

BIRMINGHAM CITY COUNCIL

MEETING OF THE CITY COUNCIL

TUESDAY, 18 APRIL 2023 AT 13:30 HOURS
IN COUNCIL CHAMBER, COUNCIL HOUSE, VICTORIA SQUARE,
BIRMINGHAM, B1 1BB

A G E N D A

1 NOTICE OF RECORDING

Lord Mayor to advise that this meeting will be webcast for live or subsequent broadcast via the Council's Public-I microsite ([please click this link](#)) and that members of the press/public may record and take photographs except where there are confidential or exempt items.

2 DECLARATIONS OF INTERESTS

Members are reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting.

If a disclosable pecuniary interest is declared a Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.

If other registerable interests are declared a Member may speak on the matter only if members of the public are allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.

If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest.

Information on the Local Government Association's Model Councillor Code of Conduct is set out via <http://bit.ly/3WtGQnN>. This includes, at Appendix 1, an interests flowchart which provides a simple guide to declaring interests at meetings.

3 MINUTES

To confirm and authorise the signing of the Minutes of the meeting of the Council held on 28 February 2023.

4 LORD MAYOR'S ANNOUNCEMENTS

(1330-1350)

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

5 PETITIONS

(10 minutes allocated) (1350-1400)

To receive and deal with petitions in accordance with Council Rules of Procedure (B4.4 E of the Constitution)

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.

6 QUESTION TIME

(70 minutes allocated) (1400-1510)

To deal with oral questions in accordance with Council Rules of Procedure (B4.4 F of the Constitution).

- A. Questions from Members of the Public to any Cabinet Member or Ward Forum Chair (20 minutes)
- B. Questions from any Councillor to a Committee Chair, Lead Member of a Joint Board or Ward Forum Chair (up to 10 minutes)
- C. Questions from Councillors other than Cabinet Members to a Cabinet Member (up to 20 minutes)
- D. Questions from Councillors other than Cabinet Member to the Leader or Deputy Leader (up to 20 minutes)

7 APPOINTMENTS BY THE COUNCIL

(5 minutes allocated) (1510-1515)

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

83 - 176 8 **SOMETHING TO AIM FOR: SCRUTINY INQUIRY ON EMPLOYMENT AND SKILLS FOR YOUNG PEOPLE**

(30 minutes allocated) (1515-1545)

Councillor Saima Suleman to move the following recommendation:

"That recommendations R01 to R11, set out in Appendix 1, be approved and that the Executive be requested to pursue their implementation".

177 - 236 9 **PROMOTING HEALTH AND WELLBEING – A COMMONWEALTH GAMES LEGACY**

(30 minutes allocated) (1545-1615)

Councillor Jack Deakin to move the following recommendation:

"That recommendations R01 to R13, set out in Appendix 1, be approved and that the Executive be requested to pursue their implementation".

237 - 270 10 **CHANGE FOR CHILDREN AND YOUNG PEOPLE 2023-28 - BIRMINGHAM CHILDREN AND YOUNG PEOPLE'S PLAN**

(30 minutes allocated) (1615-1645)

Councillor Karen McCarthy to move the following recommendation:

"That the City Council endorses and adopts Birmingham's Change for Children and Young People Plan 2023-2028".

Appendix to follow.

Break (1645-1715)

271 - 274 11 **CITY OF BIRMINGHAM MEDAL**

(5 minutes allocated) (1715-1720)

Councillor Ian Ward to move the following recommendations:

"To agree the creation of the City of Birmingham Medal and to agree the criteria and process for submitting a nomination".

275 - 346

12 **HACKNEY CARRIAGE AND PRIVATE HIRE POLICY**

(15 minutes allocated) (1720-1735)

Councillor Ian Ward to move the following recommendation:

"That City Council consider and approve the Policy".

347 - 352

13 **DECISIONS NOT ON THE FORWARD PLAN AND THOSE AUTHORISED FOR IMMEDIATE IMPLEMENTATION**

(10 minutes allocated) (1735-1745)

Councillor Ian Ward to move the following recommendation:

"That City Council notes the report".

353 - 356

14 **MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS**

(90 minutes allocated) (1745-1915)

To consider the attached Motions of which notice has been given in accordance with Council Rules of Procedure (B4.4 G of the Constitution).



**MEETING OF BIRMINGHAM
CITY COUNCIL, TUESDAY,
28 FEBRUARY 2023**

**MINUTES OF THE MEETING OF BIRMINGHAM CITY COUNCIL HELD
ON TUESDAY, 28 FEBRUARY 2023 AT 1400 HOURS IN THE
COUNCIL CHAMBER, COUNCIL HOUSE, BIRMINGHAM**

PRESENT:- Lord Mayor (Councillor Maureen Cornish) in the Chair.

Councillors

Akhlaq Ahmed	Roger Harmer	Saddak Miah
Saima Ahmed	Deborah Harries	Gareth Moore
Alex Aitken	Kath Hartley	Yvonne Mosquito
Deirdre Alden	Adam Higgs	Rick Payne
Robert Alden	Des Hughes	Miranda Perks
Gurdial Singh Atwal	Jon Hunt	Rob Pocock
Raqeeb Aziz	Mumtaz Hussain	Julien Pritchard
Shabina Bano	Mahmood Hussain	Hendrina Quinnen
David Barker	Shabrina Hussain	Lauren Rainbow
David Barrie	Timothy Huxtable	Darius Sandhu
Baber Baz	Mohammed Idrees	Shafique Shah
Matt Bennett	Katherine Iroh	Rinkal Shergill
Jilly Bermingham	Ziaul Islam	Sybil Spence
Marcus Bemasconi	Morriam Jan	Ron Storer
Bushra Bi	Kerry Jenkins	Saima Suleman
Sir Albert Bore	Meirion Jenkins	Jamie Tennant
Kerry Brewer	Brigid Jones	Sharon Thompson
Marje Bridle	Jane Jones	Paul Tilsley
Mick Brown	Amar Khan	Lisa Trickett
Zaker Choudhry	Ayoub Khan	Ian Ward
Debbie Clancy	Mariam Khan	Ken Wood
Liz Clements	Izzy Knowles	Alex Yip
John Cotton	Narinder Kaur-Kooner	Waseem Zaffar
Phil Davis	Kirsten Kurt-Elli	
Jack Deakin	Chaman Lal	
Adrian Delaney	Bruce Lines	
Barbara Dring	Mary Locke	
Jayne Francis	Ewan Mackey	
Sam Forsyth	Basharat Mahmood	
Ray Goodwin	Majid Mahmood	
Rob Grant	Rashad Mahmood	
Colin Green	Lee Marsham	
Fred Grindrod	Karen McCarthy	

NOTICE OF RECORDING

- 97 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 except where there were confidential or exempt items.
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DECLARATIONS OF INTERESTS

- 98 The Lord Mayor reminded Members that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at the meeting.

The Lord Mayor further reminded Members that Councillors who were council tax payers/recipients of a council tax discount, were not prevented from participating in and voting at the budget meeting.

Councillors who had a Disclosable Pecuniary Interest (DPI) and had received dispensation from Chair of the Standards Committee to participate and vote in the Council's budget meeting must indicate this before speaking.

MINUTES

It was moved by the Lord Mayor, seconded and –

- 99 **RESOLVED:**

That the Minutes of the City Council meeting held on 7 February 2023 be taken as read and confirmed and signed.

LORD MAYOR'S ANNOUNCEMENTS

There were no announcements from the Lord Mayor.

PETITIONS**Petitions Relating to City Council Functions Presented at the Meeting**

The following petitions were presented:-

(See document No. 1, 'Additional Meeting Documents')

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

100 **RESOLVED:-**

That the petitions were received and referred to the relevant Chief Officer(s).

Petitions Update

A Petitions Update had been made available electronically:-

(See document No. 2, 'Additional Meeting Documents')

It was moved by the Lord Mayor, seconded and

101 **RESOLVED:-**

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

APPOINTMENTS BY THE COUNCIL

There were no changes to appointments by the Council.

FINANCIAL PLAN

A report from Cabinet was submitted (see document No. 3, agenda item 7).

The Leader of the Council, Councillor Ian Ward declared a pecuniary interest for which he had received a dispensation from the Chair of the Standards Committee and moved the recommendations which were seconded.

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

(See document No. 4)

Councillor Robert Alden noted his wife worked for the Birmingham Museum Trust. Councillor Robert Alden further noted that he was a Council appointed trustee of the BMT and was Deputy Chair of the Local Government Association. The City Solicitor had been notified of these interests in advance of the meeting. He moved the

amendment which was seconded by Councillor Ewan Mackey who informed the meeting that he had received a dispensation in relation to a non-pecuniary interest (Councillor Mackey was appointed to the Board of B Music).

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

(See document No. 5)

Councillor Roger Harmer noted that he had been granted a dispensation due to his wife being a primary school teacher in a Birmingham City Council maintained school.

In accordance with Council Standing Orders, Councillors Julien Pritchard and Rob Grant gave notice of the following amendment to the Motion:-

(See document No. 6)

A debate ensued.

ADJOURNMENT

102

It was moved by the Lord Mayor, seconded and-

RESOLVED:-

That the Council be adjourned until 1700 hours on this day.

The Council then adjourned at 1630 hours.

At 1700 hours the Council resumed at the point where the meeting had been adjourned.

The debate continued.

The Leader of the Council, Councillor Ian Ward replied to the debate.

The first amendment to the recommendations in the names of Councillors Robert Alden and Ewan Mackey having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be lost.

For the First Amendment (18)

Darius Sandhu	Matt Bennett	Rick Payne
Gareth Moore	Meirion Jenkins	Timothy Huxtable
Robert Alden	David Barrie	Kerry Brewer
Deirdre Alden	Ken Wood	Bruce Lines
Ewan Mackey	Adrian Delaney	Ron Storer
Alex Yip	Adam Higgs	Debbie Clancy

Against the First Amendment (69)

Mary Locke	Des Hughes	Alex Aitken
Sam Forsyth	Morriam Jan	Fred Grindrod
Miranda Perks	Lisa Trickett	Lee Marsham
Jack Deakin	Kerry Jenkins	Shabina Bano
Jamie Tennant	Ray Goodwin	Mick Brown
Kirsten Kurt-Elli	Jane Jones	Baber Baz
Yvonne Mosquito	Basharat Mahmood	Izzy Knowles
Jayne Francis	Amar Khan	Roger Harmer
Karen McCarthy	Rashad Mahmood	Zaker Choudhry
Brigid Jones	Akhlaq Ahmed	Narinder Kaur Kooner
Majid Mahmood	Saima Ahmed	Marcus Bernasconi
Sharon Thompson	Shabrina Hussain	Raqeeb Aziz
Liz Clements	Saima Suleman	Gurdial Singh Atwal
John Cotton	Mohammed Idrees	Kath Hartley
Mariam Khan	Katherine Iroh	Sir Albert Bore
Ziaul Islam	Philip Davis	Bushra Bi
Rinkal Shergill	Sybil Spence	Rob Pocock
Chaman Lal	Waseem Zaffar	Deputy Lord Mayor
Saddak Miah	David Barker	Lord Mayor
Colin Green	Jilly Bermingham	
Paul Tilsley	Marje Bridle	
Deborah Harries	Lauren Rainbow	
Mumtaz Hussain	Hendrina Quinnen	
Ayoub Khan	Barbara Dring	
Jon Hunt	Mahmood Hussain	

Abstentions (2)

Julien Pritchard
Rob Grant

The second amendment to the recommendations in the names of Councillors Jon Hunt and Roger Harmer having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be lost.

For the Second Amendment (29)

Darius Sandhu	Matt Bennett	Colin Green
Paul Tilsley	Ken Wood	Adam Higgs
Deborah Harries	Ayoub Khan	Timothy Huxtable
Mumtaz Hussain	Jon Hunt	Kerry Brewer
Rick Payne	Morriam Jan	Bruce Lines
Gareth Moore	Baber Baz	Ron Storer
Robert Alden	Izzy Knowles	Debbie Clancy
Ewan Mackey	Roger Harmer	Julien Pritchard
Alex Yip	Zaker Choudhry	Rob Grant
David Barrie	Adrian Delaney	

Against the Second Amendment (59)

Mary Locke	Des Hughes	Alex Aitken
Sam Forsyth	Miranda Perks	Deputy Lord Mayor
Jack Deakin	Jane Jones	Lord Mayor
Jamie Tennant	Basharat Mahmood	Fred Grindrod
Kirsten-Kurt Elli	Amar Khan	Lee Marsham
Yvonne Mosquito	Rashad Mahmood	Shabina Bano
Jayne Francis	Akhlaq Ahmed	Mick Brown
Karen McCarthy	Saima Ahmed	Narinder Kaur Kooner
Brigid Jones	Shabrana Hussain	Marcus Bernasconi
Majid Mahmood	Saima Suleman	Raqeeb Aziz
Sharon Thompson	Mohammed Idrees	Gurdial Singh Atwal
Liz Clements	Katherine Iroh	Kath Hartley
John Cotton	Philip Davis	Sir Albert Bore
Mariam Khan	Sybil Spence	Bushra Bi
Ziaul Islam	Waseem Zaffar	Rob Pocock
Rinkal Shergill	David Barker	
Chaman Lal	Jilly Bermingham	
Saddak Miah	Marje Bridle	
Deirdre Alden	Lauren Rainbow	
Lisa Trickett	Hendrina Quinnen	
Kerry Jenkins	Barbara Dring	
Ray Goodwin	Mahmood Hussain	

Abstentions (0)

The third amendment to the recommendations in the names of Councillors Julien Pritchard and Rob Grant having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be lost.

For the Third Amendment (30)

Darius Sandhu	Matt Bennett	Colin Green
Paul Tilsley	David Barrie	Adrian Delaney
Deborah Harries	Ken Wood	Adam Higgs
Mumtaz Hussain	Ayoub Khan	Timothy Huxtable
Rick Payne	Jon Hunt	Kerry Brewer
Gareth Moore	Morriam Jan	Bruce Lines
Robert Alden	Baber Baz	Ron Storer
Deirdre Alden	Izzy Knowles	Debbie Clancy
Ewan Mackey	Roger Harmer	Julien Pritchard
Alex Yip	Zaker Choudhry	Rob Grant

Against the Third Amendment (58)

Mary Locke	Des Hughes	Alex Aitken
Sam Forsyth	Ray Goodwin	Deputy Lord Mayor
Miranda Perks	Jane Jones	Lord Mayor
Jack Deakin	Basharat Mahmood	Mahmood Hussain
Jamie Tennant	Amar Khan	Fred Grindrod
Kirsten Kurt-Elli	Rashad Mahmood	Lee Marsham
Yvonne Mosquito	Akhlaq Ahmed	Shabina Bano
Jayne Francis	Saima Ahmed	Mick Brown
Karen McCarthy	Shabrana Hussain	Narinder Kaur Kooner
Brigid Jones	Saima Suleman	Marcus Bernasconi
Majid Mahmood	Mohammed Idrees	Raqeeb Aziz
Sharon Thompson	Katherine Iroh	Gurdial Singh Atwal
Liz Clements	Philip Davis	Kath Hartley
John Cotton	Sybil Spence	Sir Albert Bore
Mariam Khan	Waseem Zaffar	Bushra Bi
Ziaul Islam	David Barker	Rob Pocock
Rinkal Shergill	Jilly Bermingham	
Chaman Lal	Marje Bridle	
Saddak Miah	Lauren Rainbow	
Lisa Trickett	Hendrina Quinnen	
Kerry Jenkins	Barbara Dring	

Abstentions (0)

Recommendation 1 having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the First Recommendation (58)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Lisa Trickett	Lord Mayor
Sam Forsyth	Kerry Jenkins	Lauren Rainbow
Miranda Perks	Ray Goodwin	Hendrina Quinnen
Jack Deakin	Jane Jones	Barbara Dring
Jamie Tennant	Basharat Mahmood	Mahmood Hussain
Kirsten Kurt-Elli	Amar Khan	Fred Grindrod
Yvonne Mosquito	Rashad Mahmood	Lee Marsham
Jayne Francis	Akhlaq Ahmed	Shabina Bano
Karen McCarthy	Saima Ahmed	Mick Brown
Brigid Jones	Shabrana Hussain	Narinder Kaur Kooner
Majid Mahmood	Saima Suleman	Marcus Bernasconi
Sharon Thompson	Mohammed Idrees	Raqeeb Aziz
Liz Clements	Katherine Iroh	Gurdial Singh Atwal
John Cotton	Philip Davis	Kath Hartley
Mariam Khan	Sybil Spence	Sir Albert Bore
Ziaul Islam	Waseem Zaffar	Bushra Bi
Rinkal Shergill	David Barker	Rob Pocock
Chaman Lal	Jilly Bermingham	
Saddak Miah	Marje Bridle	

Against the First Recommendation (29)

Darius Sandhu	Matt Bennett	Colin Green
Paul Tilsley	Meirion Jenkins	Zaker Choudhry
Deborah Harries	David Barrie	Adrian Delaney
Mumtaz Hussain	Ken Wood	Adam Higgs
Rick Payne	Ayoub Khan	Timothy Huxtable
Gareth Moore	Jon Hunt	Kerry Brewer
Robert Alden	Morriam Jan	Bruce Lines
Deirdre Alden	Baber Baz	Ron Storer
Ewan Mackey	Izzy Knowles	Debbie Clancy
Alex Yip	Roger Harmer	

Abstentions (2)

Julien Pritchard
Rob Grant

Recommendation 2 having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Second Recommendation (74)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Kerry Jenkins	Lord Mayor
Sam Forsyth	Ray Goodwin	Lauren Rainbow
Miranda Perks	Jane Jones	Hendrina Quinnen
Jack Deakin	Basharat Mahmood	Barbara Dring
Jamie Tennant	Amar Khan	Mahmood Hussain
Kirsten Kurt-Elli	Rashad Mahmood	Fred Grindrod
Yvonne Mosquito	Akhlaq Ahmed	Lee Marsham
Jayne Francis	Saima Ahmed	Shabina Bano
Karen McCarthy	Shabrana Hussain	Mick Brown
Brigid Jones	Saima Suleman	Narinder Kaur Kooner
Majid Mahmood	Mohammed Idrees	Marcus Bernasconi
Sharon Thompson	Katherine Iroh	Raqeeb Aziz
Liz Clements	Philip Davis	Gurdial Singh Atwal
John Cotton	Sybil Spence	Kath Hartley
Mariam Khan	Waseem Zaffar	Sir Albert Bore
Ziaul Islam	David Barker	Bushra Bi
Rinkal Shergill	Jilly Bermingham	Rob Pocock
Chaman Lal	Marje Bridle	Rick Payne
Saddak Miah	Matt Bennett	Gareth Moore
Darius Sandhu	Ewan Mackey	Robert Alden
Alex Yip	Ken Wood	Deirdre Alden
David Barrie	Timothy Huxtable	Adrian Delaney
Kerry Brewer	Debbie Clancy	Adam Higgs
Ron Storer	Bruce Lines	

Against the Second Recommendation (11)

Colin Green	Paul Tilsley	Deborah Harries
Mumtaz Hussain	Morriam Jan	Roger Harmer
Ayoub Khan	Baber Baz	Zaker Choudhry
Jon Hunt	Izzy Knowles	

Abstentions (2)

Julien Pritchard
Rob Grant

Recommendation 3 having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Third Recommendation (86)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Kerry Jenkins	Lord Mayor
Sam Forsyth	Ray Goodwin	Lauren Rainbow
Miranda Perks	Jane Jones	Hendrina Quinnen
Jack Deakin	Basharat Mahmood	Barbara Dring
Jamie Tennant	Amar Khan	Mahmood Hussain
Kirsten Kurt-Elli	Rashad Mahmood	Fred Grindrod
Yvonne Mosquito	Akhlaq Ahmed	Lee Marsham
Jayne Francis	Saima Ahmed	Shabina Bano
Karen McCarthy	Shabrana Hussain	Mick Brown
Brigid Jones	Saima Suleman	Narinder Kaur Kooner
Majid Mahmood	Mohammed Idrees	Marcus Bernasconi
Sharon Thompson	Katherine Iroh	Raqeeb Aziz
Liz Clements	Philip Davis	Gurdial Singh Atwal
John Cotton	Sybil Spence	Kath Hartley
Mariam Khan	Waseem Zaffar	Sir Albert Bore
Ziaul Islam	David Barker	Bushra Bi
Rinkal Shergill	Jilly Bermingham	Rob Pocock
Chaman Lal	Marje Bridle	Rick Payne
Saddak Miah	Matt Bennett	Gareth Moore
Darius Sandhu	Ewan Mackey	Robert Alden
Alex Yip	Ken Wood	Deirdre Alden
David Barrie	Timothy Huxtable	Adrian Delaney
Kerry Brewer	Debbie Clancy	Adam Higgs
Ron Storer	Bruce Lines	Deborah Harries
Colin Green	Paul Tilsley	Mumtaz Hussain
Ayoub Khan	Jon Hunt	Morriam Jan
Baber Baz	Izzy Knowles	Roger Harmer
		Zaker Choudhry
		Lisa Trickett

Against the Third Recommendation (0)

Abstentions (2)

Julien Pritchard
Rob Grant

Recommendation 4 having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Fourth Recommendation (75)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Kerry Jenkins	Lord Mayor
Sam Forsyth	Ray Goodwin	Lauren Rainbow
Miranda Perks	Jane Jones	Hendrina Quinnen
Jack Deakin	Basharat Mahmood	Barbara Dring
Jamie Tennant	Amar Khan	Mahmood Hussain
Kirsten Kurt-Elli	Rashad Mahmood	Fred Grindrod
Yvonne Mosquito	Akhlaq Ahmed	Lee Marsham
Jayne Francis	Saima Ahmed	Shabina Bano
Karen McCarthy	Shabrana Hussain	Mick Brown
Brigid Jones	Saima Suleman	Narinder Kaur Kooner
Majid Mahmood	Mohammed Idrees	Marcus Bernasconi
Sharon Thompson	Katherine Iroh	Raqeeb Aziz
Liz Clements	Philip Davis	Gurdial Singh Atwal
John Cotton	Sybil Spence	Kath Hartley
Mariam Khan	Waseem Zaffar	Sir Albert Bore
Ziaul Islam	David Barker	Bushra Bi
Rinkal Shergill	Jilly Bermingham	Rob Pocock
Chaman Lal	Marje Bridle	Rick Payne
Saddak Miah	Matt Bennett	Gareth Moore
Darius Sandhu	Ewan Mackey	Robert Alden
Alex Yip	Ken Wood	Deirdre Alden
David Barrie	Timothy Huxtable	Adrian Delaney
Kerry Brewer	Debbie Clancy	Adam Higgs
Ron Storer	Bruce Lines	Lisa Trickett

Against the Fourth Recommendation (13)

Colin Green	Jon Hunt	Zaker Choudhry
Paul Tilsley	Morriam Jan	Julien Pritchard
Deborah Harries	Baber Baz	Rob Grant
Mumtaz Hussain	Izzy Knowles	
Ayoub Khan	Roger Harmer	

Abstentions (0)

Recommendations 5 to 8 having been moved and seconded were put to the vote and, by the recorded vote set out below, were declared to be carried.

