location of the premises will clearly be an important consideration and the suitability of the division is likely to be a matter for discussion between the operator and the licensing officer. However, the Commission does not consider that areas of a building that are artificially or temporarily separated, for example by ropes or moveable partitions, can properly be regarded as different premises."

This Licensing Authority takes particular note of the Gambling Commission's Guidance to Licensing Authorities which states that: licensing authorities should take particular care in considering applications for multiple licences for a building and those relating to a discrete part of a building used for other (non-gambling) purposes. In particular they should be aware of the following:

- The third licensing objective seeks to protect children from being harmed by gambling. In practice that means not only preventing them from taking part in gambling, but also preventing them from being in close proximity to gambling. Therefore, premises should be configured so that children are not invited to participate in, have accidental access to or closely observe gambling where they are prohibited from participating.
- Entrances to and exits from parts of a building covered by one or more premises licences should be separate and identifiable so that the separation of different premises is not compromised and people do not "drift" into a gambling area. In this context it should normally be possible to access the

premises without going through another licensed premises or premises with a permit.

- Customers should be able to participate in the activity named on the premises licence.

The Guidance also gives a list of factors which the licensing authority should be aware of, which may include:

- Do the premises have a separate registration for business rates?
- Is the premises' neighbouring premises owned by the same person or someone else?
- Can each of the premises be accessed from the street or a public passageway?
- Is the premises only accessible from any other gambling premises?

This authority will consider these and other relevant factors in making its decision, depending on all the circumstances of the case.

The Gambling Commission's relevant access provisions for each premises type are reproduced below:

Casinos
- The principal access entrance to the premises must be from a street.
- No entrance to a casino must be from premises that are used wholly or mainly by children and/or young persons.
- No customer must be able to enter a casino directly from any other premises which holds a gambling premises licence.

Adult Gaming Centre
- No customer must be able to access the premises directly from any other licensed gambling premises.

Betting Shops
- Access must be from a street or from another premises with a betting premises licence.
- No direct access from a betting shop to another premises used for the retail sale of merchandise or services. In effect there cannot be an entrance to a betting shop from a shop of any kind and you could not have a betting shop at the back of a café – the whole area would have to be licensed.

Tracks
- No customer should be able to access the premises directly from:
  - a casino,
  - an adult gaming centre.

Bingo Premises
- No customer must be able to access the premises directly from:
  - a casino,
  - an adult gaming centre,

- a betting premises, other than a track.

Family Entertainment Centre
- No customer must be able to access the premises directly from:
  - a casino,
  - an adult gaming centre,
  - a betting premises, other than a track.

The Gambling Commission provides further guidance on this issue, which this authority will also take into account in its decision-making.

(iii) Premises "ready for gambling":

The Guidance states that a licence to use premises for gambling should only be issued in relation to premises that the licensing authority can be satisfied are going to be ready to be used for gambling in the reasonably near future, consistent with the scale of building or alterations required before the premises are brought into use.

If the construction of a premises is not yet complete, or if they need alteration, or if the applicant does not yet have a right to occupy them, then an application for a provisional statement should be made instead.

In deciding whether a premises licence can be granted where there are outstanding construction or alteration works at a premises, this authority will determine applications on their merits, applying a two stage consideration process:

- First, whether the premises ought to be permitted to be used for gambling.
- Second, whether appropriate conditions can be put in place to cater for the situation that the premises are not yet in the state in which they ought to be before gambling takes place.

Applicants should note that this authority is entitled to decide that it is appropriate to grant a licence subject to conditions, but it is not obliged to grant such a licence.

(iv) Location:

This licensing authority is aware that demand issues cannot be considered with regard to the location of premises but that considerations in terms of the licensing objectives are relevant to its decision-making. This authority will pay particular attention to the protection of children and vulnerable persons from being harmed or exploited by gambling, as well as issues of crime and disorder.

The Licensing Authority may take into account the impact that the existence of premises may have on an area in so far as it is relevant to the licensing objectives.

For example, the proposed operation of a new premises licence may not be reasonably consistent with the principles of the licensing objectives due to its proximity to:

- a school or other educational facility;

- a residential area with high concentration of families with children;
- a centre for children;
- a centre for vulnerable adults.

The Licensing Authority will therefore consider representations from any responsible authority or interested party based on the impact on the licensing objectives if a particular application were to be granted.

The onus will be on the person making the representation to provide evidence to support their assertions that the addition of the premises would have the suggested impact on the licensing objectives.

Should any specific policy be decided upon as regards areas where gambling premises should not be located, this statement will be updated. It should be noted that any such policy does not preclude any application being made and each application will be decided on its merits, with the onus upon the applicant showing how potential concerns can be overcome.

(v) Planning:

In determining applications the licensing authority has a duty to take into consideration all relevant matters and not to take into consideration any irrelevant matters, i.e. those not related to gambling and the licensing objectives. One example of an irrelevant matter would be the likelihood of the applicant obtaining planning permission or building regulations approval for their proposal.

This authority will not take into account irrelevant matters and when dealing with a premises licence application for finished buildings, the licensing authority will not take into account whether those buildings have or comply with the necessary planning or building consents. Those matters should be dealt with under relevant planning control and building regulation powers, and not form part of the consideration for the premises licence. Section 210 of the 2005 Act prevents licensing authorities taking into account the likelihood of the proposal by the applicant obtaining planning or building consent when considering a premises licence application. Equally the grant of a gambling premises licence does not prejudice or prevent any action that may be appropriate under the law relating to planning or building.

(vi) Duplication with other regulatory regimes:

This licensing authority seeks to avoid any duplication with other statutory / regulatory systems where possible, including planning. This authority will not consider whether a licence application is likely to be awarded planning permission or building regulations approval, in its consideration of it. It will though, listen to, and consider carefully, any concerns about conditions which are not able to be met by licensees due to planning restrictions, should such a situation arise.

When dealing with a premises licence application for finished buildings, this authority will not take into account whether those buildings have to comply with the necessary planning or buildings consents. Fire or health and safety risks will not be taken into

account, as these matters are dealt with under relevant planning control, buildings and other regulations and must not form part of the consideration for the premises licence.

Licensing objectives - Premises licences granted must be reasonably consistent with the licensing objectives. With regard to these objectives, this licensing authority has considered the Gambling Commission's Guidance to Licensing Authorities and some comments are made below.

Preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime - This licensing authority is aware that the Gambling Commission takes a leading role in preventing gambling from being a source of crime. The Gambling Commission's Guidance does however envisage that licensing authorities should pay attention to the proposed location of gambling premises in terms of this licensing objective. Thus, where an area has known high levels of organised crime this authority will consider carefully whether gambling premises are suitable to be located there and whether conditions may be suitable such as the provision of door supervisors. This licensing authority is aware of the distinction between disorder and nuisance and will consider factors (for example whether police assistance was required and how threatening the behaviour was to those who could see it) so as to make that distinction.

Ensuring that gambling is conducted in a fair and open way - This licensing authority has noted that the Gambling Commission states that it generally does not expect licensing authorities to be concerned with ensuring that gambling is conducted in a fair and open way as this will be addressed via operating and personal licences. *For Local Authorities with tracks:* There is, however, more of a role with regard to tracks which is explained in more detail in the 'tracks' section.

Protecting children and other vulnerable persons from being harmed or exploited by gambling - This licensing authority has noted the Gambling Commission's Guidance that this objective means preventing children from taking part in gambling (as well as restriction of advertising so that gambling products are not aimed at or are, particularly attractive to children). The licensing authority will therefore consider, as suggested in the Gambling Commission's Guidance, whether specific measures are required at particular premises, with regard to this licensing objective. Appropriate measures may include supervision of entrances / machines, segregation of areas etc.

This licensing authority is also aware of the Gambling Commission Codes of Practice as regards this licensing objective, in relation to specific premises.

As regards the term "vulnerable persons" it is noted that the Gambling Commission does not seek to offer a definition but states that "it will for regulatory purposes assume that this group includes people who gamble more than they want to; people who gamble beyond their means; and people who may not be able to make informed or balanced decisions about gambling due to a mental impairment, alcohol or drugs." This licensing authority will consider this licensing objective on a case by case basis.

Page 166 of 224

Conditions - Any conditions attached to licences will be proportionate and will be:

- relevant to the need to make the proposed building suitable as a gambling facility;
- directly related to the premises and the type of licence applied for;
- fairly and reasonably related to the scale and type of premises; and
- reasonable in all other respects.

In accordance with s153 of the Act, when considering any application (save for Casino premises as per s166), the Licensing Authority will 'aim to permit' licence applications (subject to the mandatory and default conditions) unless there is evidence of a particular risk to the licensing objectives thereby requiring the imposition of additional conditions.

Decisions upon individual conditions will be made on a case by case basis, although there will be a number of measures this licensing authority will consider utilising should there be a perceived need, such as the use of supervisors, appropriate signage for adult only areas etc. There are specific comments made in this regard under some of the licence types below. This licensing authority will also expect the licence applicant to offer their own suggestions as to ways in which the licensing objectives can be met effectively.

This licensing authority will also consider specific measures which may be required for buildings which are subject to multiple premises licences. Such measures may include the supervision of entrances; segregation of gambling from non-gambling areas frequented by children; and the supervision of gaming machines in non-adult gambling specific premises in order to pursue the licensing objectives. These matters are in accordance with the Gambling Commission's Guidance.

This authority will also ensure that where category C or above machines are offered in premises to which children are admitted:

- all such machines are located in an area of the premises which is separated from the remainder of the premises by a physical barrier which is effective to prevent access other than through a designated entrance;
- only adults are admitted to the area where these machines are located;
- access to the area where the machines are located is supervised;
- the area where these machines are located is arranged so that it can be observed by the staff or the licence holder; and
- at the entrance to and inside any such areas there are prominently displayed notices indicating that access to the area is prohibited to persons under 18.

These considerations will apply to premises including buildings where multiple premises licences are applicable.

This licensing authority is aware that tracks may be subject to one or more than one premises licence, provided each licence relates to a specified area of the track. This licensing authority will consider the impact upon the third licensing objective and the need to ensure that entrances to each type of premises are distinct and that children are excluded from gambling areas where they are not permitted to enter.

It is noted that there are conditions which the licensing authority cannot attach to premises licences which are:

- any condition on the premises licence which makes it impossible to comply with an operating licence condition;
- conditions relating to gaming machine categories, numbers, or method of operation;
- conditions which provide that membership of a club or body be required (the Gambling Act 2005 specifically removes the membership requirement for casino and bingo clubs and this provision prevents it being reinstated); and
- conditions in relation to stakes, fees, winning or prizes.

Door Supervisors - The Gambling Commission advises in its Guidance to Licensing Authorities that if a licensing authority is concerned that a premises may attract disorder or be subject to attempts at unauthorised access (for example by children and young persons) then it may require that the entrances to the premises are controlled by a door supervisor, and is entitled to impose a condition on the premises licence to this effect.

Where it is decided that supervision of entrances/machines is appropriate for particular cases, a consideration of whether these need to be SIA licensed or not will be necessary. It will not be automatically assumed that they need to be licensed, as the statutory requirements for different types of premises vary.

2. Adult Gaming Centres

This licensing authority will specifically have regard to the need to protect children and vulnerable persons from harm or being exploited by gambling and will expect the applicant to satisfy the authority that there will be sufficient measures to, for example, ensure that under 18 year olds do not have access to the premises.

The Licensing Authority will expect applicants to offer their own measures to meet the licensing objectives. However, appropriate measures/licence conditions may cover issues such as:

- proof of age scheme;
- CCTV;
- supervision of entrances/machine areas;
- location of entrance;
- physical security measures on the premises;
- physical separation of areas;
- self-exclusion schemes;
- notices and signage displayed externally stating access to the premises is restricted to persons 18 years of age and over;
- notices displayed internally stating use of gaming machines is restricted to persons 18 years of age and over;
- notice specifying opening hours;

- members of staff appropriately trained;
- reporting of any suspicious activity on the premises;
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues such as GamCare.

This is not a mandatory, or exhaustive list, and is merely indicative of example measures.

3.   (Licensed) Family Entertainment Centres:

This licensing authority will specifically have regard to the need to protect children and vulnerable persons from harm or being exploited by gambling and will expect the applicant to satisfy the authority, for example, that there will be sufficient measures to ensure that under 18 year olds do not have access to the adult only gaming machine areas.

The Licensing Authority will expect applicants to offer their own measures to meet the licensing objectives.   However, appropriate measures/licence conditions may cover issues such as:

- proof of age scheme;
- CCTV;
- supervision of entrances/machine areas;
- location of entrance;
- physical security measures on the premises;
- physical separation of areas;
- self-exclusion schemes;
- clear notices and signage around the premises regarding age restricted areas;
- notice specifying opening hours;
- members of staff appropriately trained;
- reporting of any suspicious activity on the premises;
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues such as GamCare.
- Measures/training for staff on how to deal with suspected school truant children on the premises.

This is not a mandatory, or exhaustive list, and is merely indicative of example measures.

4.   Casinos

No Casinos resolution - This licensing authority has not passed a 'no casino' resolution under Section 166 of the Gambling Act 2005, but is aware that it has the power to do so. Should this licensing authority decide in the future to pass such a resolution, it will update this policy statement with details of that resolution. Any such

decision will be made by the Full Council.

The Licensing Authority is aware that where a licensing authority is able to grant a casino premises licence (regional, large or small), there may be a number of operators who wish to apply for that licence. Should the Licensing Authority be in such a position it will comply with Schedule 9 of the Act and any relevant regulation / codes of practice.

Licence considerations/conditions – This licensing authority will attach conditions to casino premises licences bearing in mind the mandatory conditions and the Licence Conditions and Codes of Practice published by the Gambling Commission.

An applicant for a premises licence must comply with the Act regarding the permitted access or exclusion of children and young persons. With the exception of non-gambling areas of regional casinos no children or young persons must be permitted access into the casino or the close observation of, or the invitation to participate in any gambling activities.

The Licensing Authority will expect applicants to offer their own measures to meet the licensing objectives. However, appropriate measures/licence conditions may cover issues such as:

- proof of age scheme;
- CCTV;
- physical security measures on the premises;
- supervision of entrances/machine areas;
- physical separation of gambling areas;
- self-exclusion schemes;
- clear notices and signage externally and internally regarding age restrictions and age restricted areas (where applicable);
- participation in the Council's 'pupil watch scheme' (where children are permitted entry);
- notice specifying opening hours;
- reporting of any suspicious activity on the premises;
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues such as GamCare.

This is not a mandatory, or exhaustive list, and is merely indicative of example measures.

The Licensing Authority may also consider it appropriate to require members of the public entering casino premises to continue to produce proof of ID on entry in order to effectively support self-exclusion schemes, and to act as a deterrent for persons who may be considering targeting the premises for illegal/criminal activities.

Betting machines - This licensing authority will, as per the Gambling Commission's Guidance, take into account the size of the premises, the number of counter positions available for person-to-person transactions, and the ability of staff to monitor the use of the machines by children and young persons (it is an offence for

those under 18 to bet) or by vulnerable people, when considering the number/nature/circumstances of betting machines an operator wants to offer.

5.   Bingo premises

Gambling Commission Guidance is that Licensing authorities will need to satisfy themselves that bingo can be played in any bingo premises for which they issue a premises licence. This will be a relevant consideration where the operator of an existing bingo premises applies to vary their licence to exclude an area of the existing premises from its ambit and then applies for a new premises licence, or multiple licences, for that or those excluded areas.

Children and young people are allowed into bingo premises; however they are not permitted to participate in the bingo and if category B or C machines are made available for use these must be separated from areas where children and young people are allowed.

The Licensing Authority will expect applicants to offer their own measures to meet the licensing objectives. However, appropriate measures/licence conditions may cover issues such as:

- proof of age scheme;
- CCTV;
- physical security measures on the premises;
- supervision of entrances/machines;
- physical separation of gambling areas where category C or above gaming machines are made available for use;
- supervision of age restricted areas of the premises;
- self-exclusion schemes;
- clear notices and signage externally and internally regarding age restrictions and restricted areas;
- a notice specifying opening hours;
- reporting of any suspicious activity on the premises;
- policy and procedures regarding the employment of young persons (aged 16 and 17 where applicable);
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues such as GamCare.

This is not a mandatory, or exhaustive list, and is merely indicative of example measures.

It is important that if children and young persons are allowed to enter premises licensed for bingo that they do not participate in gambling, other than on category D machines.

Where category C or above machines are made available in premises to which

children and young persons are admitted the premises licence holder must ensure that:

- all such machines are located in an area of the premises separate from the remainder of the premises by a physical barrier which is effective to prevent access other than through a designated entrance;
- only adults are admitted to the area where these machines are located;
- access to the area where the machines are located is supervised;
- the area where the machines are located is arranged so that it can be observed by staff employed by the operator or premises licence holder; and
- at the entrance to, and inside any such area there are prominently displayed notices indicating that access to the area is prohibited to persons under 18 years old.

The Licensing Authority will take into account any further guidance issued by the Gambling Commission in relation to the suitability and layout of bingo premises.

6. Betting premises

Betting machines - This licensing authority will, as per the Gambling Commission's Guidance, take into account the size of the premises, the number of counter positions available for person-to-person transactions, and the ability of staff to monitor the use of the machines by children and young persons (it is an offence for those under 18 to bet) or by vulnerable people, when considering the number/nature/circumstances of betting machines an operator wants to offer.

An applicant for a premises licence must comply with the Act regarding the exclusion of children and young persons.

No children or young persons (under 18 years old) will be able to enter premises with a betting premises licence, although special rules apply to tracks.

The Licensing Authority has the power to restrict the number of betting machines, their nature and the circumstances in which they are made available by attaching a licence condition to a betting premises licence or to a Casino premises licence (where betting is permitted in the Casino).

If gaming machines are to be utilised, there must also be sufficient facilities for betting on the premises.

The Licensing Authority will expect applicants to offer their own measures to meet the licensing objectives. However, appropriate measures/licence conditions may cover issues such as:

- proof of age scheme;
- CCTV;
- physical security measures on the premises;
- supervision of entrances/machines;
- self-exclusion schemes;

- clear notices and signage externally regarding age restriction;
- notice specifying opening hours;
- reporting of any suspicious activity on the premises;
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues such as GamCare.

This is not a mandatory, or exhaustive list, and is merely indicative of example measures.

7.   Tracks

Tracks are sites (including horse racecourses and dog tracks) where races or other sporting events take place. The Licensing Authority recognises that betting is a major gambling activity on tracks, both in the form of pool betting (often known as the "totalisator" or "tote"), and also general betting, often known as "fixed-odds" betting.

This licensing authority is aware that tracks may be subject to one or more than one premises licence, provided each licence relates to a specified area of the track.

This licensing authority will especially consider the impact upon the third licensing objective (i.e. the protection of children and vulnerable persons from being harmed or exploited by gambling) and the need to ensure that entrances to each type of premises are distinct and that children are excluded from gambling areas where they are not permitted to enter.

This authority will, therefore, expect the premises licence applicant to demonstrate suitable measures to ensure that children do not have access to adult only gaming facilities. It is noted that children and young persons will be permitted to enter track areas where facilities for betting are provided on days when dog-racing and/or horse racing takes place, but that they are still prevented from entering areas where gaming machines (other than category D machines) are provided.

The Licensing Authority will expect applicants to offer their own measures to meet the licensing objectives. However, appropriate measures/licence conditions may cover issues such as:

- proof of age scheme;
- CCTV;
- supervision of entrances/machines;
- physical security measures on the premises;
- physical separation of areas for category C and above gaming machines;
- self-exclusion schemes;
- clear notices and signage around the premises regarding age restricted areas;
- notice specifying opening hours;
- participation in the Council's 'pupil watch scheme' (where children are permitted entry);

- members of staff appropriately trained;
- reporting of any suspicious activity on the premises;
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues such as GamCare.

This is not a mandatory, or exhaustive list, and is merely indicative of example measures.

Gaming machines - Where the applicant holds a pool betting operating licence and is going to use the entitlement to four gaming machines, machines (other than category D machines) should be located in areas from which children are excluded.

Betting machines - This licensing authority will take into account the size of the premises and the ability of staff to monitor the use of the machines by children and young persons (it is an offence for those under 18 to bet) or by vulnerable people, when considering the number/nature/circumstances of betting machines an operator proposes to offer.

Applications and plans

The Gambling Act (s151) requires applicants to submit plans of the premises with their application, in order to ensure that the licensing authority has the necessary information to make an informed judgement about whether the premises are fit for gambling. The plan will also be used for the licensing authority to plan future premises inspection activity.

Plans for tracks do not need to be in a particular scale, but should be drawn to scale and should be sufficiently detailed to include the information required by regulations.

Some tracks may be situated on agricultural land where the perimeter is not defined by virtue of an outer wall or fence, such as point-to-point racetracks. In such instances, where an entry fee is levied, track premises licence holders may erect temporary structures to restrict access to premises

In the rare cases where the outer perimeter cannot be defined, it is likely that the track in question will not be specifically designed for the frequent holding of sporting events or races. In such cases betting facilities may be better provided through occasional use notices where the boundary premises do not need to be defined.

This authority appreciates that it is sometimes difficult to define the precise location of betting areas on tracks. The precise location of where betting facilities are provided is not required to be shown on track plans, both by virtue of the fact that betting is permitted anywhere on the premises and because of the difficulties associated with pinpointing exact locations for some types of track. Applicants should provide sufficient information that this authority can satisfy itself that the plan indicates the main areas where betting might take place. For racecourses in particular, any betting areas subject to the "five times rule" (commonly known as betting rings) must be indicated on the plan.

8. Vessels and Vehicles

The Licensing Authority is aware that a premises licence may be granted in respect of a passenger vessel. The definition of a vessel is:

- anything (other than a seaplane or amphibious vehicle), designed or adapted for use on water;
- a hovercraft; or
- anything, or part of any place, situated on or in water (structures which are an extension of the land are not vessels, even if they arch over water).

Vehicles (trains, road vehicles, aircraft, seaplanes and amphibious vehicles other than a hovercraft) may not be the subject of a premises licence and, therefore, all forms of commercial betting and gaming will be unlawful in a vehicle in Great Britain.