For Recommendations 5-8 (58)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Kerry Jenkins	Lord Mayor
Sam Forsyth	Ray Goodwin	Barbara Dring
Miranda Perks	Jane Jones	Mahmood Hussain
Jack Deakin	Basharat Mahmood	Fred Grindrod
Jamie Tennant	Amar Khan	Lee Marsham
Kirsten Kurt-Elli	Rashad Mahmood	Shabina Bano
Yvonne Mosquito	Akhlaq Ahmed	Mick Brown
Jayne Francis	Saima Ahmed	Narinder Kaur Kooner
Karen McCarthy	Shabrana Hussain	Marcus Bernasconi
Brigid Jones	Saima Suleman	Raqeeb Aziz
Majid Mahmood	Mohammed Idrees	Gurdial Singh Atwal
Sharon Thompson	Katherine Iroh	Kath Hartley
Liz Clements	Philip Davis	Sir Albert Bore
John Cotton	Sybil Spence	Bushra Bi
Mariam Khan	Waseem Zaffar	Rob Pocock
Ziaul Islam	David Barker	
Rinkal Shergill	Jilly Bermingham	
Chaman Lal	Marje Bridle	
Saddak Miah	Lauren Rainbow	
Lisa Trickett	Hendrina Quinnen	

Against Recommendations 5-8 (31)

Colin Green	Jon Hunt	Rob Grant
Paul Tilsley	Morriam Jan	Ken Wood
Deborah Harries	Baber Baz	Timothy Huxtable
Mumtaz Hussain	David Barrie	
Ayoub Khan	Robert Alden	
Darius Sandhu	Deirdre Alden	
Roger Harmer	Ewan Mackey	
Rick Payne	Alex Yip	
Gareth Moore	Meirion Jenkins	
Izzy Knowles	Ron Storer	
Adrian Delaney	Adam Higgs	
Kerry Brewer	Bruce Lines	
Debbie Clancy	Zaker Choudhry	
Matt Bennett	Julien Pritchard	

Abstentions (0)

Recommendation 9 having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Ninth Recommendation (58)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Kerry Jenkins	Lord Mayor
Sam Forsyth	Ray Goodwin	Barbara Dring
Miranda Perks	Jane Jones	Mahmood Hussain
Jack Deakin	Basharat Mahmood	Fred Grindrod
Jamie Tennant	Amar Khan	Lee Marsham
Kirsten Kurt-Elli	Rashad Mahmood	Shabina Bano
Yvonne Mosquito	Akhlaq Ahmed	Mick Brown
Jayne Francis	Saima Ahmed	Narinder Kaur Kooner
Karen McCarthy	Shabrana Hussain	Marcus Bernasconi
Brigid Jones	Saima Suleman	Raqeeb Aziz
Majid Mahmood	Mohammed Idrees	Gurdial Singh Atwal
Sharon Thompson	Katherine Iroh	Kath Hartley
Liz Clements	Philip Davis	Sir Albert Bore
John Cotton	Sybil Spence	Bushra Bi
Mariam Khan	Waseem Zaffar	Rob Pocock
Ziaul Islam	David Barker	
Rinkal Shergill	Jilly Bermingham	
Chaman Lal	Marje Bridle	
Saddak Miah	Lauren Rainbow	
Lisa Trickett	Hendrina Quinnen	

Against the Ninth Recommendation (15)

Colin Green	Jon Hunt	Zaker Choudhry
Paul Tilsley	Morriam Jan	
Deborah Harries	Baber Baz	
Mumtaz Hussain	David Barrie	
Ayoub Khan	Julien Pritchard	
Rob Grant	Izzy Knowles	
Roger Harmer	Ken Wood	

Abstentions (3)

Bruce Lines	Ron Storer	Debbie Clancy
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Recommendation 10 having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Tenth Recommendation (88)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Kerry Jenkins	Lord Mayor
Sam Forsyth	Ray Goodwin	Barbara Dring
Miranda Perks	Jane Jones	Mahmood Hussain
Jack Deakin	Basharat Mahmood	Fred Grindrod
Jamie Tennant	Amar Khan	Lee Marsham
Kirsten Kurt-Elli	Rashad Mahmood	Shabina Bano
Yvonne Mosquito	Akhlaq Ahmed	Mick Brown
Jayne Francis	Saima Ahmed	Narinder Kaur Kooner
Karen McCarthy	Shabrana Hussain	Marcus Bernasconi
Brigid Jones	Saima Suleman	Raqeeb Aziz
Majid Mahmood	Mohammed Idrees	Gurdial Singh Atwal
Sharon Thompson	Katherine Iroh	Kath Hartley
Liz Clements	Philip Davis	Sir Albert Bore
John Cotton	Sybil Spence	Bushra Bi
Mariam Khan	Waseem Zaffar	Rob Pocock
Ziaul Islam	David Barker	Darius Sandhu
Rinkal Shergill	Jilly Bermingham	Matt Bennett
Chaman Lal	Marje Bridle	Colin Green
Saddak Miah	Lauren Rainbow	Paul Tilsley
Lisa Trickett	Hendrina Quinnen	Deborah Harries
Mumtaz Hussain	Rick Payne	Gareth Moore
Ewan Mackey	David Barrie	Robert Alden
Alex Yip	Ken Wood	Deirdre Alden
Ayoub Khan	Jon Hunt	Morriam Jan
Baber Baz	Izzy Knowles	Roger Harmer
Adrian Delaney	Adam Higgs	Zaker Choudhry
Timothy Huxtable	Kerry Brewer	Bruce Lines
Ron Storer	Debbie Clancy	Julien Pritchard
		Rob Grant

Against the Tenth Recommendation (0)

Abstentions (0)

Recommendation 11 having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be carried.

For the Eleventh Recommendation (69)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Kerry Jenkins	Lord Mayor
Sam Forsyth	Ray Goodwin	Barbara Dring
Miranda Perks	Jane Jones	Mahmood Hussain
Jack Deakin	Basharat Mahmood	Fred Grindrod
Jamie Tennant	Amar Khan	Lee Marsham
Kirsten Kurt-Elli	Rashad Mahmood	Shabina Bano
Yvonne Mosquito	Akhlaq Ahmed	Mick Brown
Jayne Francis	Saima Ahmed	Narinder Kaur Kooner
Karen McCarthy	Shabrana Hussain	Marcus Bernasconi
Brigid Jones	Saima Suleman	Raqeeb Aziz
Majid Mahmood	Mohammed Idrees	Gurdial Singh Atwal
Sharon Thompson	Katherine Iroh	Kath Hartley
Liz Clements	Philip Davis	Sir Albert Bore
John Cotton	Sybil Spence	Bushra Bi
Mariam Khan	Waseem Zaffar	Rob Pocock
Ziaul Islam	David Barker	Colin Green
Rinkal Shergill	Jilly Bermingham	Paul Tilsley
Chaman Lal	Marje Bridle	Deborah Harries
Saddak Miah	Lauren Rainbow	Morriam Jan
Lisa Trickett	Hendrina Quinnen	Roger Harmer
Mumtaz Hussain	Jon Hunt	Zaker Choudhry
Ayoub Khan	Izzy Knowles	
Baber Baz		

Against the Eleventh Recommendation (19)

Darius Sandhu	Alex Yip	Bruce Lines
Matt Bennett	David Barrie	Ron Storer
Rick Payne	Ken Wood	Debbie Clancy
Gareth Moore	Adrian Delaney	Julien Pritchard
Robert Alden	Adam Higgs	Rob Grant
Deirdre Alden	Timothy Huxtable	
Ewan Mackey	Kerry Brewer	

Abstentions (0)

The substantive recommendation having been moved and seconded was put to the vote and, by the recorded vote set out below, was declared to be carried.

The substantive recommendation included an amendment agreed to by the Labour Group which reversed the decision to increase charges attributed to social care refreshments.

For the Substantive Recommendation (55)

Mary Locke	Des Hughes	Deputy Lord Mayor
Alex Aitken	Kerry Jenkins	Lord Mayor
Sam Forsyth	Ray Goodwin	Mahmood Hussain
Miranda Perks	Jane Jones	Fred Grindrod
Jack Deakin	Basharat Mahmood	Lee Marsham
Jamie Tennant	Amar Khan	Shabina Bano
Kirsten Kurt-Elli	Rashad Mahmood	Mick Brown
Yvonne Mosquito	Akhlaq Ahmed	Narinder Kaur Kooner
Jayne Francis	Saima Ahmed	Marcus Bernasconi
Karen McCarthy	Shabrana Hussain	Raqeeb Aziz
Brigid Jones	Saima Suleman	Gurdial Singh Atwal
Majid Mahmood	Mohammed Idrees	Bushra Bi
Sharon Thompson	Katherine Iroh	Rob Pocock
Liz Clements	Philip Davis	
John Cotton	Sybil Spence	
Mariam Khan	Waseem Zaffar	
Ziaul Islam	David Barker	
Rinkal Shergill	Jilly Bermingham	
Chaman Lal	Marje Bridle	
Saddak Miah	Lauren Rainbow	
Lisa Trickett	Hendrina Quinnen	

Against the Substantive Recommendation (13)

Colin Green	Morriam Jan	Paul Tilsley
Deborah Harries	Baber Baz	Julien Pritchard
Mumtaz Hussain	Izzy Knowles	Rob Grant
Ayoub Khan	Roger Harmer	
Jon Hunt	Zaker Choudhry	

Abstentions (1)

Barbara Dring

Therefore it was-

RESOLVED:-**1. Fees and Charges**

That the schedule of fees and charges as set out in Appendix P be approved.

2. Capital Strategy and Programme and Treasury Management

That the proposals, as set out in the Capital Strategy Chapter 5 and Appendices J, I-N be approved for:

- a) Capital Programme (Appendix J)
- b) Treasury Management Strategy (Appendix I)
- c) Treasury Management Policy (Appendix K)
- d) Service and Commercial Investment Strategy (Appendix L)
- e) Debt Repayment Policy (Appendix M)
- f) Prudential Indicators (Appendix N)

3. Pay Policy

That in fulfilment of the requirements of Sections 38 to 43 of the Localism Act 2011, the Pay Policy Statement, as set out in Appendix O, be approved.

4. Revenue Budget

That the revenue budget for the financial year commencing on 1st April 2023 of £925.078m, including the budget allocations to the various Directorates of the Council, as set out in Appendix G to the Financial Plan, be approved.

5. 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 2023:

	£
a. aggregate of estimated City Council expenditure, contingencies, and contributions to financial reserves	3,834,506,830
b. Parish Precepts	1,919,166
c. aggregate of estimated income (including Top-Up Grant), and use of financial reserves	(2,964,194,081)
d. net transfers to/(from) the Collection Fund in relation to Business Rates	(427,121,609)
e. Transfer to/(from) the Collection Fund in relation to Council Tax	(14,032,000)
f. Council Tax Requirement, being the aggregate of (a) to (e) above	431,078,307

6. Council Tax - Basic Amount

That the Basic Amount of Council Tax for the financial year commencing on 1st April 2023 be set at £1,637.45, pursuant to the formula in Section 31B of the Local Government Finance Act 1992, being the Council Tax Requirement of £431,078,307 divided by the Council Tax Base of 263,262 Band D properties.

7. Council Tax – City Council and Parish Precepts

- (i) That the basic amount of Council Tax for City Council services for the financial year commencing on 1st April 2023 be set at £1,630.16 pursuant to the formula in Section 34(2) of the Local Government Finance Act 1992:

	£	£
a. Basic Amount calculated under Section 31B		1,637.45
LESS		
b. Parish precepts	1,919,166	
DIVIDED BY		
City Council Tax base	263,262	7.29
		<hr/> 1,630.16

- (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 2023 be set at £1,673.68 pursuant to the formula in Section 34(3) of the Local Government Finance Act 1992:

	£	£
a. Basic Amount calculated under Section 34(2)		1,630.16
PLUS		
b. The New Frankley in Birmingham Parish	59,755	
precept		
DIVIDED BY		
The tax base for New Frankley in Birmingham	1,373	43.52
Parish		<hr/> 1,673.68

- (iv) That the basic amount of Council Tax for the Royal Sutton Coldfield Town Council for the financial year commencing on 1st April 2022 be set at £1,680.12 pursuant to the formula in Section 34(3) of the Local Government Finance Act 1992:

	£	£
a. Basic Amount calculated under Section 34(2)		1,630.16
PLUS		

b.	The Royal Sutton Coldfield Parish Council precept	1,859,411	
	DIVIDED BY		
	The tax base for Royal Sutton Coldfield Town Council	37,218	
			49.96
			<hr/> 1,680.12

8. **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 2023 for each category of dwelling listed within a particular valuation band, shall be calculated by adding:

- the amount given by multiplying the basic amount of Council Tax for the relevant area 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
- 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; and shall be:

Band	Council Tax Areas without a Parish Council £	Council Tax New Frankley in Birmingham Parish £	Council Tax Royal Sutton Coldfield Town £
A	1,270.48	1,299.50	1,303.79
B	1,482.23	1,516.08	1,521.09
C	1,693.98	1,732.67	1,738.39
D	1,905.73	1,949.25	1,955.69
E	2,329.22	2,382.41	2,390.28
F	2,752.71	2,815.57	2,824.87
G	3,176.21	3,248.75	3,259.48
H	3,811.45	3,898.49	3,911.37

9. **Financial Plan**

That the Financial Plan be approved.

- Following Cabinet recommendation, Council approves the application of additional premiums for empty and second homes to come into effect from 1st April 2024.
- Following Cabinet recommendation, Council approves to reinstate the use of Enforcement Agents for the collection of council tax support related debt; for the Revenues Service to work

with our Enforcement Agents and develop an approach to improve debt collection, whilst recognising that additional support will be needed for people in the current cost of living crisis.

The meeting ended at 1925 hours.

**CITY COUNCIL
28 FEBRUARY 2023
WRITTEN QUESTIONS
TO CABINET
MEMBERS AND
COMMITTEE CHAIR**

A1

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR
JON HUNT**

“Motions process”

Question:

“Can the leader please explain what currently happens after motions are passed at City Council and how proposed actions are taken forward?”

Answer:

The progress of Council Motions are overseen by Council Business Management Committee (CBMC). There is a standing item on all agendas – “City Council and CMIS Forward Plan” - which monitors progress against each Motion. The latest report, considered by CBMC on 13 February, can be found via the following link [CMIS > Meetings – item 9 relates](#).

Councillor Baber Baz attends Council Business Management Committee on behalf of the Liberal Democrat Group, so he should be able to update you.

A2

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR COLIN GREEN

“Technology solution to reduce heat loss in homes”

Question:

“In the last round of questions, I asked about thermal cameras for residents as a way to help them to identify home heat loss and you explained that you are looking at finding a technology solution to this problem and were consulting with companies like Switcher. What are the timescales for this new solution, and therefore when can residents hope to be able to use it”

Answer:

From a Birmingham City Council tenant perspective, we are engaging with other Local Authorities who currently use these to understand the practicalities of such a scheme and currently are at the exploratory stage only.

We are aware that dependent on the type of camera, some require specialist analysis to ensure correct interpretation of the results. We would want to be assured that customers are seeing accurate and correct information about their property.

We are only just commencing discussions about our potential requirements and would then scope possible solutions and options for a pilot. At this stage, we do not have enough data to know how many customers and leaseholders this pilot would cover nor whether this is applicable to only council stock or all owner occupiers. Our work will investigate this further.

The investigation is likely to be over the next financial year 2023-24 and then reviewed for potential roll out through approval for any schemes to be rolled out thereafter.

A3

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR
ROGER HARMER**

“Repaving Victoria Square”

Question:

“Could the leader expand on what consultation, if any, was done with the rate paying public to determine that the repaving of Victoria Square was a public priority?”

Answer:

The Big City Plan approved and adopted by the Conservative-Liberal Democrat administration articulates how the 1990's pedestrianisation and public realm schemes implemented in the city centre transformed the feel of Birmingham's key streets and squares. It further sets out the need to revisit such streets, walking routes and squares to see how they can be lifted to provide a world class retail and business destination. In addition, public realm improvements have a firm policy basis in the adopted Birmingham Development Plan, which was subject to full public consultation and examination in public.

As set out in response to question A4 at January's full council meeting, the Victoria Square public realm project is delivering this lift to a world class retail and business destination without recourse to general fund resources.

A4**CITY COUNCIL – 28 FEBRUARY 2023****WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR EWAN MACKEY****“Land Disposal”****Question:**

On 13 February a decision was posted regarding disposal of land in Bordesley Highgate. The cabinet member report approved by you contained no details of any consultation with the ward councillor, despite when the revised process was agreed for disposals you gave your assurances at cabinet that full local councillor would be undertaken. Why did this report not contain this important information and why did you approve it in the absence of that information?

Answer:

The report seeks approval to sell the council's interest to the existing tenant so they can secure the financial future of their business and allow them to invest capital. This is in line with the delegations approved at Cabinet in July 2019. Officers should have notified the local ward member of this proposed disposal before the report was submitted however, regrettably on this occasion this did not happen due to a procedural breakdown. The officers have been reminded of their responsibility to notify ward members and have assured me this will not happen again.

A5

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR DARIUS SANDHU

“CAZ warnings for commonwealth games”

Question:

During the commonwealth games, what information was sent directly to ticket holders warning them about the Clean Air Zone charges?

Answer:

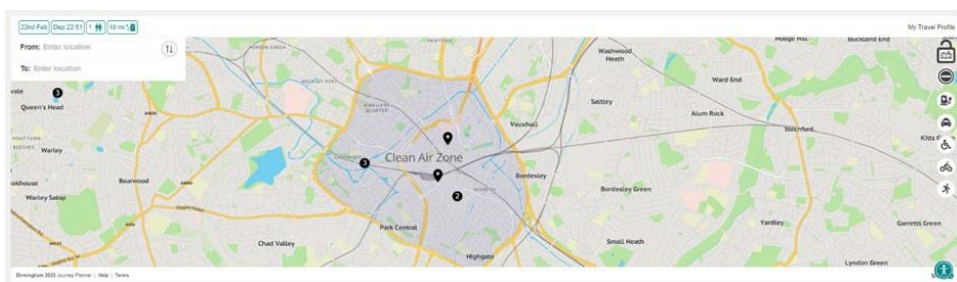
The Council worked closely with Transport for West Midlands (who had overall responsibility for travel messaging during the Games) to ensure that messages about the Clean Air Zone were shared with spectators and volunteers.

Ticket holders were sent emails with travel information, which included reference to the Clean Air Zone. An example of the text used in these emails is below:

“There is no parking at or near the venue (included existing venue car parks) and road restrictions in the area mean it may be difficult to drive.

If you do decide to drive, please be aware that there is a Clean Air Zone in operation in Birmingham City Centre meaning non-compliant vehicles will be charged to travel through (link to online Clean Air Zone information)”

The boundary of the Zone was also included in the Games Journey Planner, which all spectators were encouraged to use in order to plan their journey. The Journey Planner was on all venue travel pages on the B2022 website and was sent to all ticket holders multiple times. An image from the Journey Planner website is included below.



In addition to ticket holders similar information about the operation of the Clean Air Zone was shared with volunteers at the Games.

B1

PLEASE NOTE WRITTEN QUESTION B1 HAS BEEN REDIRECTED TO
WRITTEN QUESTION I10

B2

**PLEASE NOTE WRITTEN QUESTION B2 HAS BEEN REDIRECTED TO
WRITTEN QUESTION E7**

B3

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL FROM
COUNCILLOR JON HUNT**

“Response to independent review of SENDIASS”

Question:

“Why was the “response to independent review of SENDIASS” report deferred at cabinet on 14 February 2023?”

Answer:

The report in question was deferred to allow further time for consideration of the options. This is within the rights of (a) Cabinet (Member).

B4

PLEASE NOTE WRITTEN QUESTION **B4** HAS BEEN REDIRECTED TO
QUESTION **D2**

B5

PLEASE NOTE WRITTEN QUESTION **B5** HAS BEEN REDIRECTED TO
QUESTION **D3**

B6

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL FROM COUNCILLOR ROBERT ALDEN

“Cabinet report withdrawal”

Question:

At the last Cabinet meeting, you refused to allow me to ask any questions about the withdrawal of a report on SENDIASS despite this 5 part question being pertinent to your collective decision to withdraw the item. Since you were not willing to answer this then, please answer this 5 part question now about whether or not the way the decision taken to withdraw the report was lawful and in line with constitution

- i) Between the evening of Monday 6 February and the morning of Wednesday 8 February, the SENDIASS report was removed from the document pack for the cabinet meeting. Does the law allow for published documents to be removed before the meeting, without a formal decision to withdraw?
- ii) The report was then readded to the agenda, does the law and constitution allow items to be added to the agenda, without a covering late report with appropriate approvals?
- iii) No date was given by which the item would be brought back, against best practice, when will it now return to cabinet?
- iv) No-one appeared to second your motion, without a seconder was the vote lawful and constitutional?
- v) The report did not list and reasons for referral or offer any explanation of why you were going against the officer advice in the report. Given this, how do you believe your decision aligns to the principles of decision making set out in Part B Section 3.2 of the constitution, and in particular g) Clarity of aims and desired outcomes (including giving reasons for the decision)

Answer:

- i. At no point during the period in question was the SENDIASS report removed from the Cabinet agenda for the 14th February Cabinet meeting. This has been confirmed by CMIS technical support.

- ii. Once an item is published, Cabinet, as the decision maker can choose to accept, reject or defer a recommendation. The report was not re-added to the agenda. The report was published on 6th February (please see above).
- iii. As this is a key decision and the matter was deferred, the default position is for the Forward Plan to be updated by a further 28-day period i.e. to March Cabinet 2023 unless instructed otherwise following the meeting. It has now been decided that the report will come back to the April Cabinet Meeting.
- iv. Motions are not part of the Cabinet process. Instead, Cabinet considers reports that contain recommendations, and decide whether to accept, reject or defer a recommendation. The decision made was lawful and is compliant with the Councils Constitution as the Cabinet procedure rules are silent about the need for Cabinet to have a seconder in respect of a recommendation.
- v. The S151 and Monitoring Officer are satisfied that the principles of decision making as set out in the Constitution have been complied with. It is noted that there has been no debate and no final decision has yet been taken. This report remains deferred from its original publication on the 6th of February 2023. This is a key decision and therefore remains on the forward plan as it is yet to be determined.

C1

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND FAMILIES FROM COUNCILLOR MORRIAM JAN

“Motion to support care leavers”

Question:

“In January, our Liberal Democrat motion to support care leavers was passed. Can you provide an update on what the council has done since then to implement and promote these changes?”

Answer:

Birmingham Children’s Trust has a statutory duty to support all care leavers up to the age of 21 and up to the age of 25 if the care experienced young person requests support beyond 21. As set out in the amended resolution that was passed in January, and coming from the asks of our care experienced young people:

- The Trust offers support to young people in the form of day savers or with the cost of transport to attend interviews for work, college or university and in specific circumstances a monthly bus travel offer will be made.
- The NHS BSOL ICB has agreed to offer free prescriptions for care leavers up to the age of 25 who are not eligible for free prescriptions on a 12 to 18 month pilot.
- The Therapeutic Emotional Support Service (TESS) is an emotional wellbeing service for Birmingham’s children in care and care leavers up to the age of 25. TESS supports the development of secure attachments, helping our young people to recover from the complex trauma they have experienced. Care leavers can self-refer via telephone or via a web link, also offering a Monday to Friday contact point to offer advice via TESS’ duty desk and there is also a regular drop-in direct contact service for young people. TESS also offers a consultative service to the network of professionals around young people, predominately offering supportive sessions to their Personal Advisors.
- A report to be considered by Cabinet in March 2023 will seek approval for a project, Travel to Succeed, to support young people, including those known to Birmingham Children’s Trust, with transport needs.
- The Independent Review into Children’s Social Care by Josh McAllister recommended that the ‘Government should make care experience a

protected characteristic'. The Council and Birmingham Children's Trust are currently working on a proposal for care experienced people in Birmingham to be recognised in this way, as asked for by our care experienced young people. To treat 'care experience' as an additional equality strand alongside the Protected Characteristics as set out in the Equality Act 2010 will mean that key council policies and decisions will be assessed through Equality Impact Assessments to determine the impact of changes on people with care experience.

C2

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND FAMILIES FROM COUNCILLOR DAVID PEARS

“SEN Interims”

Question:

Please provide a breakdown of the monthly cost of all interim posts within SEND services, including SENDIASS

Answer:

SENAR – We have 171 agency staff currently in place and the latest year-end agency forecast is £12.403m, therefore an average of £1.034m per month.

SENDIASS – We have 32 agency staff currently in place and the latest year-end agency forecast is £0.922m therefore an average of £0.077m per month. This includes workers undertaking Front Door work.

C3

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND FAMILIES FROM COUNCILLOR ALEX YIP

“Child asylum seekers”

Question: Since April 2018 how many child asylum seekers housed in Birmingham have gone missing?

Answer:

The data below relates to Unaccompanied Asylum-Seeking (UASC) young people cared for by Birmingham Children’s Trust.

Since 2018, 44 of the 389 UASC young people housed in Birmingham have gone missing.

D1

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR DIGITAL, CULTURE, HERITAGE AND TOURISM FROM COUNCILLOR JON HUNT

“Horse fair mosaic”

Question:

“This week we read that the beautiful Horse Fair mosaic depicting the city’s history is to be decommissioned. This move was described by local historian Carl Chinn as “deeply depressing” This beautiful piece, made of Venetian glass, deserves to be restored and enjoyed. What does the council plan to do with this glorious piece of history? In photos: Horse Fair mosaic mural depicting city history falling to bits - Birmingham Live (birminghammail.co.uk)”

Answer:

The Horsefair mural has been under the jurisdiction of Highways since it was installed in 1964. The issue faced by the City Council is that the original materials and plaster construction used at the time were not conducive to withstanding damp and water ingress over sixty years.

An independent condition report of Budd’s Horsefair Mural was commissioned in 2019 through our public art maintenance programme, managed by Birmingham Museums Trust. This included consultation with the original artist Kenneth Budd’s son, Oliver Budd, who continues to design and install mosaics as ‘Budd Mosaics’. Birmingham City Council officers had a number of meetings with Oliver and representatives from his company to discuss the artwork condition and considerations for the future of the piece. Oliver Budd’s view is that the mural is beyond reasonable repair and will be too expensive to restore so it was concluded that there is no option but to decommission the mosaic due to the cost and scale of restoration.