The Licensing Authority will expect applicants to offer their own measures to meet the licensing objectives. However, appropriate measures/licence conditions may cover issues such as:

- proof of age scheme;
- CCTV;
- physical security measures on the premises;
- supervision of entrances/machines;
- self-exclusion schemes;
- clear notices and signage externally regarding age restriction;
- notice specifying opening hours;
- reporting of any suspicious activity on the premises;
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues such as GamCare.

This is not a mandatory, or exhaustive list, and is merely indicative of example measures.

9. Travelling Fairs

This licensing authority is responsible for deciding whether, where category D machines and / or equal chance prize gaming without a permit is to be made available for use at travelling fairs, the statutory requirement that the facilities for gambling amount to no more than an ancillary amusement at the fair is met.

The licensing authority will also consider whether the applicant falls within the statutory definition of a travelling fair.

It is noted that the 27-day statutory maximum for the land being used as a fair applies on a per calendar year basis, and that it applies to the piece of land on which the fairs are held, regardless of whether it is the same or different travelling fairs occupying the land. This licensing authority will work with its neighbouring

authorities to ensure that land which crosses our boundaries is monitored so that the statutory limits are not exceeded.

10.   Provisional Statements

Developers may wish to apply to this authority for provisional statements before entering into a contract to buy or lease property or land to judge whether a development is worth taking forward in light of the need to obtain a premises licence. There is no need for the applicant to hold an operating licence in order to apply for a provisional statement.

S204 of the Gambling Act provides for a person to make an application to the licensing authority for a provisional statement in respect of premises that they:

- expect to be constructed;
- expect to be altered; or
- expect to acquire a right to occupy.

The process for considering an application for a provisional statement is the same as that for a premises licence application. The applicant is obliged to give notice of the application in the same way as applying for a premises licence. Responsible authorities and interested parties may make representations and there are rights of appeal.

In contrast to the premises licence application, the applicant does not have to hold or have applied for an operating licence from the Gambling Commission (except in the case of a track) and they do not have to have a right to occupy the premises in respect of which their provisional application is made.

The holder of a provisional statement may then apply for a premises licence once the premises are constructed, altered or acquired. The licensing authority will be constrained in the matters it can consider when determining the premises licence application, and in terms of representations about premises licence applications that follow the grant of a provisional statement, no further representations from relevant authorities or interested parties can be taken into account unless:

- they concern matters which could not have been addressed at the provisional statement stage, or
- they reflect a change in the applicant's circumstances.

In addition, the authority may refuse the premises licence (or grant it on terms different to those attached to the provisional statement) only by reference to matters:

- which could not have been raised by objectors at the provisional statement stage;
- which in the authority's opinion reflect a change in the operator's circumstances; or
- where the premises has not been constructed in accordance with the plan submitted with the application. This must be a substantial change to the plan

and this licensing authority notes that it can discuss any concerns it has with the applicant before making a decision.

11.   Reviews:

Requests for a review of a premises licence can be made by interested parties or responsible authorities; however, it is for the licensing authority to decide whether the review is to be carried-out. This will be on the basis of whether the request for the review is relevant to the matters listed below:

- in accordance with any relevant Code of Practice issued by the Gambling Commission;
- in accordance with any relevant guidance issued by the Gambling Commission;
- reasonably consistent with the licensing objectives; and
- in accordance with the authority's statement of principles.

The request for the review will also be subject to the consideration by the authority as to whether the request is frivolous, vexatious, or whether it will certainly not cause this authority to wish to alter/revoke/suspend the licence, or whether it is substantially the same as previous representations or requests for review.

The licensing authority can also initiate a review of a particular premises licence, or a particular class of premises licence on the basis of any reason which it thinks is appropriate.

Once a valid application for a review has been received by the licensing authority, representations can be made by responsible authorities and interested parties during a 28 day period. This period begins 7 days after the application was received by the licensing authority, who will publish notice of the application within 7 days of receipt.

The licensing authority must carry out the review as soon as possible after the 28 day period for making representations has passed.

A review hearing will be held before the Council's Licensing and Public Protection Committee or Sub-Committee (as appropriate) and the review will be determined once the representations have been considered and the licence holder has been given the opportunity to respond.

The onus will be on the responsible authority/interested party initiating the review to provide evidence in support of the matters for concern.

The purpose of the review will be to determine whether the licensing authority should take any action in relation to the licence. If action is justified, the options open to the licensing authority are:

(a)   add, remove or amend a licence condition imposed by the licensing authority;
(b)   exclude a default condition imposed by the Secretary of State (e.g. opening hours) or remove or amend such an exclusion;

(c)   suspend the premises licence for a period not exceeding three months; and

(d)   revoke the premises licence.

In determining what action, if any, should be taken following a review, the licensing authority must have regard to the principles set out in section 153 of the Act, as well as any relevant representations.

In particular, the licensing authority may also initiate a review of a premises licence on the grounds that a premises licence holder has not provided facilities for gambling at the premises. This is to prevent people from applying for licences in a speculative manner without intending to use them.

Once the review has been completed, the licensing authority must, as soon as possible, notify its decision to:

-        the licence holder,
-        the applicant for review (if any),
-        the Commission,
-        any person who made representations,
-        the chief officer of police or chief constable; and
-        Her Majesty's Commissioners for Revenue and Customs.

PERMITS / TEMPORARY & OCCASIONAL USE NOTICE

1.   Permits

The Policy of the Licensing Authority in respect of permits for unlicensed family entertainment centres, club gaming, club machine and gaming machine on alcohol licensed premises is to:

- promote the licensing objectives;
- treat each application individually on its own merits;
- comply with the statutory requirements;
- ensure compliance with the guidance issued by the Gambling Commission;
- promote and ensure high standards at all venues.

The Licensing Authority when considering an application for a permit will consult closely with the Chief of Police and Safe Guarding Children Board.

Appendices 4 & 5 illustrate the categorisation of gaming machine entitlements and the gaming entitlements for clubs and pubs.

2.   Unlicensed Family Entertainment Centre gaming machine permits (Statement of Principles on Permits - Schedule 10 paragraph 7)

Where a premises does not hold a premises licence but wishes to provide gaming machines, it may apply to the licensing authority for this permit. It should be noted that the applicant must show that the premises will be wholly or mainly used for making gaming machines available for use.

The Gambling Act 2005 states that a licensing authority may prepare a *statement of principles* that they propose to consider in determining the suitability of an applicant for a permit and in preparing this statement, and/or considering applications, it need not (but may) have regard to the licensing objectives and shall have regard to any relevant guidance issued by the Commission under section 25.   Gambling Commission Guidance is that licensing authorities may include a statement of principles that they propose to apply when exercising their functions in considering applications for permits – i.e. licensing authorities will want to give weight to child protection issues.

Guidance is also that an application for a permit may be granted only if the licensing authority is satisfied that the premises will be used as an unlicensed FEC, and if the chief officer of police has been consulted on the application

Licensing authorities might wish to consider asking applicants to demonstrate:

- a full understanding of the maximum stakes and prizes of the gambling that is permissible in unlicensed FECs;

Page 179 of 224

- that the applicant has no relevant convictions (those that are set out in Schedule 7 of the Act; and
- that staff are trained to have a full understanding of the maximum stakes and prizes.

It should be noted that a licensing authority cannot attach conditions to this type of permit.

The Licensing Authority, when considering a permit application for an unlicensed family entertainment centre, may request further information from an applicant regarding any matters of concern, which may include:

- the suitability of the applicant;
- the suitability of members of staff;
- the location of the premises;
- evidence that a premises will only operate as an unlicensed family entertainment centre;
- the applicant will be required to demonstrate they have a full understanding of the maximum stakes and prizes of the gambling that is permissible in an unlicensed Family Entertainment Centre;
- confirmation of intended opening hours;
- ensuring a premises maintains acceptable levels of management supervision at all times during opening hours;
- ensuring a premises maintains acceptable levels of security at all times during opening hours;
- CCTV provisions at the premises and surveillance of the premises;
- evidence that members of staff are appropriately trained and a full understanding of the maximum stakes and prizes of the gambling that is permissible in an unlicensed Family Entertainment Centre;
- participation in the Council's 'pupil watch scheme' in connection with suspected truant school children on the premises;
- evidence of policy and procedures in respect of unsupervised very young children on the premises, or children causing perceived problems on/or around the premises;
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues such as GamCare;
- any other factors that are within the control of the permit holder or designated management.

The Licensing Authority will give significant weight to all issues relating to the protection of children and young persons. If no relevant representations are received then the permit will be issued automatically

The Licensing Authority will not refuse an application for a permit unless it has notified the applicant of its intentions to refuse the application and of its reasons and given the applicant an opportunity to make representations.

3. (Alcohol) Licensed premises gaming machine permits - (Schedule 13 paragraph 4(1)) Automatic entitlement: 2 machines

There is provision in the Act for premises licensed to sell alcohol for consumption on the premises to automatically have 2 gaming machines, of categories C and/or D. The premises merely need to notify the licensing authority.

The licensing authority can remove the automatic authorisation in respect of any particular premises if:

- provision of the machines is not reasonably consistent with the pursuit of the licensing objectives;
- gaming has taken place on the premises that breaches a condition of section 282 of the Gambling Act (i.e. that written notice has been provided to the licensing authority, that a fee has been provided and that any relevant code of practice issued by the Gambling Commission about the location and operation of the machine has been complied with);
- the premises are mainly used for gaming; or
- an offence under the Gambling Act has been committed on the premises.

To take advantage of this entitlement the person who holds the on-premises licence must give notice to the Licensing Authority of their intention to make gaming machines available for use, and must pay the prescribed level of fee.

Permit: For 3 or more machines

If a premises wishes to have more than 2 machines, then it needs to apply for a permit and the licensing authority must consider that application based upon the licensing objectives, any guidance issued by the Gambling Commission issued under Section 25 of the Gambling Act 2005, and "*such matters as they think relevant.*"

This licensing authority considers that "such matters" will be decided on a case by case basis but generally there will be regard to the need to protect children and vulnerable persons from harm or being exploited by gambling and will expect the applicant to satisfy the authority that there will be sufficient measures to ensure that under 18 year olds do not have access to the adult only gaming machines. Measures which will satisfy the authority that there will be no access may include the adult machines being in sight of the bar, or in the sight of staff who will monitor that the machines are not being used by those under 18. Notices and signage may also be of help. As regards the protection of vulnerable persons, applicants may wish to consider the provision of information leaflets / helpline numbers for organisations such as GamCare.

It is recognised that some alcohol licensed premises may apply for a premises licence for their non-alcohol licensed areas. Any such application would most likely need to be applied for, and dealt with as an Adult Gaming Centre premises licence.

This licensing authority has delegated authority to officers to grant a permit for up to four gaming machines (category C or D) to be made available for use in alcohol-

licensed premises under this Act.

A person who holds the "on-premises" alcohol licence may apply to the Licensing Authority for a permit specifying any number of category C or D machines but when considering the application the Licensing Authority will have regard to the licensing objectives, and may also take into account any matters that are considered relevant to the application. These may include:

- the appropriate siting of gaming machines in areas where children are not normally permitted;
- the size of the premises;
- the supervision of gaming machines at all times when the premises is open;
- notices by each gaming machine specifying no person under 18 years old are permitted to use the gaming machine;
- age verification checks;
- ensuring members of staff are appropriately trained;
- display of posters and information leaflets for organisations set up to assist people wishing to seek help and advice regarding gambling related issues.

The Licensing Authority can grant or refuse an application. In granting the application the Licensing Authority can also vary the number and category of gaming machines authorised by the permit.

If the Licensing Authority intends to refuse or vary an application the applicant will be notified prior to the refusal or variation in writing of their intention to do so, the applicant will then be given the opportunity to make representations regarding these matters.

It should be noted that the holder of a permit must comply with any Code of Practice issued by the Gambling Commission about the location and operation of the machine.

4.   Prize Gaming Permits

The Gambling Act 2005 states that a licensing authority may "prepare a statement of principles that they propose to apply in exercising their functions under this Schedule" which "may, in particular, specify matters that the licensing authority proposes to consider in determining the suitability of the applicant for a permit".

The Licensing Authority will specify the form and manner in which an application must be made, and will specify the information and supporting documents required, these may include:

- plans of the proposed building;
- insurance certificates; and
- any other documents deemed necessary or appropriate.

The Licensing Authority will comply with any guidance produced by the Gambling Commission, and when considering a permit application may request further information from an applicant regarding any matters of concern, which may include:

- the suitability of the applicant;
- the location of the premises;
- confirmation of intended opening hours;
- confirmation of the types of gaming to be offered;
- the applicant will be required to demonstrate they have a full understanding of the limits to stakes and prizes that are set out in Regulations;
- the applicant will be required to demonstrate the gaming offered is within the law;
- ensuring a premises maintains acceptable levels of management supervision at all times during opening hours;
- ensuring a premises maintains acceptable levels of security at all times during opening hours;
- CCTV provisions at the premises and surveillance of the premises;
- evidence that members of staff are appropriately trained;
- a willingness to participate in the Council's 'pupil watch scheme' in connection with suspected truant school children on the premises;
- any other factors that are within the control of the permit holder or designated management.

The Licensing Authority will give significant weight to all issues relating to the protection of children and young persons.

The Licensing Authority may grant a permit only if they have consulted the Chief of Police about the application.

Where relevant representations are received from the Chief of Police and the Licensing Authority intends to refuse an application based on the objections the applicant will be notified prior to the refusal in writing of their intention to do so, the applicant will then be given the opportunity to make representations regarding these matters.

In making its decision on an application for this permit the licensing authority does not need to (but may) have regard to the licensing objectives but must have regard to any Gambling Commission guidance.

It should be noted that there are conditions in the Gambling Act 2005 by which the permit holder must comply, but that the licensing authority cannot attach conditions. The conditions in the Act are:

- the limits on participation fees, as set out in regulations, must be complied with;
- all chances to participate in the gaming must be allocated on the premises on which the gaming is taking place and on one day; the game must be played and completed on the day the chances are allocated; and the result of the game must be made public in the premises on the day that it is played;
- the prize for which the game is played must not exceed the amount set out in regulations (if a money prize), or the prescribed value (if non-monetary prize); and

- participation in the gaming must not entitle the player to take part in any other gambling.

5.   Club Gaming and Club Machines Permits

Members Clubs and Miners' welfare institutes (but <u>not</u> Commercial Clubs) may apply for a Club Gaming Permit. The Club Gaming Permit will enable the premises to provide gaming machines (3 machines of categories B, C or D), equal chance gaming and games of chance as prescribed in regulations.

Members Clubs and Miner's welfare institutes – and also Commercial Clubs – may apply for a Club Machine Permit. A Club Machine permit will enable the premises to provide gaming machines (3 machines of categories B, C or D). NB Commercial Clubs may not site category B3A gaming machines offering lottery games in their club.

Gambling Commission Guidance is that Members clubs must have at least 25 members and be established and conducted "wholly or mainly" for purposes other than gaming, unless the gaming is permitted by separate regulations. The Secretary of State has made regulation and these cover bridge and whist clubs, which replicates the position under the Gambling Act 1968. A members' club must be permanent in nature, not established to make commercial profit, and controlled by its members equally. Examples include working men's clubs, branches of Royal British Legion and clubs with political affiliations.

The Licensing Authority, when considering a club gaming and club machine permit application, may require the applicant to provide evidence that the club fulfils the requirements for a members' club, or miners' welfare institute or commercial club (Commercial clubs cannot provide gaming and games of chance).

Licensing authorities may only refuse an application on the grounds that:

(a)   the applicant does not fulfil the requirements for a members' or commercial club or miners' welfare institute and, therefore, is not entitled to receive the type of permit for which it has applied;
(b)   the applicant's premises are used wholly or mainly by children and/or young persons;
(c)   an offence under the Act or a breach of a permit has been committed by the applicant while providing gaming facilities;
(d)   a permit held by the applicant has been cancelled in the previous ten years; or
(e)   an objection has been lodged by the Commission or the police.

There is also a 'fast-track' procedure available under the Act for premises which hold a Club Premises Certificate under the Licensing Act 2003 (Schedule 12 paragraph 10). Under the fast-track procedure there is no opportunity for objections to be made by the Commission or the police, and the grounds upon which an authority can refuse a permit under the process are:

(a)   that the club is established primarily for gaming, other than gaming prescribed

under schedule 12;

(b)   that in addition to the prescribed gaming, the applicant provides facilities for other gaming; or

(c)   that a club gaming permit or club machine permit issued to the applicant in the last ten years has been cancelled."

There are statutory conditions on club gaming permits that no child uses a category B or C machine on the premises and that the holder complies with any relevant provision of a code of practice about the location and operation of gaming machines.

6.   Temporary Use Notices

Temporary Use Notices allow the use of premises for gambling where there is no premises licence but where a gambling operator wishes to use the premises temporarily for providing facilities for gambling. Premises that might be suitable for a Temporary Use Notice would include hotels, conference centres and sporting venues.

The licensing authority can only grant a Temporary Use Notice to a person or company holding a relevant operating licence, i.e. a non-remote casino operating licence.

The Secretary of State has the power to determine what form of gambling can be authorised by Temporary Use Notices, and at the time of writing this Statement the relevant regulations (SI no 3157: The Gambling Act 2005 (Temporary Use Notices) Regulations 2007) state that Temporary Use Notices can only be used to permit the provision of facilities or equal chance gaming, where the gaming is intended to produce a single winner, which in practice means poker tournaments.

There are a number of statutory limits as regards Temporary Use Notices. The meaning of "premises" is contained in Part 8 of the Act. As with "premises", the definition of "a set of premises" will be a question of fact in the particular circumstances of each notice that is given. In the Act "premises" is defined as including "any place".

In considering whether a place falls within the definition of "a set of premises", the licensing authority needs to look at, amongst other things, the ownership/occupation and control of the premises.

This licensing authority expects to object to notices where it appears that their effect would be to permit regular gambling in a place that could be described as one set of premises.

In referring to a set of premises, the Act provides that a set of premises is the subject of a Temporary Use Notice if 'any part' of the premises is the subject of a Notice. This prevents one large premises from having a Temporary Use Notice in effect for more than 21 days in a year by giving notification in relation to different parts of the premises and re-setting the clock.

A Temporary Use Notice must be submitted to the Licensing Authority not less than 3 months and one day before the first day on which the gambling event will begin.

In addition a copy of the notice must also be served on:

- the Gambling Commission,
- the Chief Officer of Police,
- the Commissioners of Customs and Excise,
- any other licensing authority in whose area the premises are situated.

(See appendix 2 for relevant addresses.)

The same premises may not be the subject of a temporary use notice for more than 21 days in any 12-month period, but may be the subject of several notices provided that the total does not exceed 21 days.

Should the Licensing Authority or the other bodies served with copies of the temporary use notice consider that the gambling should not take place, or only with modifications, they will issue a notice of objection within 14 days of the date of the temporary use notice.

Where relevant representations are made, a hearing will be held before the Council's Licensing and Public Protection Committee or Sub-Committee to consider representations.

The Licensing Authority will determine the notice after considering supporting evidence from the server of the notice and any objectors who have made representations.

If the Licensing Authority considers that a temporary use notice should not have effect a counter-notice will be issued which may:

- prevent the temporary use notice from taking effect;
- limit the activities that are permitted;
- limit the time period of the gambling; or
- allow the activity to take place subject to a specified condition

7. Occasional Use Notices

The licensing authority has very little discretion as regards these notices aside from ensuring that the statutory limit of 8 days in a calendar year is not exceeded.

In considering an occasional use notice the Licensing Authority will consider the definition of a 'track' and whether the server of the notice is permitted to avail themselves of the notice.

Betting on a track will be permitted by an occasional use notice providing it is for 8 days or less in a calendar year. The calendar year will commence on the 1st January.

The notice must be served by a person who is responsible for the administration of events on the track, or by an occupier of the track.

A notice must be served on the Licensing Authority and copied to the Chief of Police.

The notice must specify the day on which it has effect, and may be given in relation to consecutive days providing the overall limit of 8 days is not exceeded in a calendar year.

The Licensing Authority will maintain a record of the number of notices served in a calendar year to ensure the limit of 8 days is not exceeded.

Providing that a notice will not result in betting facilities being available for more than 8 days in a calendar year, no counter notices or objection can be submitted.

No gaming machines may be provided by virtue of an occasional use notice.

8. Registration of Small Society Lotteries

All applications for registration must be made in the form specified by the Secretary of State, and accompanied by any supporting documents specified by the Secretary of State or required by the Licensing Authority.

The Licensing Authority, when considering an application for registration, may request any additional information it deems appropriate. This may include a declaration from the governing body of the society stating:

- the application is on behalf of a bona fide non-commercial society;
- that all persons to be connected with the promotion of the lottery have no relevant convictions or cautions recorded against them;
- the purpose of the Society and; the purpose of the fund raising;
- confirmation of the appointment of two members of the society who have the authority to sign and complete the required financial returns.
- where a society intends to employ an external lottery manager evidence that person holds an operators licence issued by the Gambling Commission.

If the Licensing Authority is intending to refuse an application to join the register the applicant will be notified in writing of the reasons why it is considering refusal, and the evidence on which it has based that preliminary conclusion. The applicant will then be given the opportunity to provide further evidence in support of the application or to make representations regarding these matters.