Birmingham City Council has a ‘Decommissioning and Relocation of Public Realm Items policy’ relating to artworks, clocks, fountains, monuments and other significant designed features within the public realm. Officers have yet to take forward consultation on decommissioning the mural with stakeholders and the public through Birmingham Museums Trust. In the meantime, the policy is in the process of review by the Public Art Guidance Group (PAGG) to ensure it has been updated with any legislative changes in heritage, planning or other relevant sector information.

Finally, it is worth noting that, should funds become available, Oliver Budd has offered to recreate key elements of the original Horsefair mural in new materials on a couple of smaller panels if a location can be found near to the current mural.

D2

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR DIGITAL, CULTURE, HERITAGE AND TOURISM FROM COUNCILLOR EWAN MACKEY

“Data breach”

Question:

On Wednesday 8 February 2023, I reported a data breach after being concerned that sensitive personal information relating to Ombudsman complaints had been disclosed in answers to written questions. Please provide a timeline of what action was undertaken on what dates to contain the breach, including who was informed when.

Answer:

Timeline for potential data breach reported 8/2/2023 (References 07/02/2023 Full Council Question B1)

Date	Action	Included/Notified
08/02/2023	Email received from Cllr Mackey with concerns over Data Breach based on answer to question B1 at Full Council Meeting of 07/02/2023	Monitoring Officer/Senior Information Risk Owner/All Members
	Report reviewed - unable to confirm whether appendices included - however surnames of complainants included in cover report	
	Breach Report submitted with available information	Data Protection Officer
	Confirmed no appendices included in report (i.e. Surname only)	
	Located and confirmed document to be removed to Committee Services - requested check on number of downloads from CMIS Platform	
	Document removed from CMIS Platform	
	Microsoft Teams message to Corporate Information Governance Team to confirm potential proliferation to members of public via CMIS Platform and appendices not included (potential surnames included reduces from 12 - 6)	Data Protection Officer
	Confirmed Single Point of Contact for Members as Deputy Monitoring Officer	Deputy Monitoring Officer
	Email discussion on mitigation actions and further tracing/tracking activity	Monitoring Officer
	Discussion with Corporate Information Governance - based on available information: not reportable to ICO	Data Protection Officer

	Email update sent by Data Protection Officer to Senior Information Risk Owner	Data Protection Officer/Senior Information Risk Owner
	Discussion with Privacy & Information Law Team - risk of intrusion to private life currently Medium/High, hold on notifying individuals until CMIS Platform analytics in hand.	
09/02/2023	Astech (CMIS Platform software provider) confirms document URL was not accessed from the time it was uploaded to the time it was removed	
	Discussed level of risk based on available information - understood to be lower following analytics results. Confirmed requirement to write to Members.	Deputy Monitoring Officer
	Confirmed Agenda Pack is standalone document and report was not included - discussion on proactivity required to source document (i.e. risk mitigated by Astech comms)	
15/02/2023	Email sent to all Members requesting document destruction/return to Single Point of Contact	Monitoring Officer/Deputy Monitoring Officer/All Members
16/02/2023	Email received from Cllr Mackey with additional questions and information concerning document proliferation via Officers	Chief Executive/Monitoring Officer/Deputy Monitoring Officer
	Email sent to Cllr Mackey by Senior Information Risk Owner confirming breach not reportable giving reasons based on available information	Senior Information Risk Owner
17/02/2023	Email discussion on answers to Cllr Mackey further questions and proliferation of document to BCC Officers	
	Answers to Cllr Mackey further questions drafted and circulated	Monitoring Officer/Deputy Monitoring Officer
20/02/2023	Email discussion with Local Government & Social Care Ombudsman about potential data breach	
	Email sent to Cllr Mackey with answers to further questions	Monitoring Officer/Deputy Monitoring Officer
	Email sent to all BCC officers included in the further information provided by Cllr Mackey	Monitoring Officer/Deputy Monitoring Officer
	BCC Press Office respond to confirm Written Questions and Answers are circulated to local journalist as matter of course	
	Email to BCC Press Office requesting journalist be asked to destroy report and confirm any further proliferation	
	Further email sent to Cllr Mackey notifying revised information and position based on Press Office update	Chief Executive/Monitoring Officer/Deputy Monitoring Officer

21/02/2023	BCC Press Office email to confirm journalist was written to earlier this day, requesting deletion and any details of proliferation	
	Email update to Corporate Information Governance Team/Privacy & Information Law Team on proliferation of document to reporter and discussion of revised risk/further actions arising	Data Protection Officer
	Verbal update provided to Corporate Leadership Team as part of Monthly Assurance meeting	Chief Executive/Senior Information Risk Owner
	Email to Senior Information Risk Owner with details as verbally provided at earlier meeting	Senior Information Risk Owner
22/02/2023	Discussion on residual risk based on all currently available information. Outcome: risk of individual being harmed by breach still Low	Data Protection Officer
23/02/2023	BCC Press Office email communicating response from journalist: report deleted and was not shared more widely. Journalist asked no further questions.	
	Email sent to Corporate Information Governance Team confirming Press Office feedback, no proliferation and document deleted	Data Protection Officer
	Email to Local Government & Social Care Ombudsman with updated position	

D3

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR DIGITAL, CULTURE, HERITAGE AND TOURISM FROM COUNCILLOR BRUCE LINES

“Data breach panels”

Question:

Since May 2018, please provide a breakdown of all data breaches that have required a Data Breach Panel to convene, including which service the breach related to, the numbers of individual data subjects affected, and if the breach was notified to the ICO

Answer:

Year	Total Number of Breaches	Reported to ICO	Division	No Data Subject affected
2018/19	158	1	Human Resources	Circa 17,000
2019/20	165	4	(1) Revenues & Benefit Services	16
			(1) Legal services	4
			(1) IT & Digital Services	Not quantified
			(1) Adults & Customer Services	Not quantified
2020/21	144	1	Education & Skills	2000

2021/22	191	1	Finance & Governance	Not quantified
2022/23	214	0		

E1

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM
COUNCILLOR IZZY KNOWLES**

“Graffiti kits”

Question:

“Thank you for your response in the last set of written questions regarding the “Graffiti kits”. I was interested to read that you will make these available to the public again after a 20-minute training session. When will this be available to communities and how will the training be delivered?”

Answer:

We have an ambition that this will be an available resource for residents no later than May of this year.

E2

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM
COUNCILLOR MUMTAZ HUSSAIN**

“Fly tipping on Deykin Road”

Question:

“At the last full council, I advised the council publicly about the issues with fly tipping on Deykin Road. Can the cabinet member advise what has been done since the petition was served? Thank you.”

Answer:

No specific petition has yet been received on the matter. The issues raised at the last City Council meeting were around the Council's power to identify and prosecute for the flytipping activity. Where officers of the Waste Enforcement Unit receive allegations of flytipping, robust investigations are carried out. These investigations are evidence driven and will require robust evidence to identify offenders.

The Waste Enforcement Unit is aware of the issues regarding the accessway at Deykin Road. The property is mostly unregistered land which would therefore be the responsibility of the abutting premises to clear and keep clear. As this is not land maintainable at public expense, the Council would not as a matter of course clear any waste.

However, my email to all Councillors on 8 August 2022 outlined the Alleyway Clearance Strategy and the options available to local Councillors, including the support available from the Love Your Environment Team, and through our conversation last week I am encouraged to hear that you will be organising a clean-up and I look forward to joining you at it.

E3

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT FROM
COUNCILLOR ROGER HARMER**

“FPN for littering”

Question:

**“Can the cabinet member advise how many FPN’s for littering have been issued
in the past 2 financial years, organised by ward and month?”**

Answer:

Please see attached.



FPNs issued for littering
in the past 2 f

E4

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT
FROM COUNCILLOR ADRIAN DELANEY**

“Recycling rejected loads”

Question:

How many recycling loads have been rejected in each month since 2018, broken down by reason. Please include both tonnage and the figure as percentage of the total recycling collected. Also if not all of these rejected loads go on to incineration, please provide a breakdown of the destination of these rejected loads.

Answer:

The Waste Management Service does not hold details of recycling loads that have been rejected at the initial point of disposal, i.e., the three transfer stations at Lifford, Perry Barr and Tyseley.

The service does hold information on the amount of material collected as co-mingled recycling or dry mixed recycling (DMR) that was unsuitable for recycling. These are the materials that were rejected during the sorting process at the materials recycling facility (MRF) and not sent forward for recycling. ‘Bulked-up’ loads of DMR are taken from the transfer station to the MRF where each load is sampled and the percentage of each type of material is calculated.

Fiscal Year (April to March)	Total DMR taken to MRF (tonnes)	% Material Unsuitable / Rejected	Unsuitable / Rejected Material (tonnes)	Disposal Route for Rejected Materials
2018-19	24,916	12.40%	3,088	Incineration with energy recovery.
2019-20	28,532	11.15%	3,180	Incineration with energy recovery.
2020-21	34,789	20.40%	7,098	Incineration with energy recovery.
2021-22	32,782	25.12%	8,234	779 tonnes to facilities that produce Refuse Derived Fuels (RDF). 7,455 tonnes to Incineration with energy recovery.

2022-23#	14,924	25.75%	3,843	1,616 tonnes to facilities that produce Refuse Derived Fuels (RDF). 2,227 tonnes to Incineration with energy recovery.
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Note: The figures for 2022-23 are for April 2022 to September 2022 only.

Regarding collected paper and card, 'bulked-up' loads are taken from the transfer stations to the processing facility. Loads are inspected but not rejected at this facility. The overall quality of the materials received each month impacts the income paid to the Council, therefore higher levels of contamination result in lower payments to the Council.

E5

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT
FROM COUNCILLOR RICK PAYNE**

“Waste management report”

Question:

**Please provide a copy the waste management report commissioned in 2019
that is referenced in the 2020 annual audit letter.**

Answer:

A copy of the report is attached.



Birmingham City
Council - Cabinet pa

E6

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT
FROM COUNCILLOR RON STORER**

“Fleet and Waste drivers”

Question:

How many driver roles are there in the fleet and waste service, and how many of these are vacant and how many covered by agency? Please split this between each service - waste collections, street cleaning etc.

Answer:

We are unable to generate a single report to answer this question accurately – we will ensure the portfolio holder and Cllr Storer are provided with this information as soon as possible.

The service maintains a full complement of staff (a combination of full time employed and agency staff) and therefore no role is unoccupied at this time.

E7

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR ENVIRONMENT
FROM COUNCILLOR DEBORAH HARRIES**

“Reducing meat consumption”

Question:

“Can the deputy leader illustrate what the council catering department is doing to reduce our carbon footprint from food. Please include in the response what is being done to:

- **Promote a general reduction in meat consumption**
- **Reduce or eradicate food waste**
- **Reduce food miles**
- **Offer an increasing range of plant-based alternatives, whilst decreasing meat-based options**
- **Achieve food carbon neutrality”**

Answer:

In general, both Civic Catering and Cityserve offer a range of menus to satisfy the needs of their customers and clients. They recognise there is a growing trend that more consumers are reducing their meat consumption and because of this, vegan and vegetarian menus are now more prevalent than ever across both the Cityserve and Civic Catering Services.

As both services are “traded services” and need to compete within the local food service marketplace, it is critical that these services remain both competitive and sustainable by offering menus that are varied, nutritious and competitively priced. They must also ensure that they maintain health and nutritional values, particularly in Cityserve where national school food standards are required.

In terms of reducing food waste, Civic Catering have updated our ordering systems so that items can be ordered for “in-time delivery”, which reduces the potential for waste. They have also reviewed their menus so that a single food product can be used across a number of menus. This reduces waste, as well as deriving a better yield from our products.

In addition to the measures already being undertaken operationally, colleagues within Corporate Procurement are working hard to ensure our suppliers are also playing their part in the reduction of waste and maintaining sustainable operating principles that are required by the Council. One proposed initiative is the exploration of a single supply food service contractor, designed to reduce the number of vehicles delivering into schools and public buildings across the city.

Catering delivered to children, customers and colleagues will always be of the highest welfare and ethical standards and wherever possible, fresh produce will be sourced both seasonally as well as locally.

Cityserve have recently introduced an initiative to place the child at the centre of menu through the creation of school food champions. You may be aware that the majority of Birmingham Primary Schools have at least one child as an elected UNICEF Ambassador and many of our schools have several Ambassadors.

UNICEF's underlying value is to give children a voice. Cityserve recognise this and are working to deliver a meaningful programme of enabling children to devise, design and deliver improved menus that reflect both the local community and consumer choice. To this end, Cityserve are preparing to deliver newly designed "Plant-based" menus which are to be designed with multiple facets of planet-friendly initiatives, including less meat, less food miles, less waste and a lower carbon footprint.

The ambition is for every school supplied by BCC's Cityserve to devise their own Plant- Based menu through direct consultation with children attending that specific school, ensuring that all of the children's ideas are properly debated and reviewed in terms of health and nutrition, cultural diversity, sustainability, price sensitivity and of course National Food standard compliance.

Civic Catering are also committed delivering improved and sustainable menus as well as the reduction of waste. They are working with suppliers through the letting of corporate contracts, which will uphold BCC's values on food production standards and sustainability.

Finally, to provide an assurance, I confirm that both Civic Catering and Cityserve are working in partnership with our Public Health Food Services Team. This connection provides visibility of BCC's carbon neutral ambitions with respect to food systems, which we aspire to.

F1

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND
RESOURCES FROM COUNCILLOR DEBORAH HARRIES**

“Confirming advice bureaux attendance”

Question:

Why is it necessary for those Councillors who pay for their Advice Bureau venue, to confirm each month that they have held their monthly advertised surgery for their community/faith venue before they are paid?

Surely, it would be less onerous on already pressed Councillors, and more beneficial to community/faith organisations to be paid promptly, to alert Legal & Governance Services when they are NOT attending their advice bureaux, which may be never or in holiday times?

Digbeth-in-the-Field Church, in Moat Lane, Yardley, where I hold my monthly surgery, has never been paid the small monthly fee of £21 on time and constantly has to chase the Council for the payment.

So though, a small example, it's an illustration of the Council's overly bureaucratic processes on one hand and slow and unresponsive payment system on the other.

Answer:

This was a process that was put in place some years ago, when it came to light that some invoices were being paid and the advice bureaux were not attended as advertised. BCC received queries, in the past from venue, to ask whether the sessions were still being held.

Therefore, the process of Councillors confirming that they attended the session, confirms that the service was provided, and the invoice can be duly paid. Similar to the purchasing procedure of confirm goods received, in order that payment can be released.

F2

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND RESOURCES
FROM COUNCILLOR ROGER HARMER**

“Income anticipated from German market”

Question:

“In the last set of written questions, I asked about the financial structure of the German market. The final line stated that the council “anticipates receiving a net income from this event in future years”. How much income does the council expect to make and who will pay it?”

Answer:

Officers are still in the process of securing future arrangements for the Frankfurt Christmas Market and the details will be brought forward to Cabinet at the appropriate time.

F3

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND RESOURCES FROM COUNCILLOR KERRY BREWER

“Oracle”**Question:**

In each month since Oracle went live, how many technical issues have been reported via the ICT portal or service desk, and in that same period how many 'major' technical or security issues were reported directly to the service desk?

Answer:

	2022										2022 Total	2023		2023 Total	Grand Total	% of Total
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			Jan	Feb			
Total tickets logged =	961	1384	979	909	791	754	647	727	464		7617	626	505	1131	8748	100%
Major Incident (P1, P2) =	2	1	8	7	5	2	5	3	0		34	1	0	1	35	0.40%
Major P2 Security =						1					1			0	1	0.01%
Total User Access - User Account / Profile tickets =	5	177	168	91	81	115	76	87	62		862	57	44	101	963	11.01%
Tech Tickets =	954	1206	802	811	705	636	566	637	402		6719	568	461	1029	7748	88.57%
Tech Ticket (P3) Security =			1								1			0	1	0.01%

KPI06	Key Performance Indicator	IT&D *	
Ref	Priority / Definition	Response Time	Fix Time
P0	Priority Level 0 - Emergency - full loss of service that requires immediate action.	15 minutes	N/A
P1	Priority Level 1 - Full loss of service affecting multiple users with no immediate workaround available.	2 hours	8 Hours
P2	Priority Level 2 - Problems relating to one or more services affecting a large number of users or a particular location	4 hours	16 Hours
P3	Priority Level 3 - Impacts on individual user using an essential service	N/A	3 Days (30 hours)

F4

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND RESOURCES FROM COUNCILLOR ALEX YIP

“Payments to Refugee Action”**Question:**

What payments have been made, and on what dates, to Refugee Action, since March 2022?

Answer:

Nine payments totalling £3,399,782 have been made to Refugee Action from May 2022 to January 2023. The details of the nine payments are given below.

<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Invoice Amount</u>	<u>Payment Date</u>
437	23-Mar-22	192,619.08	20-May-22
438	28-Mar-22	243,984.17	20-May-22
439	28-Mar-22	26,607.91	20-May-22
440	28-Feb-22	3,360.00	05-May-22
441	28-Mar-22	22,488.14	07-Jun-22
442	28-Mar-22	129,606.19	20-May-22
466	22-Sep-22	312,470.95	13-Oct-22
467	22-Sep-22	145,534.42	13-Oct-22
492	12-Jan-23	2,323,111.36	19-Jan-23
Total		<u>3,399,782.22</u>	

G

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HEALTH AND SOCIAL CARE
FROM COUNCILLOR PAUL TILSLEY**

“UHB consultation update”

Question:

**“Could the cabinet member provide an update on consultations taking place with
UHB?”**

Answer:

Further to the Newsnight and other media coverage in December 2022, relating to alleged concerns regarding patient safety, leadership, culture and governance, in partnership with University Hospitals Birmingham NHS Foundation Trust (UHB), NHS Birmingham and Solihull (Integrated Care Board ICB) has agreed three independent reviews that will focus on:

- Patient safety (Bewick Review) - commissioned by the ICB, overseen by experienced senior independent clinician, Professor Mike Bewick, former NHS England Deputy Medical Director. The report is to be published on 9th March. Any outputs pertaining to culture, leadership or governance, will be addressed as part of the following two reviews.
- Well-Led review of leadership and governance – in conjunction with NHS England, using established methodology: this is currently underway and publication arrangements will be agreed in due course.
- Culture - commissioned externally by UHB's Interim Chair, incorporating findings from above. Will report in first half of 2023. Publication arrangements will be agreed.

Oversight

All three of the reviews will be overseen by a joint NHS Birmingham and Solihull and NHS England Oversight group.

Because a number of cross-impacting themes will emerge from all three reviews, Professor Bewick has also agreed to have oversight of the work of all three reviews – including the culture review commissioned by Dame Yve Buckland, the interim chair of UHB, and a well-led review undertaken by NHS England. This will mean he is able to provide the most in-depth and thorough overarching review report when the reviews conclude in the summer of 2023.

In addition to this the Bewick Review remains accountable to those who have raised concerns and provides assurance to the public and local partners: this is done through the Cross-Party Reference Group, which I sit on. Professor Bewick has already met with the group on 7th February where he gave us a progress report on what he and his team had learned since they started their work.

Councillors have been able to feed any views into the first review via the cross-party reference group, including any that they may have received directly from constituents. The ICB want to continue to listen to and engage with councillors and believe they should continue to do that through the tried and tested Joint Health Overview and Scrutiny Committee (JHOSC) channels. They hope that this will continue through the overall review process.

Progress

Professor Bewick has completed a draft report which is currently undergoing factual accuracy checks and legal advice is being taken on key aspects of the report. To release anything before due process has been completed will have potential implications for patients, taxpayers and the NHS locally so it needs to be done correctly.

The ICB have committed to publish the initial findings from the Bewick Review by March 9th and they remain on track to do that.

I am also seeking to set up additional briefing sessions for members once the report has been published for them to be able to put any questions direct to the senior members of the ICB.

H1

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOUSING AND
HOMELESSNESS FROM COUNCILLOR JON HUNT**

“Perry Villa Drive”

Question:

“Residents of 5 – 35 Perry Villa Drive live in maisonettes, some are council owned, others are privately owned or rented as leases. Leaseholders have now been told they will face charges of £4,051.00 for individual lighting and controlled entry systems for the upper floor maisonettes – yet many of the leaseholders who are being expected to pay these substantial charges will gain no benefit from them. Can you explain why this has been imposed without consultation with the housing liaison board or ward councillors?”

Answer:

Residents of the Perry Villa estate have been asking for capital improvements and improved safety measures for some time and this was fed into the Capital Investment team by the local housing team.

The investment includes improved external lighting, emergency lighting and new video door entry system providing additional safety measures to the blocks. This work including the new external and emergency lighting surrounding the building discourages unauthorised access and anti-social behaviour providing additional security for all residents who will also benefit from reduced service charges as the communal lighting will be LED which is more energy efficient than previously installed light fittings.

As a relatively small capital scheme we would not generally carry out extensive consultation and the scheme reflects improvements to the estate already being called for by residents. However, prior to work commencing the Leaseholder Team issued Notices to the leaseholders in line with Section 20 legislation which requires us to consult with the leaseholders.

As it is quite a complex scheme with blocks having multiple entrances and interconnecting walkways and staircases we will be contacting leaseholders individually in respect of the specific charges to them. We are of course conscious of the cost of living crisis and will discuss individually any support needed in cases of financial hardship.

Overall, all the residents in the blocks will benefit from the safety measures undertaken.

H2

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR HOUSING AND HOMELESSNESS FROM COUNCILLOR MORRIAM JAN

“Perry Villa Drive”

Question:

“Residents of 5 – 35 Perry Villa Drive live in maisonettes, some are council owned, others are privately owned or rented. One resident has recently been liaising with the council on behalf of other residents, regarding an individual home charge of £4,051.00 for individual lighting and DDES.

The charges for this block are unreasonable, and extortionate given the cost-of-living crisis. Can this be looked at please?”

Answer:

Residents of the Perry Villa estate have been asking for capital improvements and improved safety measures for some time and this was fed into the Capital Investment team by the local housing team.

The investment includes improved external lighting, emergency lighting and new video door entry system providing additional safety measures to the blocks. This work including the new external and emergency lighting surrounding the building discourages unauthorised access and anti-social behaviour providing additional security for all residents who will also benefit from reduced service charges as the communal lighting will be LED which is more energy efficient than previously installed light fittings.

Prior to work commencing the Leaseholder Team issued Notices to the leaseholders in line with Section 20 legislation which requires us to consult with the leaseholders. We will be contacting leaseholders individually in respect of the specific charges to them. We are of course conscious of the cost of living crisis and will discuss individually any support needed in cases of financial hardship.

Overall, all the residents in the blocks will benefit from the safety measures undertaken.

I1

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,
COMMUNITY, SAFETY AND EQUALITIES FROM COUNCILLOR IZZY KNOWLES**

“Recruitment delays”

Question:

“What will be the equalities impact of delaying turnover factor (vacancy management) as proposed in the budget given that the council is struggling to meet its equality and diversity targets?”

Answer:

The Workforce Resource Boards and the Corporate Workforce Panel consider available workforce data, insights, and analytics as well as budget information when making recruitment approval decisions.

Although vacancy management reduces the pipeline of new talent coming into the organisation, revised recruitment processes are being put in place to ensure that our Everyone's Battle, Everyone's Business priorities are not adversely affected. This is in line with the Council's new Positive Action Statement which includes a requirement for recruitment panels to be representative in terms of ethnicity and gender and diverse candidate shortlists for all jobs Grade 6 and above.

12

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,
COMMUNITY, SAFETY AND EQUALITIES FROM COUNCILLOR JON HUNT**

“Public access to committee meetings”

Question:

“While the council house main entrance is closed because of the works in Victoria Square, how is the Council maintaining public access to committee meetings and the right of the public to attend public sessions?”

Answer:

Access to the Council House is currently via the southwest door. Customer Support Officers are located on the southwest door, at the main reception and are also available on the Ground Floor of the Council House to ensure the public can continue to access committee meetings held at the Council House.

13

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,
COMMUNITY, SAFETY AND EQUALITIES FROM COUNCILLOR MUMTAZ HUSSAIN**

“Birchfield Road flats above shops”

Question:

“At the last full council, I put forward a petition to improve policing who live in the flats above the shops on Birchfield Road by the Jame Masjid mosque. They are experiencing serious problems with ASB, drug use and violence. Can the cabinet member advise what has happened since the petition was served on 7 February? Thank you.”

Answer:

Requests for improvements to policing are, of course, an operational matter that can only be addressed by West Midlands Police.

Nevertheless, following receipt of the petition, the City Council’s Community Safety Team made contact with West Midlands Police to advise of the concerns raised and to work in partnership to resolve the wider issues of crime and anti-social behaviour.