Further guidance about the processes and procedures under the Gambling Act 2005 can be obtained from the Licensing Service
Tel No: 0121 303 9896.
e-mail: licensing@birmingham.gov.uk
website: www.birmingham.gov.uk/licensing

DELEGATION OF FUNCTIONS REGARDING THE GAMBLING ACT 2005

Subject	Full Council	Licensing & Public Protection Committee	Licensing Sub-Committees	Officers
Three year licensing policy	X			
Policy to permit casino	X			
Fee setting (when appropriate)		X		
Application for premises licence			Where representations have been received and not withdrawn	Where no representations received or representations have been withdrawn
Application for a variation to a licence			Where representations have been received and not withdrawn	Where no representations received or representations have been withdrawn
Application for a transfer of a licence			Where representations have been received from the Gambling Commission	Where no representations received or representations have been withdrawn
Application for a provisional statement			Where representations have been received and not withdrawn	Where no representations received or representations have been withdrawn
Review of a premises licence			X	
Application for a club/gaming club machine permits			Where representations have been received and not withdrawn	Where no representations received or representations have been withdrawn
Cancellation of club gaming/club machine permits			X	
Application for other permits			Where an application is received to operate more than 4 gaming machines on an alcohol licensed premises	Where an application is received to operate 4 or less gaming machines on an alcohol licensed premises
Cancellation of licensed premises gaming machine permits				X
Consideration of temporary use notice				X
Decision to give a counter notice to a temporary use notice			X	

38

Decision to attach/exclude a premises licence condition			X	
To administer and carry out all other functions not specifically mentioned in the delegation to the Licensing & Public Protection Committee, which are capable of being delegated to an officer as provided in the Gambling Act 2005 and any regulations made under that Act, together with any related functions				X

RESPONSIBLE AUTHORITIES – CONTACT ADDRESSES
ALL TO BE VERIFIED AND UPDATED WHERE NECESSARY

Birmingham City Council Licensing Section Ashted Lock Building 1-3 Ground Floor Birmingham Science Park Aston Dartmouth Middleway Aston Birmingham B7 4AZ Licensing@birmingham.gov.uk	West Midlands Fire Service HQ 99 Vauxhall Road Nechells Birmingham, B7 4HW firesafety.admin@wmfs.net	Planning Control Division PO Box 28 1 Lancaster Circus Birmingham, B1 1TU planningandregenerationenquiries@birmingham.gov.uk
Environmental Health New address tbc pollution.team@birmingham.gov.uk	Gambling Commission Victoria Square House Victoria Square Birmingham B2 4BP Tel: 0121 230 6500	HM Revenue & Customs National Registrations Unit Portcullis House 21 India Street Glasgow G2 4PZ Tel: 0141 555 3492 Email: nrubetting&gaming@ hmrc.gsi.gov.uk
Environment Agency Midlands Regional Office Sapphire East 550 Streetsbrook Road West Midlands B91 1QT Tel: 08708 506506	Head of Safeguarding Children's Services Birmingham City Council Council House Extension Margaret Street Birmingham B3 3BU	In respect of a vessel Canal and River Trust West Midland Region Peel's Wharf Fazeley B78 3QZ 01827 252000

WEST MIDLANDS POLICE OPERATION COMMAND UNITS AND CONTACT ADDRESSES
(To ensure that applications are served on the correct Police Station it is recommended applicants contact the West Midlands Police Switchboard on 101)

Birmingham East Local Policing Unit Stechford Police Station 338 Station Road Stechford	Birmingham North Local Policing Unit Sutton Coldfield Police Station Lichfield Road Sutton Coldfield B74 2NR	Birmingham South Local Policing Unit Bournville Lane Police Station 341 Bournville Lane Birmingham	Birmingham West & Central Local Policing Unit Birmingham West & Central Police Station Steelhouse Lane

Birmingham B33 8RR (Covers Hodge Hill, Yarldey and Hall Green)	(Covers Sutton Four Oaks, New Hall, Trinity , Vesey & Sutton Town Centre, Erdington, Tyburn, Castle Vale, Stockland Green and Kingstanding)	B34 1QX (Covers Northfield, Selly Oak & Edgbaston)	Birmingham B4 6NC (Covers Soho, Ladywood, Nechells, Aston, Perry Barr, Oscott, Lozells, Handsworth & City Centre

The City Council Meeting

Role of Full Council
Engagement
Debate
Local Democracy
Public Questions
Motions
Agenda
Participation

A report from Overview & Scrutiny

Contents

Further information regarding this report can be obtained from:

Lead Review Officer: Name: Emma Williamson

tel: 0121464 6870

e-mail: emma.williamson@birmingham.gov.uk

Reports that have been submitted to Council can be downloaded from www.birmingham.gov.uk/scrutiny.

Preface

By Cllr Waseem Zaffar

Chair, Corporate Resources O&S Committee

At the start of this municipal year, the Corporate Resources O&S Committee agreed to undertake a review of the arrangements for City Council meetings. This was in response to concerns expressed across the Chamber on the effectiveness of the meetings. We have talked to members and asked members of the public for their views, and this report summarises the key findings.

What came across most strongly is that the City Council meeting must allow more time for discussion of policy matters that affect Birmingham citizens. We are mindful that we cannot go back to the situation prior to 2000: City Council does not have the decision making power it once did and we cannot change that. However, we can bring about substantial change which will better enable members to represent their constituents in the meeting.

Because it is of critical importance that all members of the City Council are able to put forward their views, we have not put forward recommendations in this report but rather proposed suggested actions for debate in the Chamber when the report is presented on 5th April. The outcomes from this debate, alongside the evidence in this report, will be fed into the annual review of the Constitution, which will take place in time for the May AGM, where we would expect to see change enacted.

I would like to thank all those who took part and in particular those who shared their ideas for improvement.

1   Introduction

1.1   "The Premier Debating Chamber"

1.1.1   At the City Council meeting on 12th January 2016, the Leader was asked by Cllr Paul Tilsley about his plans to bring back items of substance to the City Council meeting. Cllr Tilsley asserted that the current meetings were a pale imitation of what they had been and that more discussion should be brought to give council ownership of important issues.

1.1.2   The Leader agreed that there was a need to work cross-party to address the content of full council meetings. He quoted Cllr John Alden, who had said that "this is the premier debating chamber in this country outside Westminster". The Leader agreed with that and said that there was a need to ensure that City Council meetings have real honest debates and bring items of substance for discussion, such as skills and the economy, and child poverty.

1.1.3   This followed earlier comments by the Leader and others, and discussions at Council Business Management Committee (CBM), about how we might improve the effectiveness of the City Council meeting. Indeed, the Corporate Resources O&S Committee had identified the need to review the arrangements for City Council meetings at the start of the municipal year.

1.2   Purpose of the Inquiry

1.2.1   Therefore, following discussions with the Leader at our January Committee meeting, members of the Committee picked up the challenge laid down at City Council and undertook an inquiry to review the arrangements for City Council meetings, asking "How should the City Council agenda be changed to allow the meeting to play a more effective role in supporting local democracy?"

1.2.2   This short inquiry consisted of:

- An evidence gathering session at the committee meeting on 9th February;
- Background research into past practice and Core Cities and West Midlands councils' practice;
- Gathering evidence from members, initially via an email invitation to put forward views and then through a survey of all members (17 members responded);
- A public survey, focusing on public question time (7 members of the public responded).

1.2.3   The evidence was reviewed at the Committee meeting on 8th March and this report prepared for discussion at City Council on 5th April 2016.

No Recommendations?

1.2.4   This report is slightly different to the traditional scrutiny report in that we are not making recommendations, rather a series of suggested actions for consideration by the Leader and CBM.

1.2.5   The reason for this is that the evidence in this report will contribute to the annual review of the Constitution taking place in time for the May AGM. In addition, the intention is that the debate held when this report is discussed at the City Council meeting on the 5th April will provide further information for the Leader and CBM to consider.

1.3   Context

A Brief History of the City Council Meeting

1.3.1   Prior to 2000, most local authorities delegated functions to committees (although not to individual members) or to officers as it saw fit. The papers for the meetings of many council meetings across the country consisted of the minutes of the various committees. Approval of a committee's minutes by the full council was often the point at which decisions were taken.

1.3.2   Following the passing of the Local Government Act 2000, this changed significantly. With powers and duties now vested in the Executive, the majority of decisions are now taken by Cabinet.

Role of Council

1.3.3   Following the 2000 Act, the major decisions falling to full Council relate to approving the constitution, the budget, policy framework plans and bye laws, appointing members to outside bodies and electing the Leader of the Council.

1.3.4   The Constitution sets out the role of the City Council meeting. In Part A, Article 10 sets out the responsibilities. In Part B, B1 – Council Standing Orders sets out the procedure at meetings of the City Council meeting.

Previous Scrutiny Reviews

1.3.5   In 2005, the Co-ordinating O&S Committee conducted a review of the Role of Members and the Full Council. The key finding was that the full Council's role needed to be developed so that "full council becomes a key arena for local democracy". It was acknowledged that it was not possible to reinstate the position before 2000, whereby the City Council was the ultimate decision-maker, but that there were ways for members to make more significant contributions on key issues. This could be done by increasing accountability through the full Council, tackling issues that matter and using a set of operating procedures which supports these ends. A number of recommendations were made and implemented. Subsequent changes amended the meeting further, such as the removal of Cabinet Member reports and the addition of public questions.

1.3.6   In 2014, the Governance, Resources and Customer Services O&S Committee considered the issue of petitions to the City Council meeting and the agenda was subsequently amended.

2   Findings

2.1   Key Findings

2.1.1   Throughout the evidence received, there was a clear view from members across all political parties that the City Council meeting agenda should be meaningful and allow more time for discussion of policy matters, which in turn should be focused on those policy areas where the City Council has influence.

2.1.2   A key proposal made later in the report is that more strategic and policy matters are brought to the City Council meeting, rather than to Cabinet as at present (see section 2.3).

2.1.3   In addition, it was felt that backbench members should have more ownership of the meeting agenda, rather than relying wholly on CBM.

2.1.4   Detailed findings are set out below.

2.2   Existing Items on the Agenda

2.2.1   The items already on the City Council agenda were considered, and respondents to the member survey were asked whether these should remain on the agenda, whether they should be modified, or should be removed. The results are set out in Table 1.

Lord Mayor's Announcements

2.2.2   All members who responded to the questionnaire were in favour of keeping Lord Mayor's Announcements on the agenda. Four of the seventeen respondents, however, thought it should be modified. Suggestions mostly centred on the need to reduce the time spent on this by reconsidering the length of time given to tributes to former councillors. It was acknowledged that "the gesture of a minute's silence and tributes is a lovely one"; however there was a view that it would be sufficiently respectful for "only one/two tributes to members who have passed on". It was suggested that it would be appropriate if someone who knew that person well spoke at the meeting, and that one good quality speech could represent the views of the Chamber.

2.2.3   On other announcements, one member suggested that: "It would be nice to congratulate the individual officer in the Chamber for exam and/or a piece of work undertaken to an excellent standard".

Suggested Action

1.   **That the approach to Lord Mayor's Announcements be re-considered to ensure that time is kept appropriately short, for example that tributes to former members are kept to one speech on behalf of the Council.**

Table 1: Existing Agenda Items – Member Survey Results

	Yes	Yes – with modification	No
Lord Mayor's Announcements	13 (76%)	4 (24%)	0
Petitions	12 (71%)	2 (12%)	3 (18%)
Questions from members of the public to any Cabinet Member or District Committee Chairman	10 (59%)	3 (18%)	4 (24%)
Questions from any Councillor to a Committee Chairman or Lead Member of a Joint Board	12 (71%)	4 (24%)	1 (6%)
Questions from Councillors other than Cabinet Members to a Cabinet Member	14 (82%)	3 (18%)	0
Questions from Councillors other than Cabinet Members to the Leader or Deputy Leader	15 (88%)	2 (12%)	0
Policy Plans or Reports from CBM	11 (65%)	5 (29%)	1 (6%)
Overview & Scrutiny reports	15 (88%)	2 (12%)	0
Motions submitted by individual Councillors rotated equally between the political groups as determined by CBM	13 (76%)	4 (24%)	0

Petitions

2.2.4   Only three members did not agree that petitions should remain on the agenda. Another two thought that petitions should remain with modification. Those who thought it should be removed were in favour of petitions being dealt with outside the chamber and one said that they "add nothing to the value of a full Council Meeting".