At the time of this request, West Midlands Police checked their records and noted they did not appear to have received any calls made to report these issues. However, due to the location of the shops and the alleyways, local officers now patrol the area when possible. The Police have also increased patrols in the location and dealt with any issues as appropriate. They are continuing to monitor the patrol strategy.

I am also advised that West Midlands Police have attended residents’ meetings and requested that people report any concerns so that the service demand can be reflected and directed appropriately.

Through the Local Partnership Delivery Group, the location continues to be monitored. The Council’s Assistant Director for Community Safety will review these actions with the Mosque in the coming days to evaluate the above activity, and to establish if there is more that needs to happen to improve this location for residents, businesses and worshippers.

CITY COUNCIL – 28 FEBRUARY 2023**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,
COMMUNITY, SAFETY AND EQUALITIES FROM COUNCILLOR PAUL TILSLEY****“Voter ID”****Question:**

“There is currently an advertising campaign nationally for vote ID that does not seem to be cutting through. As Birmingham won’t go to the polls (save any by-elections) until the general election, what is being done to ensure that Birmingham residents get the proof they need to allow them to vote??”

Answer:

From Thursday 4 May all voters voting in polling stations will be required to show photographic ID in order to be able to vote. This requirement will not apply at a Parliamentary General Election until Thursday 5 October 2023. Anyone who does not have any of the suitable forms of ID can apply, free of charge, for a Voter Authority Certificate (VAC) from the Electoral Registration Officer. A new ‘ERO Portal’ has been set up to allow voters to apply for a VAC, and upload a photograph, although there is also the option to apply via a paper application. The facility to make an application in person at the Elections Office will also be available.

A national advertising campaign is already underway, targeted specifically at areas where elections are taking place in May. As there are no scheduled elections in Birmingham in 2023, and to avoid the possibility of confusion being created if a by-election were called before the new Voter ID rules come into effect, we have resolved not to roll out extensive information for Birmingham voters until the end of March 2023.

Once this point is reached, the Elections Office will further update their website and provide more information to voters about Voter ID requirements.

We will also take the opportunity to learn from the experiences of neighbouring authorities in May (including our elections office staff going out to work and observe in other authorities) to see how we can improve the experience for the citizens of Birmingham.

15

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,
COMMUNITY, SAFETY AND EQUALITIES FROM COUNCILLOR ZAKER CHOUDHRY**

“Antisocial behaviour at Texaco garage”

Question:

“At the last full council, I advised the council about issues of antisocial behaviour at the Texaco garage in South Yardley, and I called for all services to pull together to resolve the issues. Can the cabinet member advise what has been done since the petition was served? Thank you.”

Answer:

A petition was received by the City Council’s Community Safety Team on 15 February 2023. Prior to this date, no reports had been received by the team in respect of problems at this location.

The matter has been raised with West Midlands Police, who have advised that officers had been engaging with residents on Yew Tree Lane through regular patrols and also that reports had been logged previously and filed as “ASB non crime”. The Police Sergeant advised these specific patrols ceased as the issues appeared to have stopped and local residents seemed satisfied with the police response.

As this has now been raised as a location of concern, work has now started within the Local Partnership Delivery Group to introduce a partnership plan to resolve the issues. The actions that will be taken will be determined by the evidence that we and our policing partners acquire.

16

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,
COMMUNITY, SAFETY AND EQUALITIES FROM COUNCILLOR BABER BAZ**

“Warm welcome”

Question:

“Could the cabinet member set out how the performance of the “warm welcome” programme is being measured? Please include data that differentiates normal usage vs footfall relating to warm welcome.”

Answer:

The Warm Welcome spaces have been set up at some pace since the project initiation in October 2022. There are now 189 of these spaces across the city, with at least another 30 in the pipeline. The council only directly “owns” a minority of these spaces which are mainly libraries and leisure centres. At this time, we have not yet disaggregated normal usage from direct footfall at the warm spaces but are now putting in place resources to do so.

While the next stage of this work is to start to assess the impact through measures such as footfall, the aspiration is to go further. We want to also assess the actual impact on the users. So, there will also be at least samplings of impact in terms of relieving fuel and food poverty, creating new economic opportunity and building community resilience. A paper on the proposed methodology is currently being drafted.

One important criterion will be buy in from our many partners. The Warm Welcome movement has developed organically and is very much a grassroots initiative. Our partners range from museums to faith centres, and even a bowls club. Each partner will have their own priority objectives and will be sensitive to the monitoring of footfall in the presence of vulnerable people.

As an assessment of impact is developed, which will include footfall, it will be available as public information and will be available on request.

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE, COMMUNITY, SAFETY & EQUALITIES FROM COUNCILLOR RICHARD PARKIN**“Home working”****Question:**

Broken down by council department how many, and what proportion, of council staff work from home a) full time b) 3 or more days a week c) 1 or 2 days a week.

Answer:

Birmingham City Council currently employ 9853 staff. We do not record the number or proportion of staff who may perform their work remotely (on a hybrid basis) as this requirement varies dependent on the needs of the individual service. All employees are expected to attend their notional work base as required by their role and the needs of the business. We do not prescribe a percentage of time per week that staff are able to work from home. This is managed locally by Directors and senior management. Developing an agile, flexible workforce is supported by the New Ways of Working Programme and hybrid working practices remain under review.

The Council has 420 contracted homeworkers (4.3% of the total employed workforce)

Department	Full time homeworkers
Adult Social Care	6
Digital and Customer Service	326
Children & Families	17
Finance and Governance	6
People Services	11
Strategy, Equality and Partnerships	0
City Housing	30

City Ops	0
Partnerships, insight and Prevention	24
Total	420

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE, COMMUNITY, SAFETY & EQUALITIES FROM COUNCILLOR DEBBIE CLANCY

“Ukraine Refugees in Temporary Accommodation”

Question: How many of the refugees received under the Homes for Ukraine scheme have since been placed in temporary accommodation, and how on average for how long has each been in temporary accommodation?

Answer:

As of the 24th February 2023, 34 Ukrainian arrivals (which equates to 13 households) under the Homes for Ukraine Scheme have been placed in temporary accommodation.

The average duration is 71 days however this is spread across a wide range of dates, where we have at least three households staying in temporary accommodation for less than 2 weeks and 4 households who arrived in temporary accommodation as a result of their host withdrawing from the scheme prior to their arrival in the City.

I10

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL JUSTICE,
COMMUNITY, SAFETY AND EQUALITIES FROM COUNCILLOR ROGER HARMER**

“Recruitment delays”

Question:

“How will the recruitment of vacancies be prioritised during the turnover factor (vacancy management) process?”

Answer:

It is the role of the Directorate Workforce Review Board (WRB) to look at monthly workforce costs and take action to reduce costs where possible whilst minimising the impact on critical services. The WRB will analyse expenditure and identify areas where there is potential to make savings from the directly funded workforce.

The WRB are accountable to the Corporate Workforce Panel (CWP) who review overall workforce costs and challenge where costs are increasing.

J1

CITY COUNCIL – 28 FEBRUARY 2023

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT FROM
COUNCILLOR ROGER HARMER**

“Fox Hollies Road”

Question:

“The 1km stretch of Fox Hollies Road from Olton Boulevard East to School Road has seen 11 known injury collisions in the last 3 years; 1 of which led to 2 fatalities. Despite this, no action has been taken to improve safety to date. Can the cabinet member advise what will be done about this?”

Answer:

The process for identifying potential local safety schemes for further investigation is set out in the Council’s Road Safety Strategy. Schemes are taken forward for implementation where there is an identifiable pattern of collisions that can be effectively treated using engineering measures that represent value for money and are affordable within the overall local safety schemes budget.

Having undertaken analysis of collisions at this location over the last 3 years, there is no identifiable pattern of collisions that can effectively treated by engineering measures; however, a Vehicle Activated Speed Sign (VASS) has been installed on Fox Hollies Road as part of the Local Improvement Budget programme.

In respect of fatal collisions, these are often complex with multiple causation and contributory factors. Such collisions are fully investigated by the Police and subsequent reports are considered by the Coroner, possibly as part of an inquest where appropriate. Any recommendations made by either the Police or the Coroner relevant to the Council in its capacity as Highway Authority are made in an expedient manner. No such recommendations have been received to date regarding this location.

J2

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT FROM
COUNCILLOR COLIN GREEN

“Transport for West Midlands”

Question:

“There have recently been significant changes and reductions in local bus services subsidised by Transport for West Midlands. Can the lead member explain what has happened to the budget for subsidised bus services in Birmingham, stating whether it has been reduced or increased and explaining the background to these decisions?”

Answer:

The budget for subsidised buses in Birmingham is managed as part of the regional subsidised bus service pot by Transport for West Midlands (TfWM) funded through the transport levy paid by each of the seven metropolitan local authorities. It should be noted that bus operations outside of Greater London including the West Midlands have been deregulated and privatised since 1986 to provide context.

The recent decline in bus services has generally been driven by a reduction in commercially operated miles by bus operators running bus services for a commercial profit or return. This allows TfWM to then tender for bus services only where they are not provided commercially, subject to Bus Access Standards, which is a West Midlands regional policy managed through the West Midlands Combined Authority (WMCA) Board.

The funding allocated to tendered bus for 2022/23 has been increased to £16.3m, which is larger than previous years and is set to increase further in 2023/24. This is in addition to the extra funding which has come through the Local Transport Fund and the Bus Service Improvement Plan funds from Central Government, also administered through TfWM to bus operators.

However, having confirmed all of this, TfWM also advise that the additional funding from Government is still not enough to prevent further bus cuts in 2023 and they are currently anticipating up to a further £5m worth of commercial bus cuts during 2023

with a further £25m of services designated as 'at risk' across the West Midlands including Birmingham.

This is regularly discussed by members of the regional WMCA Transport Delivery Committee which is represented by 7 Birmingham Councillors who have all sought measures to be taken to discuss the need with Central Government for greater levels of funding for buses than we are currently seeing allocated to the region.

K

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CHAIR OF THE LICENSING AND PUBLIC PROTECTION
FROM COUNCILLOR JON HUNT

“Prosecutions”

Question:

“Can the chair establish whether enforcement officers are still working to a target set by legal services of 99% success in prosecutions, stating what is being done to amend enforcement policies if this restrictive target has been amended or lifted?”

Answer:

This is not a Legal Services target, but a Regulation and Enforcement service target set to ensure that officers are applying Regulation and Enforcement’s Enforcement Policy correctly. If this is the case then our success rate at court should be high because only cases with a realistic prospect of conviction are taken forward and hence the 99% target.

We support utilising legislation fully and will test the interpretation of legislation where we have appropriate evidence.

Service managers and Legal Services consider each case submitted for prosecution on its individual facts and, provided there is a realistic prospect of conviction, and the case satisfies the Code for Crown Prosecutors (in that both the evidential and public interest tests are met), proceedings will be pursued.

The Enforcement Policy takes into account the Regulators Code and the Legislative and Regulatory Reform Act 2006 and ensures that our enforcement regime is one that is proportionate, consistent, targeted, transparent and accountable.

L

CITY COUNCIL – 28 FEBRUARY 2023

WRITTEN QUESTION TO THE CHAIR OF THE PLANNING COMMITTEE FROM
COUNCILLOR JON HUNT

“Prosecutions”

Question:

“Can the chair establish whether enforcement officers are still working to a target set by legal services of 99% success in prosecutions, stating what is being done to amend enforcement policies if this restrictive target has been amended or lifted?”

Answer:

Legal Services is not aware of any target set for enforcement officers of 99% success in prosecutions. Service area managers and Legal Services consider each case submitted for prosecution on its individual facts and, provided there is a realistic prospect of conviction and the case satisfies the Code for Crown Prosecutors, proceedings will be pursued.

Birmingham City Council

City Council

18 April 2023



Subject: Something to Aim for: Scrutiny Inquiry on Employment and Skills for Young People

Report of: Cllr. Saima Suleman, Chair Economy and Skills Overview and Scrutiny Committee

Report author: Fiona Bottrill, Senior Overview and Scrutiny Manager, email: fiona.bottrill@birmingham.gov.uk Tel: 07395 884487

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential: Not Applicable

1 Executive Summary

1.1 Birmingham has a persistently high unemployment rate and low skills which affects the opportunities for residents and the ability to grow the local economy and attract business to the city. The Scrutiny Inquiry established by the Economy and Skills Overview and Scrutiny Committee focussed on skills and employment for young people and built on the Breaking Down Barriers report that was produced by the Council and identified the issues faced by young people and the impact of the Covid 19 pandemic. The Scrutiny Inquiry terms of reference set out 7 key lines of inquiry based on the recommendations from the Breaking Down Barriers report:

- Support young people to build confidence and resilience
- Develop a comprehensive city-wide mentoring scheme
- Facilitate accessible work experience opportunities
- Reshape careers advice and guidance services
- Deliver a locally designed scheme of employment support for young people and businesses
- How marketing and communication strategies are used to inform disenfranchised young people of the skills and employment opportunities available.
- How young people are supported to develop entrepreneurial skills?

2 Recommendation(s)

- 2.1 That recommendations R01 to R11, set out in Appendix 1, be approved and that the Executive be requested to pursue their implementation.

3 Background

- 3.1 The Inquiry on Employment and Skills for Young People was agreed as part of the Scrutiny Work Programme for 2022/23. This enabled members to look at this issue in more depth and engage with a range of organisations and meet with young people to understand their experiences and hear the views of others through an online survey. The report attached as Appendix 1 provides a summary of the evidence considered during the Inquiry.

4 Options considered and Recommended Proposal

- 4.1 The Scrutiny Inquiry identified the themes from the evidence set out below. A summary of the evidence received is set out in Sections 2, 3 and 4 of the report attached.
- Supporting Young People to Build Confidence and Resilience
 - Responding to Needs of Children and Young People and Addressing Structural Inequities
 - Complexity and Fragmentation of the Skills and Employment Ecosystem
 - Skills Funding
 - Work Experience
 - Mentoring
 - Apprenticeships
- 4.2 Section 7 of the report attached as Appendix 1 sets out the recommendations agreed by the Inquiry Task and Finish Group and members of the Economy and Skills Overview and Scrutiny Committee.

5 Legal Implications

- 5.1 The proposals set out in the Inquiry on Employment and Skills for Young People including those considered as part of the terms of reference and the recommendations create many opportunities for Birmingham's young population. The Council needs to ensure that in promoting these opportunities, we are inclusive to all and go through appropriate recruitment and selection processes. All proposals should comply with the provisions contained within the Equality Act 2010.

- 5.2 The Council and its partner organisations should continue to review trends and data to explore the impact these initiatives are having on employment and creating opportunities for young people and analyse how the proposals are being pursued.
- 5.3 In progressing any of the recommendations and providing opportunities for young people in Birmingham, legal advice will need to be sought in relation to the contractual status of their working practices and drafting the appropriate agreements.

6 Financial Implications

- 6.1 Birmingham City Council currently receives £3m of ESF Funding to support work undertaken within Careers, Youth and Employment & Skills Services. Birmingham has applied for £3.2m of SPF funding through the logic chain for People & Skills 2024/25 with a further £0.5m being proposed to be funded from the Business Support logic chain. Assuming the SPF application is successful there is not funding gap for the Council during 2024/25.
- 6.2 The transition between the two funding mechanisms leaves a 6-month gap in funding c.£1.5m during financial year 2023/24. As this funding gap was anticipated in 2021/22, an amount of £1.449m was set aside within the Council's Financial Resilience Reserve. It is now proposed that this amount be released for the Directorate to utilise during 2023/24 as part of the Financial Plan which was agreed by Full Council in February 2023.
- 6.3 The Council's HR Services will launch an Early Careers programme in 2023 and will procure refreshed apprenticeship teaching provision for staff. This will help to increase deployment of the Council's Apprenticeship Levy funds in support of new staff, and the Council will continue to support other employers to fund apprenticeship course costs through its Apprenticeship Levy Fund.

7 Public Sector Equality Duty

- 7.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

7.2 The Committee should ensure that it addresses these duties by considering them during work programme development, the scoping of work, evidence gathering and making recommendations. This should include considering: How policy issues impact on different groups within the community, particularly those that share a relevant protected characteristic; Whether the impact on particular groups is fair and proportionate; Whether there is equality of access to services and fair representation of all groups within Birmingham; Whether any positive opportunities to advance equality of opportunity and/or good relations between people are being realised.

7.3 The Committee should ensure that equalities comments, and any recommendations, are based on evidence. This should include demographic and service level data and evidence of residents/service-users views gathered through consultation.

7.4 During the Inquiry, evidence was received that set out the disadvantage that Black, Asian and minoritised ethnic communities, young people with additional vulnerabilities including Special Educational Needs and Disabilities and care experienced young people face in relation to skills and employment. A summary of this information is included in Sections 2 and 4 of the report attached as Appendix 1. Recommendations R04 and R05 address issues regarding access and use of data on race and gender to understand local need and to identify where resources can be targeted appropriately and to understand intersectional disadvantage in relation to race, gender, SEND, Free School Meals and pupils who are excluded, on reduced timetables and managed moves between schools. Recommendation R06 seeks to ensure that young people who have additional vulnerabilities and needs including SEND receive 1-1 careers support including during transition stages. Recommendation R07 and R08 seek to provide support to young people with additional vulnerabilities including a political commitment to treat care experience as a protected characteristic and that appropriate policies and procedures are developed to ensure that young people who are care experienced and / or have SEND have the appropriate support and opportunities for jobs, work experience and mentoring.

8 Other Implications

8.1 How are the recommended decisions consistent with the City Council's priorities, plans and strategies?

8.2 The strategic importance of addressing youth skills and unemployment is reflected in the Grand Challenges facing the City and City Council's Corporate Plan priorities:

8.3 Grand Challenges relevant to the Scrutiny Inquiry:

- Unemployment, skills and the economy
- Health and well being
- Community cohesion and living standards
- Opportunities for children and young people

8.4 The Corporate Plan strategic outcomes and priorities relevant to the Scrutiny Inquiry:

- A Bold Prosperous Birmingham
 - Support inclusive economic growth
 - Tackle unemployment
 - Attract inward investment and infrastructure
 - Maximise the benefits of the Commonwealth Games
- A Bold Inclusive Birmingham
 - Tackle poverty and inequality
 - Empower citizens and enable the citizen voice
 - Promote and champion diversity, civic pride and culture
 - Support and enable all children and young people to thrive

9 Background Papers

9.1 Birmingham City Council Corporate Plan [Council Plan and Budget | Birmingham City Council](#)

9.2 Breaking Down Barriers (2021) ([Breaking down barriers: working towards Birmingham's future supporting younger people into employment | Birmingham City Council](#))

9.3 City-REDI/ WMREDI Universities and Regions Forum Policy Briefing December 2022 ([Mobilising the Power of Universities in Levelling-Up: A new Universities and Regions Policy Forum – City REDI Blog \(bham.ac.uk\)](#))

9.4 Local Skills Improvement Plans, Statutory Guidance for the Development of a Local Skills Improvement Plan October 2022 ([Local skills improvement plans - statutory guidance \(publishing.service.gov.uk\)](#))

- 9.5 Scrutiny Inquiry, Closing the Skills Gap (2012) [Closing the Skills Gap Scrutiny Report December 2012 | Birmingham City Council](#)
- 9.6 Princes Trust Nat West Youth Index Survey 2022 [One in four young people say they will never recover from the emotional impact of the pandemic, as confidence falls to an all time low warns Prince's Trust | News and views | About The Trust | The Prince's Trust \(princes-trust.org.uk\)](#)
- 9.7 Reports to Economy and Skills OSC: 12 October 2022, 9 November 2022, 7 December 2022, 11 January 2022 [CMIS > Committee > Overview and Scrutiny > Economy and Skills Overview and Scrutiny Committee](#)
- 9.8 University of Birmingham [Autism Centre for Education and Research](#)

10 Appendices

- 10.1 Appendix 1: Something to Aim For: Scrutiny Inquiry of Employment and Skills for Young People.
- 10.2 Appendix 2: Executive Commentary

Scrutiny Inquiry Employment and Skills for Young People (April 2023)



Birmingham City Council, 18 April 2023





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Reports that have been submitted to Council can be downloaded from www.birmingham.gov.uk/scrutiny.



Preface

By Councillor Saima Suleman

Chair, Economy & Skills Overview & Scrutiny Committee



As councillors we are based in the heart of our communities and understand first-hand the challenges that our residents are facing following the pandemic. One of the key challenges identified by this committee was the issue of youth unemployment and skills in the city. This Scrutiny Inquiry reflects the priority of the Council and organisations across Birmingham to address these issues.

We have used the Council's report 'Breaking Down Barriers' as the starting point for our Inquiry as this set out the employment challenges faced by young people following the pandemic. We focused on 5 key themes from this report and wanted to understand how existing opportunities are communicated to young people and how young people are supported to develop entrepreneurial skills.

Our city is well known for its industrial heritage, however the diverse range of employment opportunities and the skills that are required today are reflected in the coat of arms for Birmingham which included figures that represent both industry and art. It is by recognising the strengths and opportunities Birmingham has across a range of sectors and organisations working together to inspire young people to take and develop these, that we can build a skilled local work force that will continue to take this City forward.

In undertaking this work we recognised that this issue cannot be tackled by the Council alone and I want to thank all the organisations that contributed to the Inquiry. Through the evidence you presented we have been able to build a picture of the complex and fragmented employment and skills landscape at a local, regional and national level. During the inquiry I have asked myself - if professionals can find this difficult to understand and, as elected members undertaking this Inquiry, it took this detailed piece of work enable us to fit the pieces of this jigsaw together – how can we expect young people to navigate this system and reach their potential?

Another factor that has made this a challenging policy to consider is that, as we have been working to understand the national, regional, city council and local policy context, the discussions on the Trailblazer Devolution Deal have been taking place, the transition to new funding regimes including the UK Shares Prosperity Fund is being determined the Local Skills Improvement Plan that will set the regional strategic context is being developed. To make recommendations that are timely for these strategic developments, we have not been able to consider the full range of issues identified in the Inquiry Terms of Reference. These issues will be put forward for the Scrutiny Committee to consider as part of the work programme for 2023/24. Other issues that have been identified during the Inquiry but again, due to time constraints, we have not been able to consider in more detail include the underspend of the Apprenticeship Levy and the recent announcement that young people will be able to use the Universities and Colleges Admissions Service (UCAS) to search and apply for apprenticeships.

The recommendations we have made, if implemented, will provide a framework that will operate at two levels. At a strategic level, the City Council will work with local and regional organisations to use the data and insight to collaborate and map the strengths, needs and provision across the City and agree the



governance arrangement to co-ordinate the delivery of the agreed priorities. It will also enable all young people, including those with additional needs, to understand the opportunities that are available and how to take advantage of them. Young people and organisations across the city will have something to aim for and know how to get there.

Some of the issues that we have identified are outside the scope of the Council or local organisations to address. We have therefore identified 3 key issues that we ask the Council to communicate to relevant government departments.

I want to thank everyone who has contributed to this inquiry, especially all members of this committee who bring with them a wealth of experience and passion which has been invaluable to the work of this inquiry. I would also like to thank Scrutiny Officers who have been instrumental in getting all the work of this enquiry completed within the tight deadline we set at the beginning of this municipal year. Also, to all other council officers that have supported the work of this enquiry.

Finally, and most importantly, I want to thank the brave young people who met with us during the Inquiry. You showed us, through your openness in sharing the challenges you have faced and willingness to contribute to work that will improve the opportunities for all young people, that young people are our greatest asset for the future.

Councillor Saima Suleman

Chair, Economy & Skills Overview & Scrutiny Committee



Summary

The Economy and Skills Overview and Scrutiny Committee decided to undertake an Inquiry into employment and skills for young people as part of the Scrutiny work planning process in July 2022. The Breaking Down Barriers¹ report that has been published by the Council during the pandemic highlighted the disproportionate impact on young people. The report showed that in February 2020, prior to the Covid-19 pandemic, 6.3% of young people aged 18-24 in Birmingham and 6.1% in the West Midlands were unemployed. By March 2021, this had risen to 11.6% in Birmingham and 11.5% in the West Midlands – an increase of over 5%.

The Breaking Down Barriers report provided the strategic context for the Council to tackle youth unemployment and it was agreed that the Scrutiny Inquiry would contribute to this area of policy development. The over-arching question the Inquiry considered was:

How is the council responding to the Breaking Down Barriers Report and what is the vision for Life-Long Learning and Skills across the city?

The specific focus for the Inquiry would be on the implementation of 5 of the recommendations from the breaking down barriers report as set out below with the addition of 2 further issues of communication and marketing and entrepreneurship:

- Support young people to build confidence and resilience
- Develop a comprehensive city-wide mentoring scheme
- Facilitate accessible work experience opportunities
- Reshape careers advice and guidance services
- Deliver a locally designed scheme of employment support for young people and businesses

The Inquiry also considered:

- How marketing and communication strategies are used to inform disenfranchised young people of the skills and employment opportunities available.
- How young people are supported to develop entrepreneurial skills

The Task and Finish Group that was established to undertake this Inquiry recognised that many of the policy areas and services are outside the scope of the City Council. In gathering the evidence, the Inquiry reached out to other partner organisations in Birmingham and academics who have researched in this field and importantly also met with young people who shared their journeys and considered responses to an online survey.