2.2.5   Modifications suggested included agreeing petitions *en bloc* (handed in prior to the meeting), and keeping the item short (one suggested that presentation of a petition should not be accompanied by a speech). There was support for the move last year to move petitions to the start of the meeting and a request for a "tracking report in respect of each petition, including reasons for any delays in responding/undertaking the task(s) requested".

Questions from Members of the Public

2.2.6   Questions from members of the public were introduced in 2012. Between November 2013 and February 2016, 67 questions have been asked by members of the public.

2.2.7   In the survey for members of the public, respondents were asked: "Were you aware that members of the public could attend meetings of the full City Council (held in the Council Chamber) to ask questions of the Leader, Deputy Leader, Cabinet Members or District Committee Chairs?" Of the seven respondents, three were aware and four were not. None of those who completed the

questionnaire had asked a question at City Council previously. Nonetheless the facility was felt to be useful by three of the respondents.

2.2.8   Ten of the members who responded to the survey agreed that questions from members of the public to any Cabinet Member or District Committee Chairman should remain without modification; three thought this should be modified, and four that this should not remain on the agenda.

2.2.9   Those in favour of retaining public questions said that having all Councillors hear the concerns of citizens was important "as it puts the public in the room and at the forefront of our minds as we make decisions." Comments included:

- As it takes place during the day, this limits people from taking part: "Most working people cannot take time off during the working day to come". One suggestion was that "people should be allowed to send us a short video of them asking question if they can't be there in person";

- Having the questions vetted in advance and answers prepared is ineffective and "stage managed";

- Party political points are often made as part of the questions (and there is a suspicion that they are sometime planted).

2.2.10   It was suggested that questions could "be [put] in writing and together with responses circulated to members."

2.2.11   These findings reflected the discussions of the Committee, where there was some disagreement as to whether they were an important opportunity for citizens to question political leaders and that to remove it would undermine City Council as a means of engagement; or whether they really did represent good engagement.

2.2.12   If public questions were to be removed, the Committee was clear that it should be replaced by more meaningful engagement, and so explored alternative means of engaging with the public. One idea put forward prior to the survey was that the Leader and Cabinet have a special dedicated webcast session (where members of the public can also attend in person), perhaps monthly. Respondents were asked whether they thought this would be a better or less effective way of enabling members of the public to engage with the Cabinet and ask questions. Over half (nine) members said that it would be a better way of enabling members of the public to engage with the Cabinet and ask questions; and two that it would be less effective. Six thought it would make no difference.

2.2.13   The mix of views was reflected in the comments:

"I think the webcast would be adequate."

"Fine using the Web – what about those without access to it, how do we allow them to engage?"

2.2.14   Other contributors suggested further ideas:

"A session for members of the public on the lines of Question Time on BBC with the audience being picked from applications to the Lord Mayor's Office, stating any proposed question as well as any Party Political inclination/membership; the panel should contain representation from the Opposition as well."

"The Executive should hold public Q&A sessions rotated around each of the 10 districts on a monthly basis."

"Questions from public should be allowed via Skype/social media to open up opportunity, even pre-record."

2.2.15   If public questions are continued, said one respondent, some thought should be given to stimulating uptake. Another view was that there should still be the opportunity for citizens to come into the Council House and speak to the Cabinet, so that should be an integral part of any move. The webcast sessions could be theme based to encourage interest.

2.2.16   Respondents to the public survey were asked a more general question: "Are there better or other ways [than public questions] in which citizens of Birmingham could engage with, or ask questions of, the Leader, Deputy Leader, Cabinet Members or District Committee Chairs?" The suggestions made were:

- Social media – to enable questions to be submitted or discussions held on specific topics;

- Written questions: i) a formal opportunity for members of the public to ask written questions. There should be a public record; ii) an online question form via the Council's website (desktop and mobile versions) which allows the relevant councillor to email back with a response once the question has been submitted;

- Constituents ask their local councillor to ask on their behalf, similar to parliamentary questions;

- More meetings outside of working hours, evening and weekend roadshows etc, so that people that work can get involved;

- Live Q&A sessions via webcasting / Skype / video conferencing - greater flexibility over timings, therefore could potentially engage more citizens;

- Local Q&A sessions;

- An online Q&A monthly where public can log in and ask questions;

- Question time style sessions held in public venues throughout the city; these can be set up as a ticketed event, with pre-submitted and live questions asked / or with live Twitter feed and online questions via webinar in live time;

- Public questions should also be part of the agenda of Scrutiny and District Committees.

2.2.17   Again, the point was made that, whatever option was chosen, it should be well publicised.

"Birmingham Council seem to not really want public involvement, and seem to think they know best."

"The importance and seniority of the City Council meeting has to be rightly recognised and acknowledged, but not to the detriment of being accessible. If citizens don't feel their input is welcome or encouraged, then they will simply stay away."

2.2.18   Members of the Committee cautioned as to how we evaluate the usefulness of webcasting, querying whether hits on the website really represented the number of people watching the proceedings. In the public survey, all except one respondent was aware that City Council meetings are livestreamed via the internet for live and subsequent viewing; three had previously watched the meeting on-line.

"It's good it's live streamed but I don't know when they take place and the council web site is useless."

2.2.19   This feeling was echoed in the public survey as well as in member views:

"The meeting has to of course discuss matters of strategic importance to the city and its residents, but equally, citizens have to feel a sense of ownership about it, and see that the decisions being made make a positive difference to their lives and that their voice is being heard and respected."

Suggested Action

2.   That alternatives to public questions are considered – in particular regular webcasts whereby people can come into the Council House or participate on-line. If these are to replace public questions, then they should be held monthly.

3.   Any option chosen should be publicised more widely to encourage participation.

Questions from Councillors

2.2.20   Members were also asked about Questions from any Councillor to a Committee Chairman or Lead Member of a Joint Board, Questions from Councillors other than Cabinet Members to a Cabinet Member, and Questions from Councillors other than Cabinet Members to the Leader or Deputy Leader.

2.2.21   The majority of members responding to the survey were in favour of keeping each of these, though a small number thought they should be modified. There was support for supplementary questions to be allowed for all questions (not just to Cabinet Members) and for more time to be allowed for this item. A number asked that a time limit on answers is considered, to keep them to the point. Other comments were:

"All questions must be submitted as a written question with an answer in writing to the councillor from chair, cabinet member, etc. The Councillor submitting the question then has the opportunity to ask a supplementary to the written question".

"Too often this becomes an abuse of the procedure whereby statements are read out, rather than using the correct procedures for doing this".

"Councillors have many opportunities to ask each other questions already"

"In order to utilise the full expertise of City Councillors, the time given to Question Time needs to be adjusted, with an increase in especially B and C: any Councillor to a Committee Chairman or Lead Member of a Joint Board and Councillors other than Cabinet Members to a Cabinet Member."

2.2.22   The timings associated with questions from councillors was the main issue; when members were asked if more or less time should be allowed for this item, the majority were content with the amount of time available (Table 2). However this time should be used fully.

Table 2: Time Available for Questions from Councillors

	More time	Less time	Same	Not Answered
Questions from Councillors	3 (18%)	2 (12%)	9 (53%)	3 (18%)

2.2.23   Those that did want more time clearly linked this to getting more policy debate with Cabinet Members:

"Less time [for motions] – better to get real responses from the Executive about Policy issues from Councillors in 'Questions'"

"More time for members to question Cabinet members/the Executive. More time for important items to be brought up by Cabinet members: eg Better Care Fund."

2.2.24   There were also suggestions that the length of answers should be restricted, to enable more questions to be asked.

Suggested Action

4.   **That standing orders are reviewed to consider restricting times for answers during question time.**

Policy Plans and CBM reports

2.2.25 Eleven respondents to the member survey (65%) thought that Policy Plans and CBM reports should remain without modification. Five thought this item should be modified, and one that it should be removed from the agenda. Suggestions made were:

> "More policy issues should be brought to the council from the Executive."

> "CBM reports should be kept to a brief overview with a maximum allotted two minute time limit."

> "Policy Plans should be debated along with any amendments on any major decision currently made by cabinet later in the meeting."

> "Debate more things with meaning and resonance to Birmingham, at an earlier stage not always at sign off."

> "More emphasis on these, including more time for debate."

> "Important policy changes often skipped over on sent to cabinet. Some of these should come to full council."

> "Major cabinet decisions brought to Full Council."

2.2.26 There was some cross over with the comments made here and more general comments about the need for more substantive policy discussions, which is picked up again in section 2.3. The Policy Plans brought under this item are the Policy Framework Plans listed in the Constitution.

2.2.27 However, these are brought for approval, usually at the end of a long process of consultation and re-drafting. At this stage, Council is to ratify the document but has no opportunity to make any meaningful contribution (unless about implementation of the plan). The Committee therefore suggests that these plans – as appropriate – are brought to the City Council meeting at a much earlier stage for debate, for example before going out to public consultation.

2.2.28 This should also extend to plans that are owned by major partnerships where the City Council is a partner – for example the Combined Authority. Members rarely get to hear about what these bodies are doing, and should have the opportunity to do so, especially as they are not wholly separate from the City Council.

2.2.29 When asked whether more or less time should be available, nearly half (47%) thought more time should be allowed.

Table 3: Time Available for CBM Reports

	More time	Less time	Same	Not Answered
CBM reports	8 (47%)	1 (6%)	4 (24%)	4 (24%)

Suggested Action

5. **That Policy Framework Plans and other policy documents are brought to City Council at a draft stage for debate.**

6. **That – where possible – policy plans (or similar) of partnerships of which the City Council is a member (e.g. the Combined Authority; Health and Wellbeing Board) are brought to City Council for debate.**

Scrutiny Reports

2.2.30   There was unanimous agreement from the members responding to the survey that scrutiny reports should continue to come to the City Council meeting, with 15 (88%) in favour of retaining the item without modification.

2.2.31   There was support for a full discussion of scrutiny reports:

> "This should not be time constrained as at present, to allow full detailed discussions on the whole report, nor should it become a platform for popularity stakes."

> "A good use of time."

2.2.32   However, there were dissenting voices:

> "I am not sure of the value of bringing Scrutiny reports to Full Council. It often looks like a tick box exercise. The important thing is for the relevant Scrutiny to agree their report and then monitor progress made against the recommendations."

> "They usually turn into a love in between those on the committee whilst everyone else switches off. There's no time for anyone who wasn't on the committee to actually comment on the issues, it just turns in to the same points being reiterated a hundred times with no one listening."

2.2.33   To combat this, there were a number of suggestions to use the time at the City Council meeting more efficiently: namely by reducing the proposing and seconding times (or not having the seconder speak other than to second the motion) and to give those members not on the Committee priority when it comes to speaking in the chamber:

> "Essentially the report by scrutiny chair repeats what is in the report, and therefore much is duplicated. Proposing and seconding time to be restricted further, and more time within slot available given to questions."