The key themes that were identified from the evidence received were:

- Supporting Young People to Build Confidence and Resilience

¹ https://www.birmingham.gov.uk/info/20143/young_people/2389/breaking_down_barriers_working_towards_birmingham_s_future_supporting_younger_people_into_employment



- Responding to Needs of Children and Young People and Addressing Structural Inequities
- Complexity and Fragmentation of the Skills and Employment Ecosystem
- Skills Funding
- Work Experience
- Mentoring
- Apprenticeships

The recommendations below were developed based on the evidence received.

	Recommendations	Responsibility	Completion Date
R01	<p>Fragmentation and Complexity of the System</p> <p>Council asks the Deputy Leader to work with partners, including the West Midlands Combined Authority (WMCA), Chamber of Commerce, Colleges, Universities, Unions, SMEs, sector-based organisations and Community and voluntary organisations to:</p> <ul style="list-style-type: none"> a) Map skills strengths, needs (current and future) and provision across the Birmingham skills ecosystem and agree priorities. b) Ensure that the City Observatory works with the Coventry and Warwickshire Chamber of Commerce as the Employer Representative Body for the Local Skills Improvement Plan (LSIP) to make sure the plan draws on the mapping work and existing data for Birmingham that partners already hold. c) Agree the governance arrangements and infrastructure to support collaboration to co-ordinate the delivery of agreed priorities identified through the mapping / LSIP process. 	Deputy Leader	October 2023
R02	<p>Confidence and Resilience</p> <p>Young people need to understand the current and future skills and job opportunities in the City:</p> <ul style="list-style-type: none"> a) In the short term, Council asks the Deputy Leader to take forward work with careers advice providers to ensure the Labour 	Deputy Leader	July 2023



	<p>Market Information (Labour Market Information - Birmingham Education Partnership (bep.education)) is updated and promoted as a key resource for careers advisors in schools and colleges.</p> <p>b) In the medium-term Council asks the Deputy Leader to take forward work with partners to use the information from the local mapping as set out in recommendation R01 to develop a website /online resource that are relevant to young people and should be maintained with up-to-date information. The Council should work with partners to explore other methods of communicating this information with young people including social media and marketing. Ideally this should be co-produced with young people.</p>		March 2024
R03	<p>Funding</p> <p>Building on the information provided to the Inquiry, Council asks the Deputy Leader and Cabinet Member for Children, Young People and Families to work together with partners to map the funding gaps and projects in Birmingham relating to employment and skills that are at risk as a result of the transition to new funding regimes, including the 3 pillars of the UK Shared Prosperity Fund and Levelling Up funds, and that the Council facilitates a collaborative approach with partners to achieve maximum benefit from the funds that will be available to Birmingham.</p>	<p>Deputy Leader</p> <p>Cabinet Member for Children, Young People and Families</p>	June 2023
R04	<p>Lobbying on Central Government on National Issues:</p> <p>Council asks that the Deputy Leader, Cabinet Member for Children, Young People and Families and the Chair of the Economy and Skills Overview and Scrutiny Committee write a joint letter to the Department for Education and Department for Work and Pensions to lobby on the following points:</p>	<p>Deputy Leader</p> <p>Cabinet Member for Children, Young People and Families</p> <p>Chair of the Economy and Skills Overview</p>	May 2023

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R06	<p>Careers Service (BDB Rec 8)</p> <p>When reshaping the careers service Council asks the Deputy Leader and the Cabinet Member, Children, Young People and Families to work with partners to:</p> <ul style="list-style-type: none"> a) Agree a strategic approach to the provision of pre 16 and post 16 careers advice, including the introduction of discussions with children at primary school about their aspirations and the wide range of jobs that are available in the City. b) Use the mapping of skills strengths, needs (current and future) and provision across the Birmingham skills ecosystem and agrees priorities to act as a catalyst to bring together schools, colleges, universities and employers to inspire young people to take the opportunities that are available in the City. c) Ensure young people are provided with information about a wide range of education, training including apprenticeships and careers to understand the options that are available to them (Linked to R0 2) d) Young people receive support that considers their personal circumstances and aspirations. Young people who have additional vulnerabilities and needs including SEND should receive 1-1 support, including during transition stages. The council should explore how other professionals who have existing supportive relationships with young people with additional needs can be trained to provide initial careers support and sign posting. 	<p>Deputy Leader</p> <p>Cabinet Member, Children, Young People and Families</p>	<p>October 2023</p>
R07	<p>Young People with Additional Vulnerabilities</p> <p>Council asks the Cabinet Member for Social Justice, Community Safety and Equalities to work with the Cabinet Member for Finance and</p>	<p>Cabinet Member for Social Justice, Community</p>	<p>June 2023</p>



	<p>Resources and the Cabinet Member for Children, Young People and Families to pass a political commitment to treat care experience as a protected characteristic, to ensure that this group receive the support, guidance and opportunities that enable them to succeed. Cabinet Members are also asked to ensure that, building on good practice that is in place, young people with SEND also receive appropriate support and guidance as set out below. In order to implement these recommendations, it is proposed that Council asks the relevant Cabinet Members to undertake an assessment of the resources required to implement the following:</p> <p>a) The Cabinet Member for Social Justice, Community Safety and Equalities and Cabinet Member for Children, Young People and Families review and develop new Council processes and procedures to guarantee interviews for young people with care experience and / or SEND who meet the criteria for jobs. This should include the development of monitoring and evaluation to track the impact of these new policies and procedures.</p> <p>b) The Cabinet Member for Social Justice, Community Safety and Equalities and Cabinet Member Children, Young People and Families ensure that the right support and guidance is in place to enable young people with additional vulnerabilities to succeed in the Council, including young people with care experience and/or SEND. This should include monitoring and evaluation processes, including exit interviews to track impact. Once developed, the policies and procedures should be shared with organisations on the City Board to encourage partners to adopt this good practice.</p>	<p>Safety and Equalities</p> <p>Cabinet Member for Finance and Resources</p> <p>Cabinet Member Children, Young People and Families</p>	<p>October 2024</p> <p>October 2024</p>
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	<p>c) The Cabinet Member for Finance and Resources explores opportunities with council contractors to include guaranteed interviews for care-experienced young people at entry/apprentice level roles and ringfence opportunities for work experience, apprenticeships and work opportunities for care-experienced young people.</p> <p>d) The Cabinet Member for Social Justice, Community Safety and Equalities works with the Cabinet Member for Children, Young People and Families to support the development of BCT's 'Develop Me' Mentoring programme, ensuring that our children in care and care-experienced young people have mentors from the Council who can support and guide their development in areas like transitions, education and employment.</p>		<p>October 2024</p> <p>October 2024</p>
R08	<p>Mentoring (BDB Rec 1, Rec 4) Council asks the Deputy Leader to work with partners to secure funding for a mentoring programme that provides a range of opportunities that are flexible and meet young people's needs including formal mentoring and developing the role of trusted adults who will support and encourage young people as they navigate their education, training and work. The mentoring programme should:</p> <p>a) Be targeted at young people who experience disadvantage and focus on young people on pupil premium, young people with SEND and care experienced young people.</p> <p>b) Ensure that mentors / trusted adults reflect the diversity of the City and include people with lived experience of overcoming challenges in their careers.</p>	Deputy Leader	October 2023



	c) Ensure that funding for programmes for work experience and mentoring programmes include in the budget travel costs for young people who would otherwise struggle to participate.		
R09	<p>Apprenticeships</p> <p>Council asks the Deputy Leader to work with the Birmingham Ladder, Chamber of Commerce, Business Improvement Districts, Small Business Federation, other business organisations and education providers, to:</p> <ul style="list-style-type: none"> a) Promote apprenticeships to small and medium enterprises, including providing information about how apprenticeships work and the benefits to businesses of employing apprentices and young people. b) Signpost small and medium enterprises to sources of administrative and business support, to enable apprenticeship schemes to be high quality and that apprentices receive the ongoing wraparound and tailored support they need to succeed. 	Deputy Leader	October 2023
R10	<p>Employment Support (BDB Rec 10)</p> <p>Council asks the Deputy Leader to build on existing good practice across the city and work with local organisations, Job Centres, Community centres, youth centres, libraries and employment support projects to develop Local Employment Partnerships to engage with small and medium size enterprises and match job seekers and those seeking apprenticeships to local employment opportunities. This should be linked in with the Council's early intervention and prevention programme, recognising the role of employment as a wider determinant of health, mental wellbeing, financial resilience and life chances.</p>	Deputy Leader	October 2023
R011	<p>Tracking</p> <p>Council agrees that the Executive Member reports on progress towards achievement of these recommendations no later than October 2023. Subsequent progress reports will be scheduled by the Committee thereafter, until all recommendations are implemented.</p>	Deputy Leader	October 2023



Background

1.1 About Overview and Scrutiny

- 1.1.1 Overview and Scrutiny is an essential part of the governance arrangements within the City Council and fulfils the statutory function as set out in the Local Government Act 2000 as amended by the Localism Act 2011. The vision for Scrutiny at Birmingham City Council, as set out in the Scrutiny Framework, is:
- 1.1.2 To ensure effective democratic accountability and oversight of the Council's executive. This will be achieved by a member-led Scrutiny function which is held in high regard by its many stakeholders, and which adds value for the people of Birmingham. This vision recognises that Scrutiny is a core component of the governance structures of the Council, and that Scrutiny Members, the Executive and senior officers will all work to create the right culture and lead the way in making the vision a reality. Ensuring good Scrutiny in Birmingham is a common endeavour across the council.
- 1.1.3 To achieve this Scrutiny will follow the nationally agreed 'Four Principles of Good Scrutiny':
 - a. Amplify public voice and concerns;
 - b. Drive improvement in public services;
 - c. Provide constructive "critical friend" challenge;
 - d. Be led by 'independent minded people' who take responsibility for their role.
- 1.1.4 The Economy and Skills Overview and Scrutiny Committee is one of 8 Overview and Scrutiny Committees that scrutinises and contributes towards policy development on the issues identified by councillors. The Scrutiny Committees cannot make police decisions but can make recommendations to the Council's Executive. The Scrutiny Inquiry reports are presented to City Council for all elected members to consider the recommendations.

1.2 Membership of Task and Finish Group

- 1.2.1 The Employment and Skills Inquiry was agreed as part of the Scrutiny Work Programme in July 2022 to be led by the Economy and Skills Overview and Scrutiny Committee. A Task and Finish Group was established with the following membership:
- 1.2.2 Cllr. Saima Suleman (Chair), Cllr. Simon Morrall (Deputy Chair) Cllr. Raqeeb Aziz, Cllr. Nicky Brennan and Cllr. Izzy Knowles



1.3 Terms of Reference for the Inquiry

- 1.3.1 The terms of reference were agreed by the Task and Finish Group in September 2022 and approved by the Economy and Skills Overview and Scrutiny Committee in October 2022. It was agreed that the Inquiry would focus on skills and employment for young people and build on the work undertaken through the Breaking Down Barriers report ([Breaking down barriers: working towards Birmingham's future supporting younger people into employment | Birmingham City Council](#))
- 1.3.2 The following key question for the Inquiry was agreed:
- How is the council responding to the Breaking Down Barriers Report and what is the vision for Life-Long Learning and Skills across the city?
- 1.3.3 Key lines of Inquiry:
- Support young people to build confidence and resilience
 - Develop a comprehensive city-wide mentoring scheme
 - Facilitate accessible work experience opportunities
 - Reshape careers advice and guidance services
 - Deliver a locally designed scheme of employment support for young people and businesses
 - How marketing and communication strategies are used to inform disenfranchised young people of the skills and employment opportunities available
 - How young people are supported to develop entrepreneurial skills
- 1.3.4 The full terms of reference are attached as Appendix 1.



2 Youth Skills and Unemployment in Birmingham

2.1 Overview

- 2.1.1 Birmingham has a persistently high unemployment rate and low skills which affects the opportunities for residents and the ability to grow the local economy and attract business to the city.
- 2.1.2 In February 2020, prior to the Covid-19 pandemic, 6.3% of young people aged 18-24 in Birmingham and 6.1% in the West Midlands were unemployed. By March 2021, this had risen to 11.6% in Birmingham and 11.5% in the West Midlands – an increase of over 5%. When economically inactive young people, who are not currently seeking employment e.g., students are removed from the figures youth unemployment in the city rose to approximately 20% as of April 2021. Almost one in five young people in Birmingham are now out of work - substantially greater than the current UK average of 13.5% for 18 to 24 youth unemployment. (Breaking Down Barriers²)
- 2.1.3 The strategic importance of addressing youth skills and unemployment is reflected in the Grand Challenges facing the city and City Council's Corporate Plan priorities:
- 2.1.4 Grand Challenges:
- Unemployment, skills and the economy
 - Health and well being
 - Community cohesion and living standards
 - The climate emergency
 - Opportunities for children and young people
- 2.1.5 The Corporate Plan 2022 – 2026 strategic outcomes and priorities³:
- A Bold Prosperous Birmingham
 - Support inclusive economic growth
 - Tackle unemployment
 - Attract inward investment and infrastructure

² [Breaking down barriers: working towards Birmingham's future supporting younger people into employment | Birmingham City Council](#)

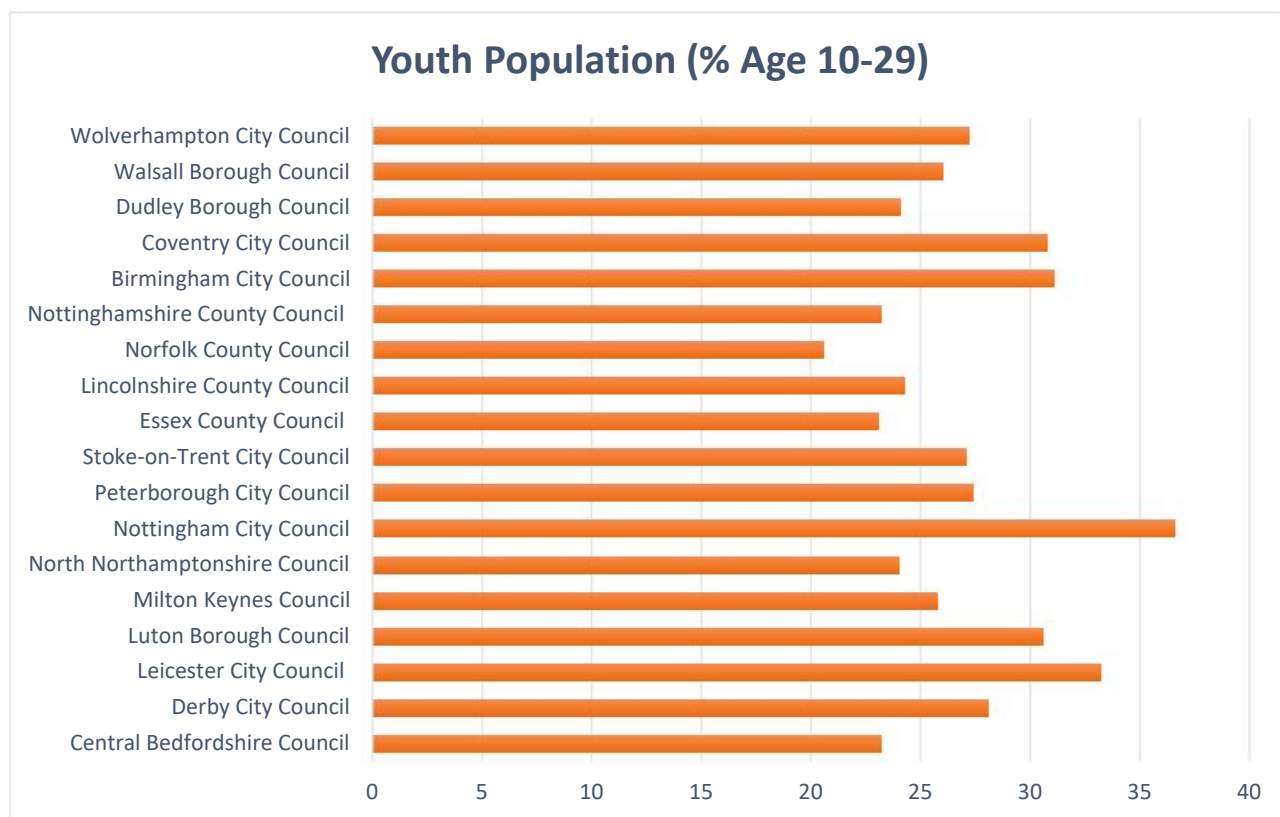
³ [Council Plan and Budget | Birmingham City Council](#)



- Maximise the benefits of the Commonwealth Games
- A Bold Inclusive Birmingham
 - Tackle poverty and inequality
 - Empower citizens and enable the citizen voice
 - Promote and champion diversity, civic pride and culture
 - Support and enable all children and young people to thrive
- A Bold Safe Birmingham
 - Make the city safer
 - Protect and safeguard vulnerable citizens
 - Increase affordable, safe, green housing
 - Tackle homelessness
- A Bold Healthy Birmingham
 - Tackle health inequalities
 - Encourage and enable physical activity and healthy living
 - Champion mental health
 - Improve outcomes for adults with disabilities and older people
- A Bold Green Birmingham
 - Improve street cleanliness
 - Improve air quality
 - Continue on the Route to Net Zero
 - Be a City of Nature

2.1.6 Birmingham is a young city and information reported to the Inquiry showed that in Birmingham over 30% of the population is aged 10 – 29. This makes it even more important to ensure that young people are accessing education and training opportunities and understand what the current and future job opportunities are in the city.

Graph 1: Percentage of Population Aged Between 10 – 29 in Cities in the 20% Most Deprived Index of Multiple Deprivation Areas and Index of Multiple Deprivation Top 30% Local Authorities that have Districts with Considerable Deprivation



(From Princes Trust Presentation to Economy and Skills OSC 7 December 2022: [CMIS > Meetings](#))

2.2 What are the Skills and Employment Issues in Birmingham and How Does this Compare Regionally and Nationally?

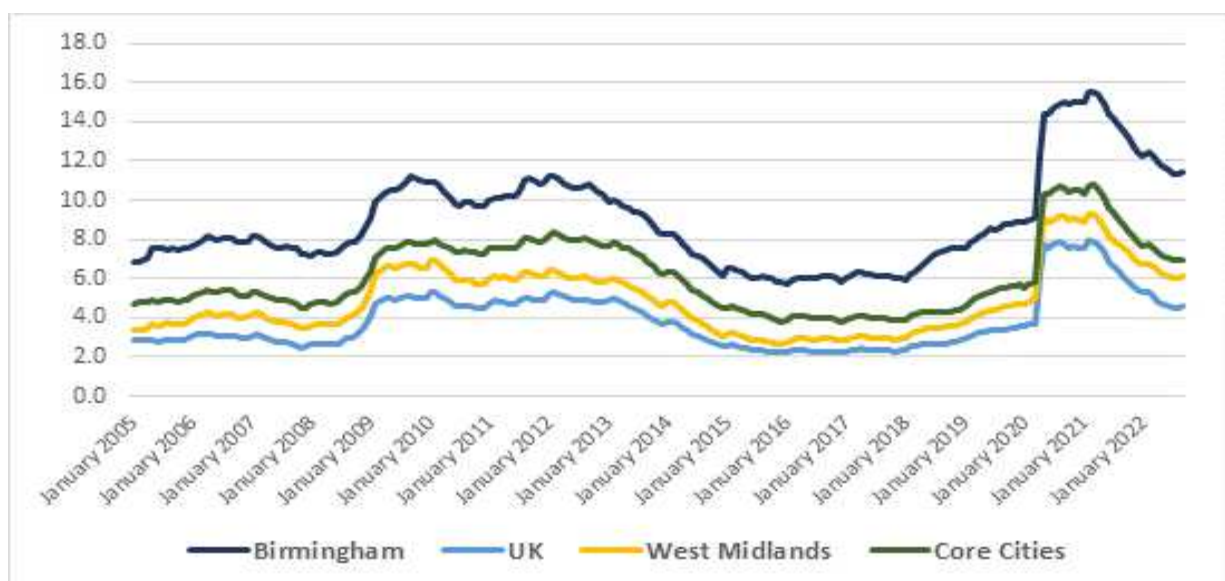
2.2.1 The Inquiry received the information below at the October 2022 meeting of the Economy and Skills Overview and Scrutiny Committee:

- In September 2022, unadjusted unemployment claimant count numbers in the city increased by 665 to 61,665. The unadjusted claimant rate (% of the economically active population) increased slightly to 11.4%, with the claimant proportion (% of the whole working age population) also increasing to stand at 8.4%. Claimant numbers also increased nationally and in the West Midlands Combined Authority (WMCA) area (3 LEP area) last month.
- In Birmingham, the unadjusted youth (18-24) claimant count increased by 210 in September 2022 to 10,700. The unadjusted youth unemployment rate increased to 14.1%, with the youth claimant proportion also increasing to 7.7%. Unadjusted youth unemployment rates also increased in the WMCA (9.6%) and for the UK as a whole (6.8%).



- 2.2.2 Graph 2 below shows Birmingham has a consistently higher claimant count rate for people aged 16-64 compared to the West Midlands, Core Cities and UK between 2005 – 2022.

Graph 2: Claimant Count Rate (16-64) Time Series 2005 – 2022



(From Skills Finding and Data Report to Economy and Skills OSC 9 November 2022: [Document.ashx \(cmis.uk.com\)](https://cmis.uk.com/Document.ashx))

- 2.2.3 Table 1 below shows the unadjusted claimant count unemployment data for September 2022 for the core cities. Birmingham has the highest claimant unemployment rate (11.4%) amongst the core cities and is well above the UK average (4.6%). Eight of the ten core cities saw an increase in claimant count unemployment last month.

Table 1: Core City Claimant Count September 2022				
			Monthly Change	
Area	Number	Rate %	Number	Rate %
Birmingham	61,665	11.4	665	0.1
Manchester	22,980	7.6	100	0.0
Nottingham	12,050	7.0	90	0.1
Liverpool	18,445	6.9	-280	-0.1
Glasgow	21,695	6.7	-30	0.0
Newcastle	9,185	6.0	100	0.1
Leeds	22,730	5.6	350	0.1
Sheffield	15,180	4.9	60	0.1
Cardiff	9,535	4.7	130	0.0
Bristol	10,875	4.1	235	0.1
UK	1,533,175	4.6	13,140	0.1



London	287,600	5.7	8,030	0.2
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(From Skills Finding and Data Report to Economy and Skills OSC 9 November 2022:
[Document.ashx \(cmis.uk.com\)](#)

2.2.4 Birmingham Wards

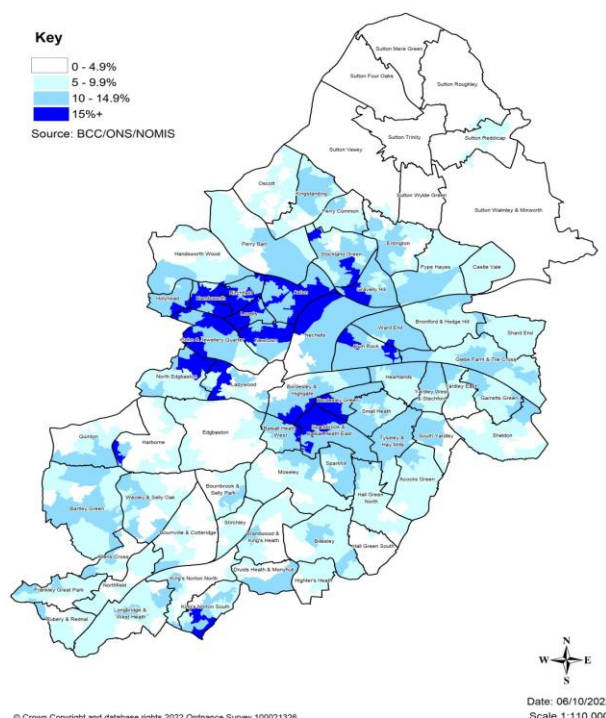
2.2.5 Tables containing ward claimant count unemployment data and ward youth unemployment data are shown below. Table 2 shows that Handsworth (15.8%) and Birchfield (15.7%) have the highest claimant proportions. The Sutton wards (Sutton Reddicap aside) have the lowest claimant proportions, all 3% or under.

2.2.6 Forty-five of the 69 wards in the city saw unemployment increase during September 2022. The largest increase in total claimant numbers at a ward level occurred in Newtown and Glebe Farm & Tile Cross (both +55).

2.2.7 Map 1 below shows that the highest levels of claimant unemployment are concentrated in the inner city and in areas to the north-west of the city centre.

2.2.8 In terms of ward youth unemployment Handsworth (14.5%) and Aston (14.2%) have the highest youth claimant proportions. Thirty-three of the city's wards saw youth claimant numbers increase in September 2022.

Map 1 Birmingham Claimant Count Unemployment Proportions August 2022



(From Skills Finding and Data Report to Economy and Skills OSC 9 November 2022:
[Document.ashx \(cmis.uk.com\)](#)



Table - 2 Unadjusted 18-24 Claimant Count Unemployment by Ward September 2022

Ward	18-24 Claimant Unemployed		Monthly Change	
	Number	Claimant Proportion %	Number	Claimant Proportion %
Acocks Green	215	9.1	-10	-0.4
Allens Cross	110	11.8	0	0.0
Alum Rock	420	12.3	5	0.1
Aston	405	14.2	20	0.7
Balsall Heath West	130	6.9	5	0.3
Bartley Green	230	10.7	10	0.5
Billesley	185	10.9	0	0.0
Birchfield	205	13.2	15	1.0
Bordesley & Highgate	210	8.0	0	0.0
Bordesley Green	180	11.8	-5	-0.3
Bournbrook & Selly Park	145	0.9	0	0.0
Bournville & Cotteridge	100	5.7	-10	-0.6
Brandwood & King's Heath	125	8.5	0	0.0
Bromford & Hodge Hill	225	9.3	0	0.0
Castle Vale	110	12.1	5	0.5
Druids Heath & Monyhull	115	11.4	5	0.5
Edgbaston	70	1.0	5	0.1
Erdington	165	10.3	-10	-0.6
Frankley Great Park	135	13.5	0	0.0
Garretts Green	120	11.1	5	0.5
Glebe Farm & Tile Cross	275	12.8	20	0.9
Gravelly Hill	140	11.4	10	0.8
Hall Green North	180	7.5	0	0.0
Hall Green South	40	5.0	0	0.0
Handsworth	200	14.5	-5	-0.4
Handsworth Wood	180	8.2	5	0.2
Harborne	150	5.8	15	0.6
Heartlands	170	10.5	15	0.9
Highter's Heath	75	9.2	10	1.2
Holyhead	160	11.7	0	0.0
King's Norton North	65	7.0	-10	-1.1
King's Norton South	100	10.7	15	1.6



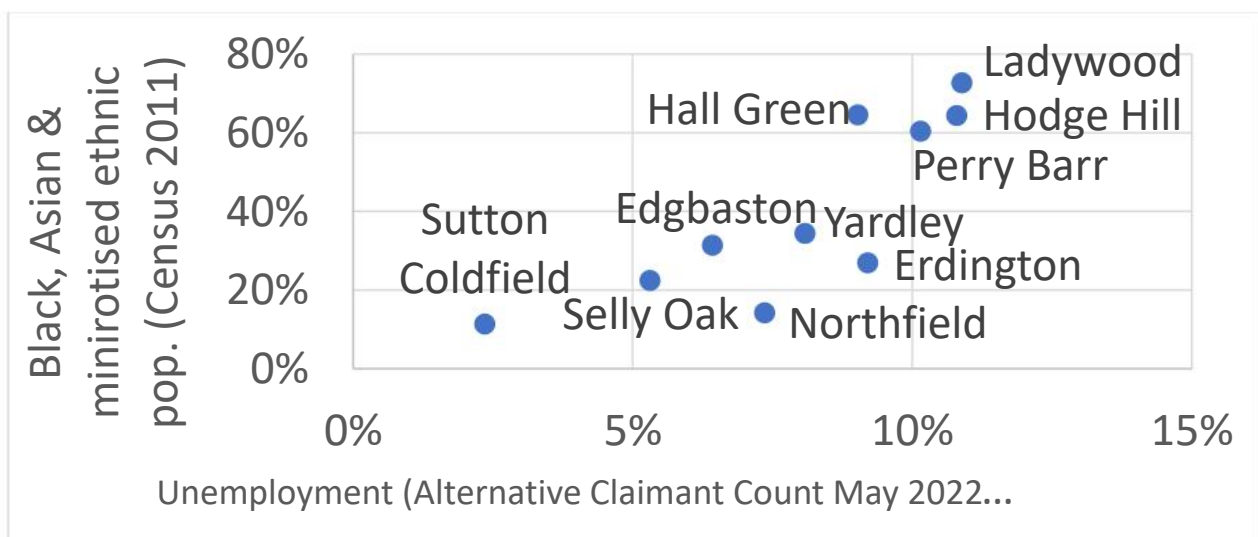
Kingstanding	230	11.4	-5	-0.2
Ladywood	230	3.7	0	0.0
Longbridge & West Heath	165	10.1	15	0.9
Lozells	145	11.4	0	0.0
Moseley	140	7.4	10	0.5
Nechells	165	3.3	-5	-0.1
Newtown	240	6.7	10	0.3
North Edgbaston	325	9.8	15	0.5
Northfield	70	8.9	5	0.6
Oscott	130	8.1	0	0.0
Perry Barr	165	8.3	20	1.0
Perry Common	105	10.5	5	0.5
Pype Hayes	90	11.1	5	0.6
Quinton	135	8.0	5	0.3
Rubery & Rednal	85	9.4	0	0.0
Shard End	115	12.2	5	0.5
Sheldon	130	8.1	-5	-0.3
Small Heath	235	8.8	-5	-0.2
Soho & Jewellery Quarter	320	8.3	-10	-0.3
South Yardley	75	8.9	0	0.0
Sparkbrook & Balsall Heath East	410	13.1	10	0.3
Sparkhill	270	9.8	5	0.2
Stirchley	65	8.4	0	0.0
Stockland Green	315	13.7	10	0.4
Sutton Four Oaks	10	1.7	0	0.0
Sutton Mere Green	15	2.4	5	0.8
Sutton Reddicap	55	7.1	0	0.0
Sutton Roughley	30	4.0	0	0.0
Sutton Trinity	15	3.0	0	0.0
Sutton Vesey	45	2.9	5	0.3
Sutton Walmley & Minworth	30	2.9	0	0.0
Sutton Wylde Green	20	3.4	0	0.0
Tyseley & Hay Mills	150	12.2	5	0.4
Ward End	175	10.4	0	0.0
Weoley & Selly Oak	215	7.8	5	0.2
Yardley East	85	9.1	0	0.0
Yardley West & Stechford	160	12.3	-5	-0.4
Birmingham	10,700	7.7	210	0.2



(From Skills Finding and Data Report to Economy and Skills OSC 9 November 2022:
[Document.ashx \(cmis.uk.com\)](#))

- 2.2.9 Graph 3 below shows that the wards with the highest unemployment are the wards with the largest Black, Asian and minoritised ethnic populations.

Graph 3: Ward Ethnicity and Unemployment

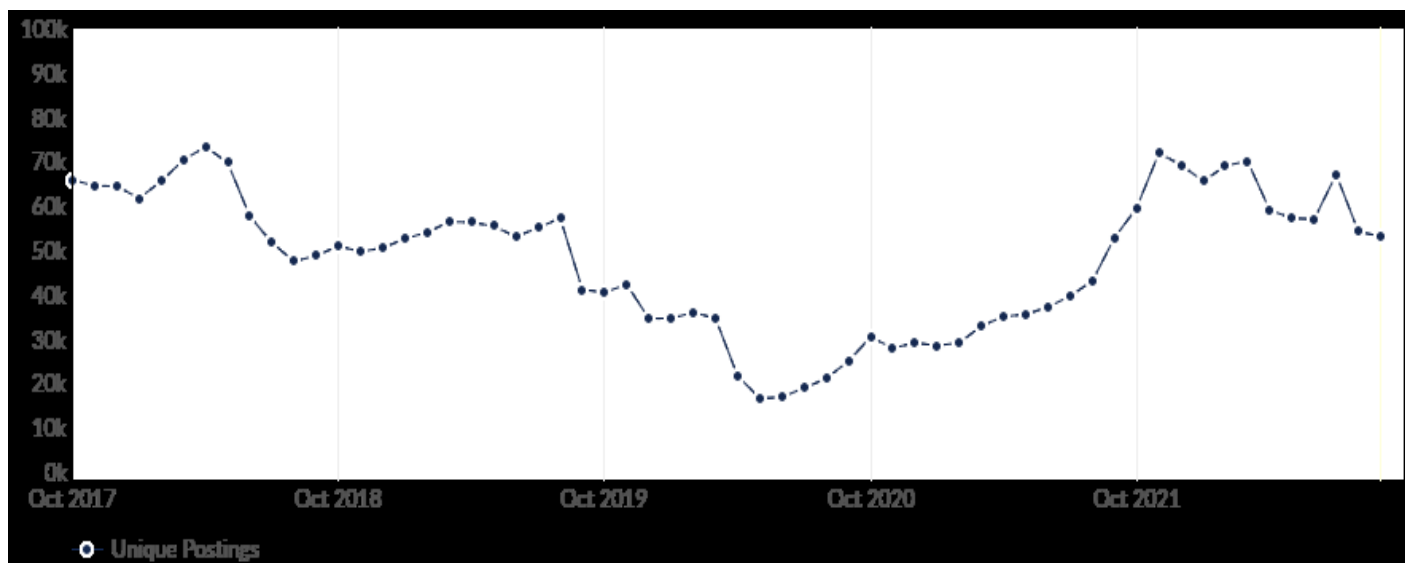


(From Cabinet Member Report to Economy and Skills OSC 9 November 2022:
[Document.ashx \(cmis.uk.com\)](#))

2.3 Job Vacancy Data

- 2.3.1 The job postings data from Lightcast in Graph 4 below showed that in September 2022 there were 52,958 jobs being advertised in Birmingham. This is a 1,041 decrease on the number of vacancies recorded in August 2022.

Graph 4: Vacancy Time Series 2017 - 2022



(From Skills Finding and Data Report to Economy and Skills OSC 9 November 2022:
[Document.ashx \(cmis.uk.com\)](https://cmis.uk.com/Document.ashx))

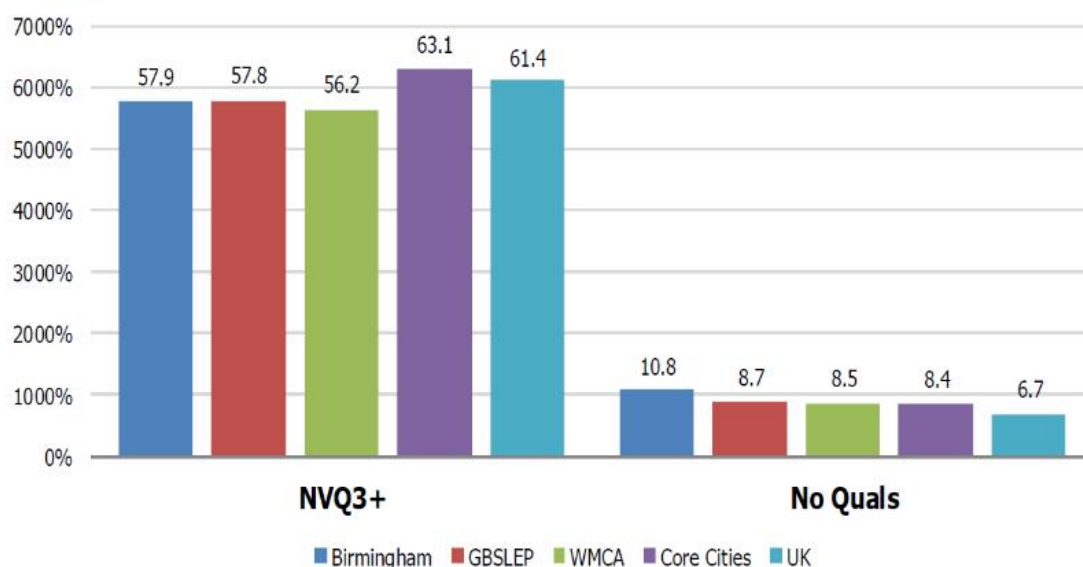
2.4 Resident Employment

- 2.4.1 The Annual Population Survey employment data for Birmingham (Q2 2022) shows working age employment levels decreasing by 7,400 during September 2022 to stand at 481,500. The employment rate also decreased, down from 66.2% in Q1 2022 to 65.1% in Q2 2022. Economic inactivity (those not in work or seeking work) in the city stood at 217,900 in Q2, 29.5% of the 16-64 population.
- 2.4.2 The Labour Force Survey figures for the West Midlands region for the three-month period June to August 2022 show that the number of working age people employed has decreased by 11,000 compared with the previous quarter (Mar to May 2022). The employment rate regionally fell by 0.5% points compared to the previous quarter. Nationally the employment rate fell to 75.5%, down by 0.3% points on the previous quarter and still 1.0% point below pre pandemic levels.

2.5 Skills Levels

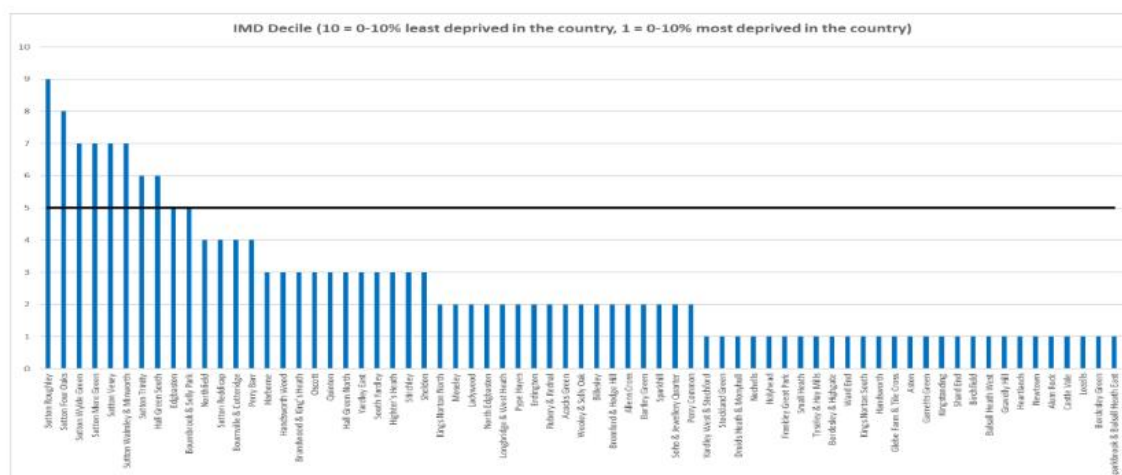
- 2.5.1 It was highlighted that Birmingham experiences an 'employment paradox'. On the supply side comparatively high unemployment and low employment rates in the city are linked to the skills gap that exists locally with residents having lower skills and qualification levels than the national average. Graph 5 below highlights this issue, showing how Birmingham (10.8%) has a greater proportion of working age residents with no qualifications compared to the UK (6.7%) and the core city average

Graph 5: Claimant Count Unemployment Monthly Update – September 2022



2.6 Employment, Poverty and Cost of Living Crisis

Graph 6: Birmingham Wards by Index of Multiple Deprivation Decile

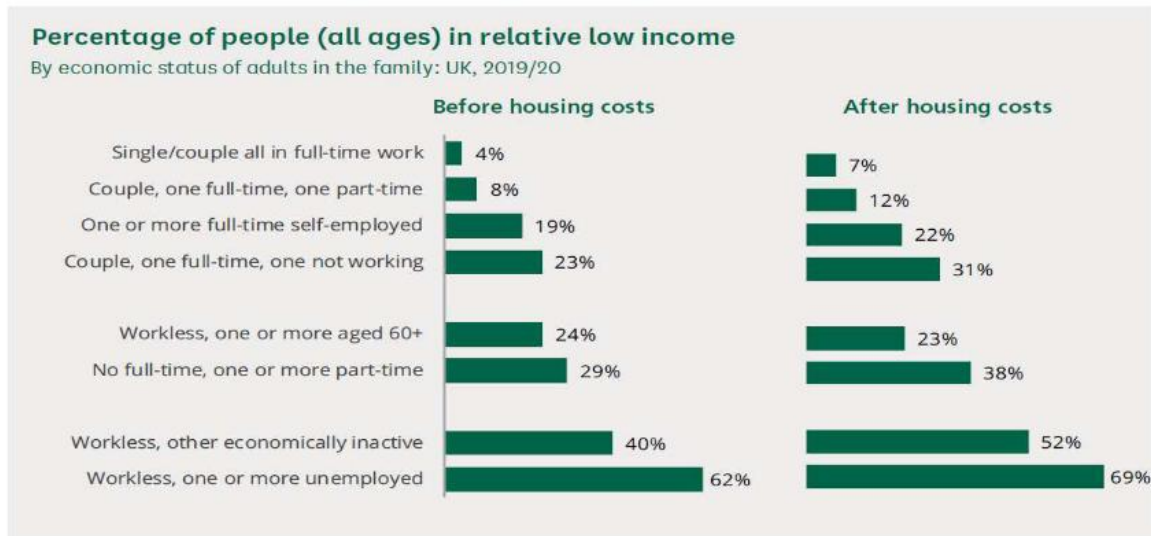




(From Cabinet Member Report to Economy and Skills OSC 9 November 2022:
[Document.ashx \(cmis.uk.com\)](#))

- 2.6.2 Graph 7 below illustrates that lack of employment is the most important factor driving poverty and cost of living pressures nationally.

Graph 7: Percentage of People (All Ages) In Relative Low Income 2019/20

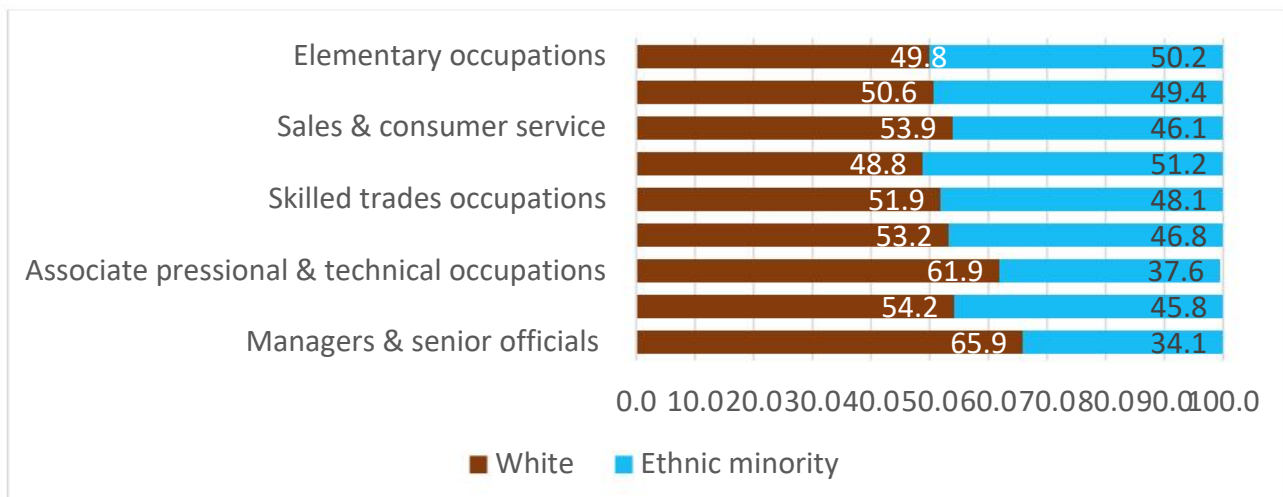


Source: DWP, [Households Below Average Income](#), 2019/20

(From Cabinet Member Report to Economy and Skills OSC 9 November 2022:
[Document.ashx \(cmis.uk.com\)](#))

- 2.6.3 Graph 8 below shows that white people are particularly strongly represented in managerial and senior official roles in Birmingham. At 65.9%, managers and senior officials was the occupation with the highest level of White representation, and the lowest share of ethnic minority representation, followed by associate professional and technical occupation.

Graph 8: Percentage of 16+ Employed by Occupation of Employment July 2021 to June 2022





(From Cabinet Member Report to Economy and Skills OSC 9 November 2022: [Document.ashx](#)
([cmis.uk.com](#))



3 Qualifications and Pathways

3.1.1 There are 8 qualification levels, and most qualifications have a difficulty level. The higher the qualification, the more difficult the qualification is to achieve. The Tables 3, 4, 5 and 6 below illustrate the qualifications and pathways young people can consider.

Table 3: Qualification Level

	Academic	Vocational	Work-based Learning
Entry levels 1- 3			
1	GCSE	BTEC	Traineeship / NVQ Level 1
2	GCSE	BTEC	Intermediate Apprenticeship / NVQ Level 2
3	A Level	BTEC / T Levels	Advanced Apprenticeship / NVQ Level 3
4	Honours Degree (Year 1)	Higher National Certificate (HNC) /BTEC Higher	Higher Apprenticeship / NVQ Level 4
5	Honours Degree (Year 2)	Higher National Diploma (HND) / BTEC Higher	Degree Apprenticeship / NVQ Level 5
6	Honours Degree (Year 3)	BTEC Professional	Degree Apprenticeship / NVQ Level 6
7	Master's degree	BTEC Professional	Degree Apprenticeship / NVQ Level 7
8	Doctorate (PHD)	BTEC Professional	NVQ Level 8

(From My Way Into the World of Work: [Labour Market Information - Birmingham Education Partnership \(bep.education\)](https://bep.education))



Table 4: GCSE Grades Comparison Table

Current GCSE Grades	GCSE Fine Grades	GCSE 9-1 Grades	BTEC Grades
A*	A*+ A* A*-	9	D*
		8	
A	A+ A A-	7	D
B	B+ B B-	6	M
		5	
C	C+ C C-	4	P
		3	
D	D+ D D-	2	
E	E+ E E-		
F	F+ F F-	1	L1
G	G+ G G-		
U	U	0	U

(From My Way Into the World of Work: [Labour Market Information - Birmingham Education Partnership \(bep.education\)](http://bep.education))



Qualifications and Pathways: Special Educational Needs and Disabilities (SEND)

3.1.2 For young people with SEND, there are two potential pathways for those typically unlikely to take GCSE (Career Group 1) and those typically likely to take GCSE (Career Group 2)

Table 5: Career SEND Group 1 age 16+

Pathway	Description	Length of Time	Assessment	Level of Study	Entry Requirements	Work Experience	What does it lead to
Supported/Inclusive Apprenticeships	A real job with training & a salary	12-24 months		Entry 3 to Level 2	EHCP	Yes	Paid employment
Pre-Apprenticeships	A programme of study aimed at exploring different industries and job roles	Approx 6-12 weeks. Dependant on the provider		Entry Level training	Up to the training provider/employer	Yes, invaluable experience	Traineeship
Technical/Vocational (BTECS)	Qualifications that teach you how to do tasks specifically related to the industry and role you want to be in	Dependent on vocational qualification	Course dependent. (Coursework, practical assessments and exams)	1+ (Entry Level to Level 8). Eg. Level 1 BTEC Certificate/Diploma or OCR City and Guilds	Course dependent. (Coursework and exams)	Course dependent	Apprenticeship, University or College, Employment
Supported Internships	A structured study programme/ partnership based predominantly with an employer	1 year	Varies between employer and/ or college	Entry Level and upwards	EHCP	Yes	Apprenticeship, Supportive Employment
Traineeships	A structured study programme/ partnership based predominantly with an employer	6 weeks - 6 months	A formal job or exit interview with written feedback. Coursework and exams are course dependent	N/A	Have little to no work experience and qualifies below Level 3	Yes	Apprenticeship, Supportive Employment
Supported Enterprise	Setting up your own business as either a freelance service, a sole trader or a registered company	N/A	N/A	N/A	N/A	Recommended before setting up your own business	Self employment
Supported Employment	Personalised model with employer	Indefinite	On the job training and coaching	Dependent on employer	Dependent on employer	Yes	Paid employment
Volunteering	Working in the community or with a charity as a regular volunteer	Indefinite	N/A	N/A	Interview to assess interests, availability, adjustments to be made	Helps to do this in school so you can learn what is expected and what sort of role you would like to do	Could lead to paid work but not guaranteed. Could open up other opportunities.
Pre-supported Internships/Supported Work Experience	Regular placement with an employer over an extended period of time	Determined by employer and young person	N/A	N/A	EHCP/Vocational Profiling	N/A	Supported internship, college course, traineeship/supported apprenticeship

(From My Way Into the World of Work: [Labour Market Information - Birmingham Education Partnership \(bep.education\)](https://www.bep.education/))