"Reduce the time for introduction by lead member, we can all read. This would give more time to debate for members."

"People talking on scrutiny reports should be confined to scrutinising chair over recommendations, not giving their opinions/background/personal experience. That should be contributed at evidence gathering. It is irrelevant once the report has been written, they missed their chance."

2.2.34 One member suggested that there should be opportunity for the public to have 10 minutes 'open forum' on each Scrutiny Report.

2.2.35 In terms of time spent on scrutiny report, almost half (47%) thought the right amount of time was allocated.

Table 4: Time Available for Scrutiny Reports

	More time	Less time	Same	Not Answered
Scrutiny Reports	5 (29%)	3 (18%)	8 (47%)	1 (6%)

2.2.36 With regards to the reports presented, one member made the point that the flow of scrutiny reports to City Council is not even throughout the year, with most coming at the end of the municipal year:

"Scrutiny reports should be no more than one per meeting and evenly spread across the whole municipal year, rather than from Christmas to April meetings."

2.2.37 To some extent this uneven flow is the inevitable result of the annual cycle of council business; O&S Committees and Chairs are appointed in May, set their work programmes in June and then start the work. It should also be noted that, with the reduction of scrutiny committees and scrutiny support, the expectation of a scrutiny report or two per council meeting will not be met – unless new modes of reports are adopted. However, two new proposals (in addition to the existing inquiry reports), discussed by Scrutiny Chairs with the Leader, could widen the scrutiny offer to City Council:

1. Debate reports: short reports summarising work undertaken in Committee (or on visits); not necessarily with recommendations but with a motion or suggested actions; this could include more contentious issues, or where policy is not yet resolved, and act as a way of prompting wider policy debate in the chamber;

2. Proposal: short reports introducing potential inquiry work for scrutiny to get early member input into direction, key questions and potential witnesses; the debate would inform the terms of reference and form part of the evidence base for the inquiry, rather than getting that wider member input at the end of the process.

Suggested Action

7.   That alternative types of scrutiny reports, alongside the inquiry report, are considered to widen the scrutiny offer to City Council.

8.   That standing orders are reviewed to reconsider the proposer, seconder and response times for scrutiny reports, to give more time to other speakers. Priority should be given to those not on the Scrutiny Committee proposing the report.

Motions

2.2.38   Whilst there was unanimous agreement on retaining motions for debate, there were a number of comments which focused on the time available for this item, the content of motions and the style of debate.

2.2.39   With regards to the time available, respondents to the survey were evenly split on whether more, less or the same amount of time should be spent on this:

Table 5: Time Available for Motions

	More time	Less time	Same	Not Answered
Motions	5 (29%)	4 (24%)	5 (29%)	3 (18%)

2.2.40   The following comments were made:

"Time for individual motions should have an equal share of the total allotted time."

"There should be no more than two motions for debate and a detailed rota of who will be doing what and when published after the council AGM each year."

"Reduce the number of motions – one per meeting? so as to allow for a more proper debate or alternatively increase the time allocated."

"The time available doesn't fit the time needed."

"Less time on 'motions': unless they are designed to be constructive, and not just for political mud-slinging!"

"Restricting debates to one motion, giving more time. Ensuring that subjects for debate relate purely to matters that actually are relevant directly to Birmingham, and which can be affected by BCC."

2.2.41   Committee members were concerned that either there should be two motions in the time available or that more time should be given to allow three. It was also suggested that the time for motions should be equally split, so as to allow each topic to be debated fully. Again, there were

suggestions around proposing and seconding: reducing time for seconders or not allowing the seconder of an amendment to speak – again, to give more members chance to participate.

2.2.42   The second issue was the content and focus of the motions, primarily that they should be relevant to the business of the Council. Members said:

> "Many are completely pointless and time wasting, relating to matters over which Birmingham City Council have no control at all. They end up as political set piece arguments with predictable results. Because members have to indicate in advance speeches are not reactions to arguments, but pre-written read out statements."

> "Motions should be relevant to Birmingham residents and not a back slapping exercise for national Government or opposition."

> "That said, 45 minutes at the end of a long meeting in a bear pit is a ridiculous way to make policy and councillors should have that in mind when putting forward motions. Too often they are merely political point scoring rather than matters of substance."

> "Motions should only be kept if they're a genuine debate and voting is not whipped – otherwise a waste of time"

2.2.43   Finally, it was suggested that procedures should be reconsidered so that a real debate can be held, rather than a succession of speeches:

> "The rules of debate should be more like Parliamentary procedure, allowing 'giving way', back and forth, etc."

Suggested Action

9.   **That standing orders are reviewed to ensure the relevancy of motions to City Council business; and to ensure a better fit of time to the number of motions so as to allow for more in-depth debate.**

10.   **That consideration is given to allowing a more debating style for motions (i.e. more like Parliamentary procedure);**

2.3   Additional Suggestions

2.3.1   There were a number of suggestions for additional items for the meeting, primarily aimed at getting more substantive policy debate on the agenda.

2.3.2   One member suggested that "too much has been hoovered up by the Cabinet system, leaving the Council meetings thin, and leaving many councillors uninformed about the overall direction of policy". Therefore it was suggested reports that currently go to Cabinet should be reclassified either as 'strategic policy and information', which should go to the City Council meeting for debate and decision, and 'Executive decision' reports, which would be for Cabinet.

2.3.3   An example was give of the 8th December Cabinet meeting, where two items (Item 3: Audit Letter, and item 11: Direct Payments Consultation Findings) would be considered strategic for the Council and should be discussed at the City Council meeting; whereas the remaining reports flow from existing decision/policy so would sit with the Cabinet.

2.3.4   This would mean that matters of strategic significance would be debated at full Council and implementation reports considered by the Executive. This would "reset the balance between Executive and Council."

2.3.5   This idea was tested in the survey; two-thirds of respondents supported the idea of taking strategic policy and information reports to full Council instead of Cabinet (see Table 6).

2.3.6   Other ideas that had previously been employed at City Council were suggested, one of which was the proposal that monthly reports from committees be reinstated (as happened before 2000). There was little support for the return to monthly committee reports, with only a third agreeing (Table 5). However, one member noted the practice in another council, where copies of all the minutes of committees were presented and members were able to speak on each; this was thought to be constructive.

Table 6: Additional Items

	Agree	Disagree	Neither	Not Answered
Monthly reports from Chairs of Committees	6 (35%)	11 (65%)	1 (6%)	0
Strategic policy & information reports (such as that currently go to Cabinet; leaving Executive decision reports and implementation reports for Cabinet)	11 (65%)	5 (29%)	1 (6%)	0

2.3.7   Other suggestions to revive past practice included having Cabinet Member annual reports; whilst some were in favour of this, as a way of keeping Cabinet Members "on their toes"; there were also many who had not found these reports a positive experience, with Cabinet Members spending time setting out information that could have been contained in an annual report.

2.3.8   There was support for debates on matters relating to key partnerships (e.g. Combined Authority, Health and Wellbeing Board) and also to invite key partners (e.g. the Police and Crime Commissioner).

2.3.9   Another suggestion was that there should be regular updates on key issues – such as the Future Council or Children's Services progress.

2.3.10   Finally, there was one suggestion that there should be a facility for public petition for a debate as in Westminster e.g. if 5,000 e-signatories received online.

Suggested Action

11.   That the City Council meeting agenda should allow time for fuller discussion of policy matters, including:

➢   **Those policy/strategic matters that are currently reported to Cabinet;**

➢   **Updates on key issues (e.g. Kerslake or Children's Services progress).**

12.   That reports from external bodies / partners are considered – particularly those that have a direct influence on the City Council (Combined Authority, Police and Crime Commissioner).

2.4   The Order of the Agenda

2.4.1   Members were asked about the order of the agenda. Five respondents commented:

"I don't think you should keep Questions from members of the public, but if this item is to be kept it should be put at the end when working people have a chance to attend as it will be evening. The other questions should remain at the start."

"The order seems to work well. In particular, bringing petitions to the fore makes sense."

"Questions from members of the public should be at the end to enable working and studying participants to attend more easily"

"The order is fine"

"Motions first so people are still able to concentrate"

2.5   Timings

The Length of the Meeting

2.5.1   The survey asked Members whether the full Council meeting was too long, too short or about right. A third thought it about right (35%) and over 40% that it was a little bit too short (Table 7).

Table 7: Length of City Council Meetings

Option	Total	Percent
Far too long	2	12%
A little bit too long	0	0%
Mostly about right	6	35%
A little bit too short	7	41%
Far too short	2	12%

2.5.2   Those in favour of a shorter time said:

"A shorter meeting would achieve all that the current meetings do"

"Please don't make it any longer, though many hark back to the good old days when budget meetings could go on to the wee hours this is incompatible with modern councillor responsibilities. I find it practically impossible to sit and concentrate in a hot, loud environment for 5+ hrs"

2.5.3   Those who thought the meeting was a little too short said:

"A later finish would require an adjournment to allow members to take refreshments and possibly a meal, which they could then claim the cost later."

"I think it should start at 2.00pm, have a proper meal break … and finish about 8.00pm"

"Finishing later would give everyone an opportunity to take part in any debate or discussion during the meeting."

"Could be extended further eg to 8.30pm but 11pm definitely too late!"

"Pros – more available to the public; Cons – a potentially long day for Members and Officers"

"People that work have to leave work early to get to chamber by 2pm anyway. Doing a full, day's work then trying to focus on meeting 6-11 would be nightmare. Again, if one has young children we frequently don't get home from group meeting till gone 10, if we don't get home till gone 11 next day it's a long time for little ones not to see you."

"Requires nearly a full day anyway so why not treat it as such."

The Start Time of the Meeting

2.5.4   Members were also asked about the time of day the meeting should start. Over half said that it should start in the afternoon, as at present. One was in favour of a morning meeting, and three thought it should move to the evening.

Table 8: Start Times of Council Meetings

Option	Total	Percent
Morning (10am)	1	8%
Afternoon (as present)	8	67%
Evening (6pm)	3	25%
Not Answered	0	0%

"Afternoon allows those with jobs to at least get some other work in; a late finish doesn't allow for any discussion to be had post meeting."

"The pros of starting at 6pm: More Cllrs who have day jobs will be able to attend without taking a day's leave or losing time."

"We have to find ways to make the councillor role attractive to more people, and that means accommodating working hours much more. Meetings should be held in the evening whenever possible."

2.5.5   In the public survey, when respondents were asked if they "would be more likely to attend a full City Council meeting to ask a question if these meetings were held in the evening?", three said yes, two no and two that they were not interested in asking questions at a meeting of the full City Council. There was one comment on this:

"Evenings are useless if you have childcare responsibilities. Day times are useless if you work. Therefore you should offer alternative ways."