Table 6: Career SEND Group 2 Age 16+

Pathway	Description	Length of Time	Assessment	Level of Study	Award UCAS Points	Entry Requirements	Work Experience	What does it lead to
Apprenticeships	A real job with training & a salary	1 year minimum	Apprenticeship dependent (includes demonstrations, presentations, course work and exams)	2/3 with possibility to progress to higher and degree apprenticeships	No	Employer dependent. Age 16+ Evidence of interest and ability to complete	Yes (paid job with at least 20% off the job training)	Higher or degree apprenticeship, University or college, Employment
A Levels	An academic qualification similar in style to GCSEs that prepares you for further study	2 years	Mostly exams at the end of the course	3	Yes	For individual schools and colleges to decide (commonly 5 GCSEs at grade 4 and above)	No	Apprenticeship, University or College, Employment
T Levels	A technical study programme similar to 3 A levels, with an industry placement which takes up 20% of the course. Designed to give you the skills that employers need	2 years	Exams, projects and practical assignments	3	Yes	Set by each school/college	Yes (80% classroom, 20% work)	Apprenticeship, University or College, Employment
Technical/ Vocational	Qualifications that teach you how to do tasks specifically related to the industry and role you want to be in	Course dependent	Course dependent (course work and exams)	1+	Yes	Course dependent (coursework and exams)	Course dependent	Apprenticeship, University or College, Work
Applied	Qualifications that prepare you for further study by combining academic learning with practical skills to give you a broad overview of working in a sector	Course dependent	Course dependent (course work and exams)	3	Some. (Course and award organisation dependent)	Set by each school/college	Course dependent	Apprenticeship, University or College, Employment
Traineeships	A work focussed study programme that prepares you for an apprenticeship or work	6 weeks - 6 months	A formal job or exit interview with written feedback. Coursework and exams are course dependent	N/A	Yes	Have little to no work experience and qualifies below level 3	Yes	Apprenticeship, Employment
Entrepreneurship	Setting up your own business as either a freelance service, a sole trader or a registered company	N/A	N/A	N/A	No	Industry dependent	Recommended before setting up your own business	Self employment
Paid Employment	Working 16 hours or more weekly with a contract in place	N/A	N/A	N/A	No	Industry dependent	Recommended before working	Employment

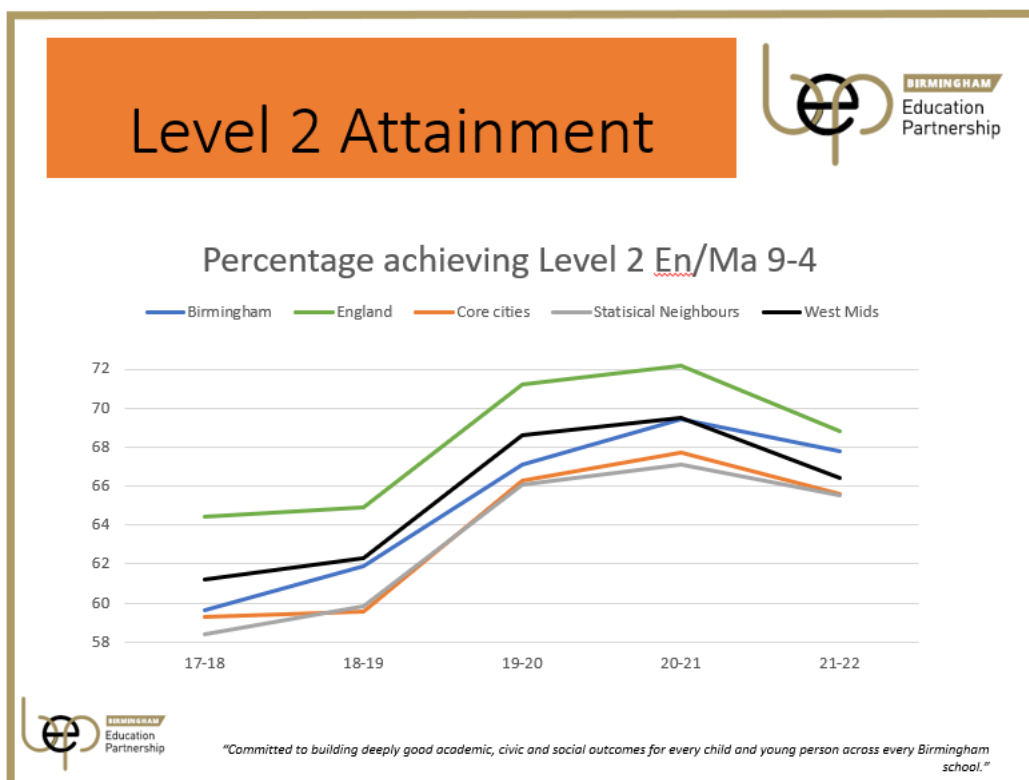
(From My Way Into the World of Work: [Labour Market Information - Birmingham Education Partnership \(bep.education\)](http://bep.education))



3.2 Educational Attainment in Birmingham

- 3.2.1 Graph 9 below shows the percentage of young people achieving level 2 English and Maths, grades 9 – 4. This shows that the city is performing well compared to other areas in the West Midlands, Core Cities and statistical neighbours and the gap between Birmingham and England is decreasing as the reduction in grades in 2021/22 for Birmingham was less than in England. This is consistent with the findings of the Scrutiny Inquiry, Closing the Skills Gap (2012). It was noted that, while the data was not shown on the graph, educational attainment in Birmingham is below London.

Graph 9: Group Level Attainment



From Birmingham Education Partnership Report to Economy and Skills OSC 11 January 2023: [CMIS > Meetings](#)



4 What Information, Advice and Services are Available to Help Young People in Birmingham Make Choices about their Future?

4.1 Evidence Gathering

- 4.1.1 During the Inquiry members met with a number of organisations to understand what information, advice and services available to young people in the city. Given the timescales for the Inquiry it was not possible to meet with all the relevant stakeholder but the information below provides examples of the range of support and services currently available.

4.2 Careers Advice in Schools and Further Education Providers

- 4.2.1 Birmingham Careers Hub, which sits within the Birmingham Education Partnership, works with employers and education providers to prepare young people to take the next step in their training / education and employment. The Hub works with a network of 108 secondary institutions including mainstream, special, alternative provision, Further Education and 6th Form colleges to implements the National Careers Strategy and Careers Leaders are trained to Level 7. The Hub also works with employers and has 100 business volunteers (Enterprise Advisers) that are matched with education institutions. The Careers Hub is supported by 15 'cornerstone employers' including HS2, Jacobs, Willmott Dixon, EY, UHB, NEC Group, BSMHT, Mace, Network Rail, AVFC, HSBC, National Grid, Lendlease, Cabinet Office, Severn Trent. The role of the Careers Hub is to ensure schools receive a rich and diverse offer of opportunities which help their students take the next step. In addition to the universal offer there are projects which target students in Alternative Provision, SEND schools, students with an Education Health Care Plan (EHCP), Social, Emotional and Mental Health needs (SEMH), high risk of being Not in Education, Employment and Training (NEET) and Elective Home Education (EHE). The Birmingham Education Partnership also provides the school improvement service across Birmingham.
- 4.2.2 Examples of some of the work of the Hub provided were:



- Eden Boys brought in the Royal Navy to deliver a Computing Mechanical Engineering & Science Workshop in science lessons. The students were involved in an interactive session which helped them to develop their problem solving and team working skills but at the same time they got to hear about life in the Royal Navy and what they would need to achieve at school to get there. A
- George Dixon invited the Director of Sanako to deliver to students in years 7, 8 and 9, to help them to understand how language skills link to careers and the world of work, they also have a key theme for 2023 year 10 students 'developing skills for employment'.
- Doctor from Birmingham QE visits Holyhead Yr12 students.
- Eden Girls – Resin and I – thriving online business selling unique gifts including bookmarks, pendants and keyrings which are customisable. Using business acumen to maximise sales; promoting their business on social media to advertising posters. Creating eco-friendly products has been a keen focus.
- Birmingham Careers Hub Incubation Project – Students at the The Reach and The Edge working with self employed landscapers to design and build their own borders at Kings Heath Park.
- Students from special schools have created their own videos to tell their stories developing their digital and creative skills.

4.2.3 The Careers Hub and providers of Further Education College courses work to the 8 Gatsby Benchmarks that define what world class careers provision in education looks like and provide a clear framework for organising the careers provision at your school or college. The benchmarks below are enshrined in statutory guidance:

- A stable careers programme
- Learning from careers and labour market information
- Addressing the needs of each student.
- Linking curriculum learning to careers.
- Encounters with employers and employees.
- Experiences of workplaces.
- Encounters with further and higher education.
- Personal guidance

4.2.4 The Careers Hub provided information to the Inquiry on the range of courses available for 16 – 18 year olds. The information from the government website showed over 9,000 qualifications available from providers in the city and a breakdown of the Key Stage 4 courses offered in schools in Birmingham included 243 tabs on the spreadsheet.



- 4.2.5 The Careers Hub website included the Labour Market Information tools that can be used to provide an overall view of the past, present and future of the world of work in the Birmingham and surrounding region:

<https://bep.education/wp-content/uploads/2022/02/LMI-Guide-MY-WAY-Into-The-World-Of-Work.pdf>

- 4.2.6 It was noted that the Careers Hub is not responsible for the direct provision of careers advice in school but supports schools to develop and deliver the offer. It was also highlighted that careers advice and guidance and engagement with employers to provide a wide range of opportunities for students to explore career opportunities is not a high priority in Ofsted inspections. Members were also interested to understand how marketing and communications strategies were used to target information that is relevant to different geographical areas and demographic groups.
- 4.2.7 The provider access legislation specifies that schools must provide at least six encounters with approved providers of apprenticeships and technical education for all their students.

4.3 Further and Higher Education and Universities Careers Advice and Guidance and Employment Support

- 4.3.1 The Inquiry heard that universities recognised the importance of providing careers advice and support to students and heard of good practice across several institutions. It was of particular importance that the individual circumstance of students is taken into account to support them on their journey. Some of the key work and programmes that the Inquiry was informed about were:
- University College Birmingham employs ten employability tutors who work with college students completing FE courses and ten tutors working with Higher Education and Post Graduate students.
 - In the 21/22 academic year University College Birmingham successfully supported 1018 college students and 1013 higher education students into meaningful work placements across all our courses.
 - A team of Careers Advisors, within HIRED, ensure there has been a HIRED induction delivered to all students. This means that students are aware of the careers and work placement support available and the importance of gaining work experience for their future career. University College Birmingham has pledged 5 year post study careers support to its Alumni.



- Facilities are being developed to provide a bespoke training environment for sustainable construction technologies (University College Birmingham James Cond Sustainable Construction and Retro-Fit Centre).
- University College Birmingham's Partnership with the University of Warwick providing 1:1 maths support to local schools with student coaches.
- University College Birmingham's Creative Future Incubator supporting young entrepreneurs to launch their specialist creative business.
- The importance of universities understanding the needs of their local communities is of paramount importance. Newman University reported that 54% of students are from a minority background, 24% of disclosed disability, 70% are mature students over 21 with the majority under 25, most students are local, 93% are employed in the West Midlands after graduation.
- Newman University implemented Careers Progression Coaching as part of the Transformation West Midlands project. Coaches tracked local students and recent graduates to help them successfully enter highly skilled employment and further study after graduation. By building a relationship with a single coach, identifying challenges and using enhanced careers guidance techniques to break down barriers, allowing reflection and motivating students, and instilling accountability, students and graduates successfully moved forwards. Coaches worked with 344 final year graduates and recent graduates with the outcomes known for 270. 77% entered into highly skilled employment or further study and 98% moved onto a positive outcome.
- It was also recognised that while the higher education system is designed as a competitive environment, institutions often collaborate working with local businesses and funding bodies to benefit students. The Higher Levels Skills Match is a well-established project with Birmingham City University as the Lead Partner, Aston and Newman Universities as delivery partners which link with small and medium enterprises and graduate talent. Over 600 SMEs have been supported and the project is on target to engage with 300+ businesses in the current phase which will continue until the end of December 2023.
- Birmingham City University STEM UP began delivery in November 2020 with the aim of providing additional practical STEM skills for students, graduates and the wider workforce and has engaged with 1000 people from the local area.
- Birmingham City University is the lead partner with Newman University and West Smethwick Enterprise partners linking graduate talent to careers in Early Years and 3rd Sector supporting existing workforce.
- Birmingham City University Graduate Retune project achieved 630 positive outcomes: 287 graduate level jobs, 74 graduate level Kickstart job



placements, 27 other Kickstart placement 188 non-graduate level jobs and 54 in further study.

- Birmingham University Kickstart project was developed in response to the pandemic and provided a graduate level programme under the government Kickstart scheme to create jobs in the West Midlands Police Force. Across 2 recruitment cycles, 34 graduates secured graduate level jobs including 82 % from Black, Asian or Minority Ethnic backgrounds and 100% of Aston and BCU graduates placed were from Black, Asian or Minority Ethnic backgrounds.
- Members visited Birmingham City University's STEAMhouse which provides interdisciplinary ways of thinking that combined science, technology, engineering, arts and mathematics aimed at finding innovative solutions to today's challenges. The new centre gives students access to facilities and equipment and opportunities to collaborate with people and businesses across multiple sectors.
- The University of Birmingham leads the work with other HE institutions through its Aim Higher outreach programme targeting schools and colleges where young people have low levels of progression into higher education, particularly in areas with high levels of deprivation and low levels of education. This collaborative approach to engagement in the region has worked well in comparison to other parts of the country.
- Careers Network at the University of Birmingham supports student employment pathways and this is especially important for local students as they more are likely to stay and work in the city, so connecting into local employers by University of Birmingham is very important.
- There are diverse routes into learning at the University of Birmingham including short courses for adults with more part-time learning offerings, distance and online learning planned.

4.4 The Prince's Trust

4.4.1 The Prince's Trust is a youth charity that helps young people aged 11 – 30 get into jobs, education and training. In Birmingham the Princes Trust offer includes:

- A 12-week programme and short courses to develop skills, find a routine and make friends.
- Education programmes targeting those most at risk of leaving education
- Employability Programmes helping young people to start a business or find a career.



- 4.4.2 In Birmingham over the last 12 months the Prince's Trust had 216 young people referred to the Enterprise Programme and averaged around 1 start up a month.

4.5 Community and Voluntary Sector Organisations

- 4.5.1 The Inquiry heard about the work of the Witton Lodge Community Association in building links with local employers and working with the local Job Centre to match job seekers. It was recognised that organisations that are embedded in local communities can engage with communities and work with partners to provide local employment support. Members were interested in this approach as a way of building the support available to small and medium size enterprises to engage in apprenticeships and training.
- 4.5.2 The Birmingham Race Impact Partnership (BRIG) have Jobs Fairs and recruitment events held across all the Jobcentres of the city. With some of the highest levels of deprivation in the country in our city, these events impact to varying degrees on the race disparity agenda. BRIG also has a role of Woman's Community Co-Ordinator. This role was specifically set up to work with economically inactive women from a BAME background to encourage, motivate and increase confidence in working with us and independently to support their personal circumstances. BRIG have had some success in engaging women from ethnic minority communities in the city with employment and also been able to engage successfully with local employers that have an interest in employing people well versed in community languages and have held Group events in our Jobcentres to support this.
- 4.5.3 BRIG also reported that the demand for English for Speakers of Other Languages courses (ESOL) is substantial and unfortunately the supply of provision across Birmingham is not adequate. DWP Senior Leaders are presently in early negotiations with the Nishkam Centre, a community-based organisation in Handsworth, as well as Birmingham City Council and other partners, to explore further collaborative opportunities to assist DWP customers. ESOL with employability is at the forefront of the negotiations to identify joint working that will ensure that ESOL for Employability is made available to customers.

4.6 Support for Care Experience Children and Young People

- 4.6.1 The Birmingham Children's Trust, delegated by Birmingham City Council, has a statutory duty to support care experienced young people up to the age of 21 and up to the age of 25 if the young person is in higher education or at university.



- 4.6.2 As at 12th December 2022, the Trust is supporting 980 care experienced young people aged 18-22 years. Performance on the Department of Education's indicator for the past 4 years has been on average 62% in Education, Employment and Training. This is notably above the national and statistical neighbour averages of 55%. The Trust works with CGL, RAP, EAT, DWP and other organisations to provide direct work with young people, live events and employer engagement. Young people have also been provided with laptops and broadband to feel connected and confident to take advantage of Employment, Education and Training (EET) opportunities.
- 4.6.3 One specific and significant aspect has been to offer 1:1 'careers' advice and guidance to all care experienced young people regardless of whether they are EET or NEET (Not in Employment, Education and Training). This has been in person and virtually pre, during and post the pandemic.
- 4.6.4 Typically, this will be a strength and solution-focussed conversation to help the young person move forward with their education, training, and employment plans. The most common related activities are researching EET options and making well-informed decisions, support with CV writing, job applications, personal statements for Uni and interview preparation.
- 4.6.5 The Trust has, since 2017, employed a dedicated role to initiate, coordinate and continue to enhance all matters that are EET for care experienced young people.
- 4.6.6 The EET manager, the Personal Advisers (PAs) and team managers remain aspirational, believing that all young people should be encouraged to achieve and reach their aspirations. The Trust appreciates that for some it will be a long road and we believe in the value of therapeutic activity and emotional support.
- 4.6.7 The importance of gaining, developing, and consolidating self-confidence is centred on increasing social connectedness through clubs, groups, and activities, as well as gaining qualifications and skills for work through training.
- 4.6.8 The EET manager meets with every 18+ team for an hour each month to look at the cohort of young people turning 18, 19, 20 and 21 that month. Currently the Trust refers to the following services for additional NEET support: CGL (YPP), Youth Employment Coach (DWP), Black Country Impact and other regional NEET support services, depending on the young person's location.
- 4.6.9 Since October 2017 the service has organised in-person conferences for care experienced young people every half term. Each has a strong careers and opportunities focus, but has also included health and wellbeing, financial education, and housing advice.
- 4.6.10 Each conference offers a marketplace of providers (EET and non-EET), presentations for young people and organisations, and workshops.
- 4.6.11 Currently there are over 137 care experienced young people in the 1st, 2nd, 3rd and 4th year of a degree course; some taking postgraduate degrees (5). Each year has



seen a steady number of young people gaining a university place and taking a very wide range of subjects.

- 4.6.12 The Trust as of 12th December 2022 is supporting 979 care leavers aged 18+. Due to many factors the Trust has and continues to support a substantial cohort of unaccompanied children who on admission have a claimed age of being 17 and hence their immediate life skill/educational need is ESOL and not university when 18. The Trust is currently supporting 203 18+ care experienced young people who are former unaccompanied children.
- 4.6.13 In August 2019 the Trust recruited seven care experienced young people to take up apprenticeships in business support in different service areas of the Trust. This being the service supporting care experienced young people, Youth Offending, Corporate Parenting, Children's Commissioning, Rights and Participation (2 posts) and Communications.

4.7 Birmingham City Council

- 4.7.1 The Council published the Breaking Down Barriers Report in 2021 which set out the skills and employment challenges young people faced following the pandemic. The report set out 10 key findings and 10 recommendations. Appendix 4 sets out the implementation of the recommendations reported to the Inquiry in November 2022.
- 4.7.2 **Apprenticeships:** The number of 16-18 year olds in apprenticeships has nearly trebled – from 248 in September 2021 to 798 in July 2022. However, Birmingham is lagging in the take-up of apprenticeships; for example figures reported to the Inquiry in November 2022 showed that for 16- and 17-year-olds, only 3.7% started an apprenticeship, and this compares to 4.7% nationally (representing an extra 315 apprenticeships for Birmingham) and 11% for top performing areas (representing an extra 3,480 apprenticeships for Birmingham). This provides an immediate opportunity to build a local partnership-based solution for apprenticeship matching and support that will achieve significant employment impact for young people and businesses.
- 4.7.3 The Council's 14 – 19 tracking team undertakes an annual Skills Sufficiency survey and works with colleges and Independent Training Providers to develop services to meet gaps in provision.
- 4.7.4 The Council will work to achieve a significant increase in the take up of apprenticeships in the city in collaboration with The Ladder for Greater Birmingham [Ladder for Greater Birmingham - Creating new Apprenticeships \(ladderforbirmingham.co.uk\)](https://ladderforbirmingham.co.uk) and the Multicultural Apprenticeship Alliance. This will include development of a matching support service at Library of Birmingham Youth Hub to be launched at National Apprenticeship week in February 2023 alongside the



independent advice and guidance provided perennially by Birmingham Careers Service.

- 4.7.5 The Council's HR Services will launch an Early Careers programme in 2023 and will procure refreshed apprenticeship teaching provision for staff. This will help to increase deployment of the Council's Apprenticeship Levy funds in support of new staff, and the Council will continue to support other employers to fund apprenticeship course costs through its Apprenticeship Levy Fund. A recent review of the fund activity to September 2022 showed it has supported 21 employers by contributing to 65 apprenticeships across all levels with the greatest number of apprenticeships being at Level 3, supporting the increased upskilling of the community past Level 2.
- 4.7.6 The Council recognises the need to ensure all communities benefit from apprenticeship opportunities and SEND is embedded in our response to SEND inspection.
- 4.7.7 Specific workstream key actions include:
- Inclusive Apprenticeship development: Scoping meeting taken place with local college and one local learning place provider to develop 12 inclusive apprenticeships from January 2023. To be rolled out across other providers.
 - Promotional campaign: disability confident employers: work commenced November 2022. Work to include resource pack.
 - Production of a Directory of Day Opportunities: in partnership with Birmingham Children's Trust. Directory will cover opportunities for those not in employment so they gain skills. To be launched in December 2022.
 - Building partnerships with voluntary and community sector organisations: a key focus for 2023/24.
- 4.7.8 **Construction Sector:** The latest development to support youth employment and skills is to support construction sector work experience offers. The team's built-environment sector employer relationships generate over approximately 250 work experience opportunities per annum on a rolling basis, and in 2023/2024 we are working to increase this figure to 500 to better target the opportunities to the local areas and the schools that most need it. We are looking to systematise the work experience offer for post school opportunities to ensure young people can access them. This is being undertaken through a web portal currently being trailed by WMCA and South and City College as partners to match work experience offers to essential work experience needs such as for T-Levels.
- 4.7.9 Our partnerships with the construction industry will continue to be developed, as detailed in the social value section above, and the HS2 building programme will bring 9,000 jobs to the area over the next 3 years. Whilst Birmingham residents are already



gaining 34% of all HS2 prime contractor roles in the West Midlands, we will be working to increase this success rate each year. Balfour Beatty Vinci are also offering bespoke support for our Care -Leavers including paid placements and ongoing support for that young person to succeed and progress.

- 4.7.10 **Commonwealth Games:** Birmingham has delivered a superb Commonwealth Games and we are committed to achieving a jobs and skills legacy, especially for the thousands of residents involved in the hospitality and event services industries, as well as for volunteering.
- 4.7.11 As part of B2022, through a unique partnership between and Birmingham City Council and our development partners: DWP Jobcentre Plus, West Midlands Combined Authority and a host of training providers and community-based employability providers, hundreds of unemployed residents, students, and residents 'at risk' of losing their jobs were able to access the opportunities from the Commonwealth Games construction phase, despite the challenging context of the Coronavirus pandemic.
- 4.7.12 Approximately 25% of these opportunities were secured by young people aged 15 – 24, over 50% going to residents under the age of 35, and our wider social value programme has brought further engagement with young people through schools, colleges, universities, and local community settings.
- 4.7.13 Targeted activity in local jobcentres and community settings in unemployment hotspots close to the developments has ensured that residents living in local communities have benefitted most. 55% of opportunities created on the Alexander Stadium and Perry Barr Residential Scheme were taken up by residents living in neighbouring areas of Erdington, Perry Barr, and Ladywood.
- 4.7.14 Following a successful 2-day West Midlands Showcase event in August aimed at supporting next steps for Games staff and volunteers, and the ongoing recruitment events with hospitality employers through a local Taskforce approach, partnership delivery for Legacy support will continue to be delivered in 2023/2024.
- 4.7.15 **Employment Support:** Since 2016 the Youth Promise Plus project (funded from the European Social Fund) has been supporting young people who are Not in Education, Employment or Training (NEET) and this year the funding was extended to December 2023 (with delivery ceasing in October 2023).
- 4.7.16 YPP targets delivery for young people who face challenging life circumstances such as children in care, 18+ care experienced young people, young people referred by the youth offending service, the police, and social services, as well as young people engaged through careers and youth services' peripatetic and outreach work.