2.5.6   The Committee looked at the times other Council meetings are held (Table 9).

Report of the Corporate Resources Overview and Scrutiny Committee, 05 April 2016

Table 9: Core City and West Midlands local authority start times

Local Authority	Start Time	End Time
Core Cities:		
Bristol	6.00pm	
Leeds	1.30pm	7.00-7.30pm
Liverpool	6.00pm	
Manchester	10.00am	12.00-1.00pm
Newcastle	6.00pm	7.00-9.00pm
Nottingham	2.00pm	4.00-5.30pm
Sheffield	2.00pm	
West Midlands:		
Coventry	2.00pm	5.00-6.00pm
Dudley	6.00pm	7.00-8.00pm
Sandwell	6.00pm	6.30-7.30pm
Solihull	6.00pm	7.00-8.30pm
Walsall	6.00pm	8.00-10.00pm
Wolverhampton	5.45pm	

2.6   Standing Orders

2.6.1   Members were asked for any comments on standing orders and responses indicated that whilst some members were content with the current set of orders, others were concerned that "points of orders" should be properly used and that the agenda is kept to time:

"When a councillor stands and refers to "Standing Orders", The Lord Mayor should ask as to which one they are referring to, if the member can't state which one directly, then they should be told to sit down and Council resumes business."

"I agree members should have to quote the number of the standing order they wish to raise a point under.

"No, they cover the essential rules of the meeting."

"As long as they appear in a timely fashion"

"Once the agenda is set, standing orders cannot be waived"

"I was a Cllr for 18 months before anyone told me that such a thing existed or how I could find it. "

"It is really stressful when the agenda doesn't run to time, be realistic, don't change standing orders, then still run 30m-1hr over new time, it is a nightmare trying to organise babysitters, especially when we've had group meeting night

before, parents literally don't see young children for two days. This is partly why we don't have more women in chamber, it's still run like an old boys club where no-one has to worry about anyone else"

2.7   Annual General Meeting/Budget Meeting

2.7.1   Members were asked if they had any comments to make on the AGM (usually held in May) or annual budget meeting (held in March).

2.7.2   Two commented on the AGM:

"There could be a small amount of business added into the Annual meeting."

"The AGM should not be so focused on the ceremonial. This element should be curtailed, and business conducted in its place."

2.7.3   Six commented on the Budget meeting:

"There should be a question session as normal before the budget (can't remember whether there currently is or not but there should be)"

"Should be a special meeting just for the Budget with a greater time allowance"

"The budget meeting should revert to unlimited time with a 10 min time limit for back benchers"

"Why are there no questions allowed at the budget meeting?

"The budget meeting should be longer and perhaps more clearly divided up into directorates - giving more clarity to anyone watching."

"Budget meeting needs longer so start earlier"

2.8   Other Comments

2.9   Other comments made were:

"Operate a visible live twitter stream for public comments on the proceedings as you get in many conferences now"

"Biscuits would be nice!!"

"The chairs are horrendously uncomfortable and harsh on the back if you're under 5 ft 6."

"The volume of the speakers next to your ears makes you feel like you're being shouted at for four and a half hours."

"Whilst I think public scrutiny is very important and I'm pleased to see web streaming and webcasts, I feel that the meeting is just irrelevant, decisions already taken, old boys club. I honestly feel my time would be better spent on the doorstep. I dread the meeting, a trial to be gotten through."

"I am NOT asking for a free meal, but I think the meeting would run better if we had a proper meal break in the middle. Otherwise some people leave early and it gets to the stage where everyone just wants to go home as they are hungry. Also the meal break was useful for networking with Cllrs who you wanted to raise something with. Now we are all crammed in a small room – Cllrs of all parties and the press all in together, and it's hard to have a private conversation. I suggest therefore there should be the opportunity to buy a meal in the banqueting suite and that those who choose not to partake can either go out to a cafe or bring sandwiches."

"My experience of council meetings is that they are long, dull, and not worth my time attending (though I do). All decisions have been made, lots of jargon, impenetrable reports, long speeches that are not focused, (mostly) men shouting at each other, chair doesn't seem to know what is happening, timed agenda which is not stuck too making childcare and caring responsibilities impossible, technology not fit for purpose."

3 Summary of Suggested Actions

3.1 Conclusions

3.1.1 Members of the Corporate Resources O&S Committee have served for many years on the Council reflected in our March session on past City Council meetings and the changes over the last twenty to thirty years. Whilst the very late meetings (going on to 11pm or beyond midnight) were not remembered fondly, they did remember feeling more satisfied that they had contributed to the governance of the city following the City Council meeting. Of course, prior to 2000, City Council meetings were the main forum for decision-making. Whilst it is not possible to go back to that position, nonetheless if was felt that there are routes by which the City Council agenda can be changed to allow the meeting to play a more effective role in supporting local democracy, through more engagement with members on key policy issues and tackling issues that matter.

3.1.2 There was a clear view from members across all political parties that the City Council meeting agenda should be meaningful and allow time for fuller discussion of policy matters, which in turn should be focused on those policy areas where the City Council has influence.

3.1.3 One idea stood out: that more strategic and policy matters are brought to the City Council meeting, rather than Cabinet as at present. (Suggested action 11)

3.1.4 In addition, key policy documents should be brought at an early stage, rather than just for ratification once agreed. This would enable all members to engage and contribute to the development of that policy document. Partner organisations should be included in this, to widen the policy debate to all those areas where the City Council is involved or has some influence. Motions could also be better focused on City Council business. (Suggested actions 5, 6, 9, 12)

3.1.5 Scrutiny is another way in which policy debate can be widened. If inquiry reports are supplemented by short reports to stimulate debate on other work undertaken in Committee (or on visits) this would capture better the range of work considered by Scrutiny Committees. (Suggested action 7)

3.1.6 Engaging with the public was another clear theme: there were mixed views on whether the current format of public questions was the best way of achieving this, and there was a clear message that not enough people know about this option. The option to move to monthly Cabinet webcasts was welcomed by some, though it was also noted that not all people have access to the internet and so the option to come into the Council House should be maintained. (Suggested actions 2 and 3)

3.1.7 There were also a number of ideas on how to make better use of the time in the chamber. Curtailing Lord Mayor's Announcements when appropriate, limiting the amount of time Cabinet Members and Committee chairs have to answer a question, refocusing scrutiny debates to enable

members not on the Committee to contribute and improving the time allocation for motions. (Suggested actions 1, 4, 8 and 9)

3.2 Suggested Actions

1. That the approach to Lord Mayor's Announcements be re-considered to ensure that time is kept appropriately short , for example that tributes to former members are kept to one speech on behalf of the Council;

2. That alternatives to public questions are considered – in particular regular webcasts whereby people can come into the council house or participate on-line. If these are to replace public questions, then they should be held monthly.

3. Any option chosen should be publicised more widely to encourage participation.

4. That standing orders are reviewed to consider restricting times for answers during question time

5. That Policy Framework Plans and other policy documents are brought to City Council at a draft stage for debate.

6. That – where possible – policy plans (or similar) of partnerships of which the City Council is a member (e.g. the Combined Authority; Health and Wellbeing Board) are brought to City Council for debate.

7. That alternative types of scrutiny reports, alongside the inquiry report, are considered to widen the scrutiny offer to City Council.

8. That standing orders are reviewed to reconsider the proposer, seconder and response times for scrutiny reports, to give more time to other speakers. Priority should be given to those not on the Scrutiny Committee proposing the report.

9. That standing orders are reviewed to ensure the relevancy of motions to City Council business; and to ensure a better fit of time to the number of motions so as to allow for more in-depth debate.

10. That consideration is given to allowing a more debating style for motions (i.e. more like Parliamentary procedure);

11. That the City Council meeting agenda should allow time for fuller discussion of policy matters, including:

   ➢ Those policy/strategic matters that are currently reported to Cabinet;

   ➢ Updates on key issues (e.g. Kerslake or Children's Services progress).

12.   That reports from external bodies / partners are considered – particularly those that have a direct influence on the City Council (Combined Authority, Police and Crime Commissioner).

Motion

That the suggested actions above be approved and forwarded to the Leader for inclusion in the annual review of the Constitution.

City Council – A Report from the Corporate Resources Overview and Scrutiny Committee

Executive Commentary

On behalf of the Executive I would like to thank the Corporate Resources Overview and Scrutiny Committee for their thorough inquiry in such a relatively short timescale.

As the "premier debating chamber outside Westminster" there is a need to ensure that City Council meetings have real honest debates and bring items of substance for discussion.

Unlike a traditional scrutiny report, there are no recommendations in this report, but instead a series of proposals for consideration by myself as Leader and CBM. The debate at held at Council on 5th April will provide further information for consideration.

I welcome this report and I am looking forward to a constructive and lively debate around the actions suggested.

Cllr John Clancy

Leader of the Council

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CITY COUNCIL   **5 APRIL 2016**

MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS

To consider the following Motions of which notice has been given in accordance with Standing Order 4(A)

A   Councillors Brigid Jones and Penny Holbrook have given notice of the following motion:-

"This Council notes:

The publication of the Government's White Paper, Educational Excellence Everywhere, which

- dictates that the 66% of Birmingham schools that have chosen not to adopt the academy model must do so by 2022

- is projected to cost the people of Birmingham £5-15k per school transferred

- will remove from parents the right to be represented on the governing body of their child's school

- proposes to leave the council with duties to schools, parents and children which it will no longer have the power or the money to enact

- Head teachers at all levels have expressed concerns to the Council about the contents of the white paper through our consultative forums.

This Council further notes:

The Schools National Funding Formula Consultation, which

- is taking place over the school Easter Holidays

- has the laudable aim of making funding fairer for schools nationwide

- will factor in a minimum funding guarantee when allocating funding to local authorities and which local authorities will have to reflect when determining school budgets in the 2 year transitional period

- Birmingham's Schools Forum has expressed its concerns about the potential negative impact of these reforms on our children should the total funding pot nationally not increase sufficiently.

This Council believes:

- that many Birmingham schools, whilst already some of the best funded in the country, are struggling at current funding levels

- that fair funding is essential nationwide

- that the total funding pot for schools nationally needs to increase to allow for the worst funded schools to be brought up to adequate levels, rather than by knocking the best down

- that the minimum funding guarantee for individual schools should remain at its existing level of 1.5% (ie no school should suffer a loss of more than 1.5% on a per pupil basis from the previous year) – unless total funding is increased.

- that in order for the council to carry out its statutory duties, it must be afforded adequate funding and powers to do so

- that parents should retain the right to be represented on governing bodies

- that the government should not force well achieving schools into a reorganisation that the school does not believe to be in the best interests of its pupils.

- that the people of Birmingham should be compensated for the cuts to their services that the council will have to make to fund this reorganisation through reimbursement of legal costs to the council.

This Council requests:

- The Chief Executive to write to the Secretary of State to set out concerns that the city's head teachers and the Council have about the potential impact of these reforms on the futures of our young people, and to suggest to her amendments that could be made to compensate for this."

B Councillors Matt Bennett and Deirdre Alden have given notice of the following motion:-

"The Council welcomes the recent decision by the Secretary of State for Education to allow the expansion of a grammar school in Kent on to a satellite site, reaffirming the view that good schools, of any type, should be able to expand; a policy which is vital to meet the significant increase in demand for pupil places in coming years.

Birmingham has a number of excellent grammar schools but provision has not kept pace with demand, particular relating to girls. The Executive should therefore begin immediate discussions with the top performing grammar schools in the City to look at opportunities to expand, including to satellite sites, so that they are able to offer more places and raise aspirations and attainment for all our children."