- 4.7.17 YPP has funded Council and partner/contractor staff to deliver person-centred support which can range from life-stabilisation (e.g. linking with housing, health and income support) to work-ready CV and interview preparation, as well as support for up to a month after the young person achieves an employment, education or training outcome.
- 4.7.18 The YPP project funds the equivalent of around 120 full time staff provided by a combination of Birmingham and Solihull Council teams and a range of specialist partners and contractors including: The Prince's Trust (who provide one to one support and an exciting range of programmes with major employers), University Hospital Birmingham Learning Hub (specialising in health care training and jobs links), Change Grow Live (intensive support for vulnerable young people such as care experienced young people) and Better Pathways (providing professional mental health advice). Outcomes include supporting young people to gain qualifications, and go into a range of employment, education and training such as college courses, traineeships, apprenticeships, and employment, which is the most frequent outcome.
- 4.7.19 Prior to the pandemic, the Youth Promise Plus project was achieving over 90% success rate against 15 of its 17 KPI targets, having supported over 14,000 NEET young people with just under 4500 having achieved a positive employment, education or training outcome since delivery fully commenced in early 2016.
- 4.7.20 The pandemic impacted on the engagement of young people and has also had the potentially positive impact of more young people staying on in education. Currently YPP supports approximately 1,500 young people per year and maintains its high levels of support for the monitored equality measures. Of the 17,096 young people engaged to date:
- 53% of young people are of Black or Asian Minoritised Ethnicity
 - 39% are long term unemployed
 - 20% have a self-declared disability or learning difficulty
 - 12% are 'lone parents'
- 4.7.21 The project offers the most intensive support to young people referred from the Children's Trust (from Children in Care, care experienced young people, Youth Offending and Supported Families services) from West Midlands Police and from specialist partners like Red Thread. The project also offers a wrap-around mental health service that provides low level mental health interventions addressing mental health barriers, e.g., managing anxiety, sleep and self-esteem issues.
- 4.7.22 Participants' issues can range from Generalised Anxiety Disorder to Phobias and Post Traumatic Stress Disorder and can be hesitant in sharing the struggles they face with their condition. A recent example was a young person estranged from their parents



due to a complicated home life and younger siblings being taken into care. The situation has left the young person hesitant to engage in the Youth Promise Plus service, through fear of identifying and changing their circumstances.

- 4.7.23 The Youth Promise Plus service provides support over a longer period (most commonly between 13 and 52 weeks) so that each young person can learn coping strategies and find ways of overcoming their difficulties in a productive manner. Through Youth Promise Plus capacity we have been able to co-locate YPP staff with Jobcentre Plus (JCP) Youth Work Coaches to open a city-wide network of Youth Hubs; with a central Hub at Library of Birmingham, and smaller hubs at the Lighthouse (Lozells) and Factory (Longbridge) Youth Centres. JCP are also providing a Youth Hub based with Witton Lodge Community Centre and are planning to co-locate at the Dolphin Centre in East Birmingham. Youth Hubs offer more friendly locations than job centres, and more time per appointment with the work coach, plus joined up support from YPP and other providers on-site.
- 4.7.24 Through procurement social value and planning obligations negotiations, The Council's Employment Access Team maximise the Council's employer links and targeting of the jobs and skills opportunities generated for unemployed people and pupils/students. The team specialise in construction sector knowledge to lead and develop jobs and skills commitments that join up to local training provision. The team also monitor the jobs/opportunities created and whether local people gained them. As at August 2022 779 jobs/opportunities being monitored were successfully gained by unemployed local people since April – twice as many as the same time in the previous year. Prior to this work, construction teams would often be brought in by contractors from other areas and local people did not gain access to the vacancies.
- 4.7.25 Building on the Council's strong relationship with the development industry we are piloting a new social value approach to jobs and skills agreements, to widen our 'ask' across careers and community-based youth interventions with a view to creating an early intervention model of career pathways into the construction industry and ring-fencing targeted jobs for priority groups such as NEETs, care experienced young people, ex-offenders, homeless, veterans and people with disabilities.
- 4.7.26 **Jobs Fairs:** Collaborative working by the City Council with Jobcentre Plus and West Midlands Combined Authority has led to delivery of a series of successful Birmingham Jobs Fairs which attract around 1000 residents each, with approximately a quarter progressing into training or interviews each time. In October 2022 we have incorporated Cost of Living support, and this will continue in 2023/2024.
- 4.7.27 Based on consulting young people, the City Council has also created a series of smaller events held at Library of Birmingham for young people, focussed on the employment sectors they are most interested in (creative, digital, administration) and on apprenticeships and speedy recruitment events. The employment and skills team



were, at the time evidence was considered by the Inquiry, planning an Apprenticeship Event for National Apprenticeship Week in February, with another large Birmingham Jobs Fairs scheduled for Spring 2023.

- 4.7.28 **Early Intervention to Reduce Youth Unemployment:** Aligned to the rest of the Council, we are seeking to promote earlier intervention and for youth employment this means increased working with education providers. The Council has gained 'Partnerships for People and Place' funding from the Department for Levelling Up, Housing and Communities to pilot working with 4 to 6 schools in East Birmingham. This project is now underway supporting up to 150 Year 11s with more dynamic employer links, mentoring for self-esteem and entrepreneurial thinking, with an exciting Reverse Mentoring event in January that will see the young people and local employers exchanging expert opinions on what makes for successful recruitment and employment of young people.
- 4.7.29 The Council's Employment and Skills Team is working with procurement colleagues to provide the same driving force to the rest of the Council's supply chain, to ensure that unemployment residents are linked in with new job opportunities. As well as working with contractors on their social value programme to link careers interventions with the SEND Improvement Plan, and recommendations in the Breaking Down Barriers Report to provide clear pathways from education to employment for disadvantaged groups, and those most at risk of becoming NEET.
- 4.7.30 As set out above, as part of B2022, through a unique partnership between and Birmingham City Council and our development partners, DWP Jobcentre Plus, West Midlands Combined Authority and a host of training providers and community-based employability providers, hundreds of unemployed residents, students, and residents 'at risk' of losing their jobs were able to access the opportunities from the Commonwealth Games construction phase, despite the challenging context of the Coronavirus pandemic
- 4.7.31 **Birmingham City Council Youth Service:** The Youth service works with young people 11-18. For those with SEND it is up to 25 in 16 centres across the city. One of the key features of the service is that, within the age range there is no time limit for support. The Youth Service supports young people to build confidence and resilience, facilitates accessible working opportunities also supports the Youth City Board which provides a voice for young people.
- 4.7.32 The Inquiry heard about case studies where support had been provided to young people and the connection with parents who sought support for their children.



4.7.33 **Birmingham City Council Procurement:** The Birmingham Charter for Social Responsibility (BC4SR) focuses on social value generation through procurement. This work is embedded however we want to refresh our approach so that:

- Contractors are incentivised to work with schools, colleges and NEET young people to provide careers IAG.
- We are clearly articulating the SEND improvement 'ask' within tender documentation
- We are supporting contractors to link in with special schools and colleges in the city who need more business engagement, careers IAG, work experience etc.
- We build in more specific SEND targets to the Birmingham Charter (subject to Cabinet approval).

4.7.34 **Birmingham City Council Planning Policy (Local Employment and Skills):** Through planning conditions and Section 106 agreements, developers and main contractors are targeted with local employment and work experience outputs. The Employment Access Team (EAT) are:

- Working with Birmingham Education Partnership (BEP); Careers and Enterprise Company (CEC) to enhance work experience placements.
- Encouraging employers to join the 'Inspire to Higher' network – part of the CEC Employers Group, the network was set up by a group of employers with 'a mission to level up the SEND careers offer in schools and colleges.

4.8 Greater Birmingham and Solihull Local Enterprise Partnership

4.8.1 The [Greater Birmingham and Solihull Local Enterprise Partnership \(GBSLEP\)](#) was set up in October 2010 to help strengthen local economies, encourage economic development and enterprise, and improve skills across the region. It is formed of Birmingham and Solihull, with East Staffordshire, Lichfield, Tamworth, Bromsgrove, Cannock Chase, Redditch, and Wyre Forest. It is one of the largest partnerships in the country, covering a population of over 1.96 million people, and is home to 840,000 jobs. GBSLEP skills activity continues to target key strategic priorities across the Greater Birmingham and Solihull geography, focusing especially on the needs of young people and how addressing these will also impact and benefit local businesses and the wider economy.



- 4.8.2 A key part of this activity is coordinating various initiatives to ensure the positive impact for young people is maximised, including the Birmingham City Centre Enterprise Zone, Birmingham 2022 Commonwealth Games, HS2 etc.
- 4.8.3 Through LEP transition and integration, GBSLEP Executive continues to work with partners to ensure such activity continues, to maximise the impact of GBSLEP's work and resources and develop and implement innovative solutions to the employment and skills problems faced. This is especially true of work with Birmingham City Council to deliver Breaking Down Barriers across various BCC Directorates. In addition to this coordination and influencing activity, GBSLEP has delivered and/or funded several employment and skills interventions specifically focused on young people, including apprenticeships and work-based learning including the Skills and Apprenticeship Hub and managing the apprenticeship levy on behalf of Birmingham City Council.
- 4.8.4 GBSLEP continues to liaise with the Ladder for Greater Birmingham to develop a model to continue support into a fourth year and align this activity with that of the Skills Service. GBSLEP supported the Ladder Academy through the Growing Places Fund youth focused capital funding opportunity which is now underway. The Ladder is one of the most successful GBSLEP skills interventions with over 2500 new apprenticeship starts created through the first three years of intervention and an additional 1000+ predicted through a fourth phase.
- 4.8.5 GBSLEP continues to support Birmingham City Council with the £300,000 Department for Levelling Up, Housing and Communities (DLUHC) funded Partnerships for People and Place (PfPP) project. PfPP helps young people in East Birmingham navigate post-16 transition from full time education into work or further training. Eighty young people at risk of becoming NEET, across 5 partner schools, currently benefit from 1:1 and group support from dedicated Progression Coaches.
- 4.8.6 GBSLEP leads on employer engagement across key growth sectors, providing site visits to educate young people about their organisations and the Reverse Mentoring project.
- 4.8.7 Generation 22 (Gen22) sees 6000 new jobs created and 1000 social action placements created for 18-24 year olds and the initial £50,000 GBSLEP investment acted as the catalyst for this, establishing the licensing scheme that underpinned the project.
- 4.8.8 GBSLEP continues to work with key partners West Midlands Combined Authority, Birmingham City Council, Solihull MBC and the Careers and Enterprise Company to ensure the successful integration of careers hub services into such partner provision through the period of LEP transition. This involves ensuring the continuity of adequate funding during this period.
- 4.8.9 The GBSLEP Skills Service is also working with partners to deliver careers advice and support to meet employer need.



- 4.8.10 The Headspace led by the Creative Alliance, supports young creatives into. This has been recently completed with, of the 52 who started the programme, 35 reporting that they are in sustainable employment: 18 in full-time jobs and 17 now have more sustainable freelance work because of the £60,000 GBSLEP investment. Most of these are from the 30% most deprived areas of the UK.
- 4.8.11 Digital Innovators Launch Pad aims to bring specialist support to upskill young people 14-24 who are at risk of leaving education or vocational learning, or those impacted by the pandemic, by providing them opportunities to develop experience through real world challenges and connecting them with employers to create jobs or pathways to further learning. By December 2022, 350 young learners have been engaged and received careers advice across 5 education provider partners and 10 employers with one full scale project designed
- 4.8.12 Serendip Ideator - This project aims to bring specialist support to upskill young people 14-24 who are at risk of leaving education or vocational learning, or those impacted by the pandemic, by providing them opportunities to develop experience through real world challenges and connecting them with employers to create jobs or pathways to further learning. To date, 350 young learners have been engaged and received careers advice across 5 education provider partners and 10 employers with one full scale project designed.
- 4.8.13 Birmingham City Centre Enterprise Zone GBSLEP is developing the skills focused offer around the City Centre Enterprise Zone (EZ). This has included the appointment of an EZ Skills Coordinator and the commissioning of initial skills analysis work. The aim is to address the employment and skills needs of investors, both existing and potential future, to act as a catalyst for new investment and ensure existing investment is retained and grown. The work is also designed to ensure as much of the investment that comes into the EZ as possible is retained in the city and local communities, by ensuring local people have the skills necessary to take advantage of the employment opportunities created through EZ investment. This especially includes the benefits reaped by local young people.

4.9 Working with the West Midlands Combined Authority (WMCA)

- 4.9.1 Increased place-based working is central to the Council's Levelling Up plans, and in 2022/2023 the Council will develop our own model for local integrated careers and employment support linking up essential services and additional training provision so that they are clear and coherent for local people to access. The Council will be working alongside the Combined Authority and Solihull Council to drive this forward



in East Birmingham and North Solihull, where together we are seeking additional powers from national Government via the Trailblazer Devolution Deal.

- 4.9.2 The Council is working with WMCA to develop a Shared Prosperity Fund Investment Plan for Birmingham that supports locally-led delivery and public sector leadership in accessible recruitment practices.
- 4.9.3 In 2019 the WMCA took over responsibility for the Adult Education Budget (EAB) The AEB funds training to help people find jobs. It also funds specialist training and helps to up-skill people already in work.
- 4.9.4 The WMCA has separate scrutiny arrangements, however it was important for the Task and Finish Group to understand the regional context and the ongoing negotiations for the Trailblazer Devolution Deal and the links with support for young people including the skills portal [Adult Education in the West Midlands - Find Your Future #FindYourFuture - Youth Employment UK](#)



5 Key Themes in the Evidence the Inquiry Received

5.1 Sources of Evidence

- 5.1.1 The Inquiry received evidence from a range of organisations at meetings. Organisations and individuals also responded to the online Be Heard questionnaire. Appendix 3 sets out the organisations that provided evidence to Overview and Scrutiny Committee and Task and Finish Group meetings and Appendix 2 provides a summary of responses to the Be Heard questionnaire. The themes that have been identified reflect the questions set out in the terms of reference but also identify some additional issues.

5.2 What Young People told the Inquiry

- 5.2.1 The Inquiry Task and Finish Group met with a small number of young people at The Factory Youth Centre in Longbridge. This provided a powerful insight into the barriers that young people face to training and employment including:
- Careers guidance they received did not build on a young person's strengths and aspirations.
 - Limited contact with employers to understand different careers and career pathways.
 - Limited careers guidance during the pandemic and feeling judged by those providing guidance.
 - The impact of the pandemic on mental health and opportunities for work experience to support CVs and university applications.
 - Young people's personal circumstances including bereavement, health issues, homelessness, domestic abuse at home, caring responsibilities that affected their ability to engage with education and training and schools not understanding the reasons why.
 - Schools do not teach young people how to manage their emotions.
 - Pressure and expectation from schools and parents which restrict courses and career options.
 - Pressure from schools around attendance which can be damaging for those with ongoing health needs.
 - Experience of young people with SEND and the focus of provision for males.



- The importance of ongoing support with consistent relationships that are flexible when they need it and provide support during transition periods
- Parents who are supporting them find it difficult to navigate the system and this can be especially difficult for people whose first language is not English.
- Worry about university debt.
- The mental health impact of the pandemic is ongoing but mental health support was limited and not long term.
- Impact of the cost-of-living crisis on access to Wi-Fi, reduced opportunity for enrichment experiences when school trips are unaffordable, vouchers are not sufficient to buy a hot meal, the cost of travelling to education and training, the effect on young people's mental health, having to drop hopes and dreams.
- Young people could see the positive aspects of living in Birmingham but felt that people who live outside the city see it in a negative light. However, the Commonwealth Games has improved the profile of the city.

5.2.2 While the views of young people set out above were from a small group of young people, the issues were reflected by the Prince's Trust NatWest Youth Index and the barriers reported by FE and HE providers.

5.3 The Prince's Trust NatWest Youth Index

5.3.1 This survey carried out in 2022⁴ shows that young people's overall happiness and confidence has fallen to an all-time low. Index scores for almost all areas attributed to wellbeing are at their lowest to date. ([One in four young people say they will never recover from the emotional impact of the pandemic, as confidence falls to an all time low warns Prince's Trust | News and views | About The Trust | The Prince's Trust \(princes-trust.org.uk\)](https://www.princes-trust.org.uk/news-views/princestrustnatwestyouthindex2023)) Young people are particularly worried about their qualifications and training, which is an area that saw some of the biggest drops in confidence and happiness. Other big concerns are work and employment, with confidence in this area having stagnated at its lowest level, and relationships with friends and family; for which the study measured a notable decrease in happiness. Key findings from the Index are:

5.3.2 **Scarring effect of the pandemic:** The report reveals the long-lasting impact the pandemic has had on young people's wellbeing, with an alarming number of young people reporting a decline in their mental health. Many young people, particularly those who are unemployed and those who are from poorer backgrounds, feel as though they are set to fail in life.

⁴ Since the Inquiry received evidence from the Prince's Trust the Prince's Trust NatWest Youth Index 2023 has been published: www.princes-trust.org.uk/about-the-trust/news-views/princestrustnatwestyouthindex2023 This reports that the wellbeing of young people has stagnated at an all time low.



- More than a fifth of young people (23 per cent) feel they will never recover from the emotional effects of the pandemic.
- Almost half of young people (48 per cent) report experiencing a mental health problem, with similar numbers stating their mental health had worsened during the pandemic (46 per cent).
- One in five young people surveyed (22 per cent) think they feel will fail in life, with this rising to a third among those who are NEET (34 per cent).
- Almost half of young people who are NEET (46 per cent) said being unemployed made them feel hopeless.
- Almost a quarter of young people from poorer backgrounds (21 per cent) and NEET young people (25 per cent) think their life will amount to nothing, no matter how hard they try.
- After emotional wellbeing, money is the area of young people's lives where they feel the least happy and confident, with 33 per cent of young people saying they are unhappy with the amount of money they have.

5.3.3 Fears for future work: The way young people view their own employability as well as what they want from work has shifted in the wake of the pandemic, with many worried about how recent disruption to their education and employment will affect their long-term prospects.

- One in five young people (20 per cent) don't think their employment prospects will ever recover from the pandemic. This figure rises to more than a quarter among those from poorer backgrounds (23 per cent) and who are NEET (27 per cent).
- Half of young people who have missed out on school or work due to the pandemic (50 per cent) believe they'll be overlooked for jobs.
- Three quarters of young people who have missed out on school or work due to the pandemic (73 per cent) are frustrated at missing opportunities to help their future career.
- Almost half of young people (48 per cent) now consider the impact of a job on their mental health before accepting.
- Additionally, over a quarter (28 per cent) state they want their job to be pandemic proof, with one in five (19 per cent) stating that the pandemic has motivated them to start a new career.

5.3.4 Almost half of young people (48 per cent) report experiencing a mental health problem, with similar numbers stating their mental health has gotten worse during the pandemic (46 per cent) or left them feeling burnt out (48 per cent). More than a third of young people (36 per cent) revealed that the pandemic will have lasting impacts on their levels of stress, and that the pandemic has increased their anxiety (44 per cent). After emotional wellbeing, money is the next area of young people's



lives where they feel the least happy and confident. One in three (33 per cent) state they are unhappy with the amount of money they have and 47 per cent say they never have enough money at the end of month for savings after paying for bills.

- 5.3.5 **An uphill struggle:** For those young people facing disadvantage and unemployment, the situation is even worse. Among those young people who are NEET, a quarter (23 per cent) report that they constantly feel anxious compared to 16 per cent of young people overall. For those from poorer backgrounds, this figure rises to 18 per cent.
- 5.3.6 **Personal Circumstance Comparisons:** The overall confidence and happiness young people feel differs according to their varying personal circumstances and identities. Unemployment, a lack of qualifications, financial insecurity and being from a Black, Asian or Other minority ethnic background or community are all factors that can contribute to a lower Index score. Of those who are affected by these factors, it is young people who are NEET who reported the lowest overall score this year.
- 5.3.7 For those young people from low-income backgrounds (who are indicated in this study as those who received free school meals), there is a six point drop in their overall Index score compared to the score of those from more affluent backgrounds. Similarly, there is a five point drop between the overall score of those young people who did not achieve more than five GCSEs graded A to C (or Scottish Standards levels 1 or 2, or the new GCSE grading of 4 to 9) and those who did. The findings also highlight a disparity between White young people and young people from Black, Asian and Other minority ethnic backgrounds and communities, with those from Black, Asian and Other minority ethnic backgrounds and communities scoring three points lower in their overall level of confidence and happiness.
- 5.3.8 **Pressures on Young Women:** The findings from 2022 suggest that young women are more likely than young men to have experienced a decline in their wellbeing and to feel worried about their future prospects. The Index shows that young women's overall wellbeing has dropped by one point, from 68 to 67, in a return to the lowest score ever recorded in the thirteen-year history of this report, last seen in 2020. Areas of particular concern for young women are their mental health and their work and employment, where their happiness and confidence scores were notably lower than those of young men. A fifth of young women (22 per cent) worry that the pandemic has caused a lasting negative impact on their self-worth, compared to 15 per cent of young men, and almost half of young women in education, employment or training (47 per cent) acknowledge that building more self-confidence is key to helping them take their next steps, compared to 32 per cent of young men. Some of the ways in which young women feel they could improve their confidence include having access to more support and inspiration. Half of young women (50 per cent) agree that having a mentor would improve their confidence in their future, while 49 per cent said seeing young people like themselves achieve their goals gives them confidence. Whilst there might be various reasons for the differences in scores for young men and young



women, and all we are reflecting is an individual's own perception of their wellbeing, the Youth Index shows some significant differences between men and women.

- 5.3.9 **Supporting Young People to Build Confidence and Resilience:** The percentage of young people in Birmingham who achieve Level 2 qualifications in English and Maths is higher than the West Midlands, Core Cities and statistical neighbours. However, research on how young people feel about their future and the feedback from young people during the Inquiry shows that young people feel unprepared to make the choices about their next steps in education and training and do not have information about the career pathways that are available.
- 5.3.10 Mental health was identified by all contributors as an issue that affects young people's confidence and ability to access skills and employment. The impact of the pandemic was a significant issue and it was highlighted that further education and employment opportunities are likely to support positive mental health in the long run, but only once a young person has a stable enough sense of wellbeing to engage with those opportunities in the first place.
- 5.3.11 The pandemic had a double negative effect for young people as it both directly affected their mental health through lock down, but the ongoing impact of gaps in education further affect their confidence and ability to progress.
- 5.3.12 An important area of work to help build young people's confidence in their future is to help them to understand the support and opportunities that are available. From the evidence we received the following points were made:
- Importance of learning about opportunities pre-secondary school
 - Support young people to develop their interests / hobbies. Interest in sport / art etc can open up other careers
 - Access to real employment opportunities and exposure to employers is very important. Where young people's social capital is low, they need support to be able to understand what real employment opportunities in the city are and to see routes for them to access those opportunities. Success stories from local people who look and sound like them
 - Local training and education which lead directly into well paid jobs
 - Provide more peer-to-peer informal learning opportunities; these create space for young people to navigate their local social and physical environments.
 - How to communicate opportunities that are available in way that is accessible and meaningful to young people.
- 5.3.13 The evidence received also highlighted some practical skills that will help young people show employers what they can offer:
- Mock interviews with feedback on how to improve



- Genuine CV writing support
- Helping young people to understand finance, budgeting and tax

5.3.14 The inquiry also heard how the focus of Ofsted on educational attainment means some schools provide limited careers advice and the curriculum does not include life skills and communication skills that young people require when moving on to employment.

5.4 Responding to Needs of Children and Young People and Addressing Structural Inequities

5.4.1 The Inquiry heard that young people's life and family circumstance could negatively affect their ability to engage with skills and employment. What became clear during the inquiry is that while some of these disadvantages relate to individual circumstance others related to structural inequities.

5.4.2 At an individual level we heard about the importance of high-quality careers advice that understands a young person's wider circumstances. Without an 'all-round' view of a young person's circumstances resilience is difficult to achieve because contextual factors (mental health, family life, cost of living crisis, housing, debt) are likely to create multiple barriers to accessing training and staying in sustainable work. Further and higher education providers reported a significant number of their students are parents or have caring responsibilities and childcare, as nationally reported, is on average £300 a week. Difficulties for young people on benefits were also identified e.g. young people in supported accommodation may be 'advised' of an eviction from their landlords if they work as the landlords rely on getting full housing benefit – only available to young people who aren't working and hence a very strong disincentive to secure employment. Several contributors highlighted the cost of travel for young people which reflected the findings of the Breaking Down Barriers report.

5.4.3 During the Inquiry members heard about the importance of 'building bridges' between communities and opportunities. As well as having the information about the opportunities that are available, young people need bridges to be able to move between their communities and institutions / employers while maintaining their identity. The cultural and generational differences between young people and institutions and employers was described as a two-way exchange – giving young people the skills and confidence to communicate but also encouraging employers to find different ways to recognise and assess what young people have to offer.

5.4.4 The role of the Council and partners as corporate parents and the disadvantages faced by young care experienced people was identified as a specific need. Good



practice for care experienced young people included support for applications, interview practice, guaranteed interview, ring fenced internships.

- 5.4.5 In addition to the difficulties faced by individuals the inquiry also heard about structural inequalities and the intersectional disadvantage faced by individuals and communities. It is difficult for parents to navigate the complex education / skills system, and this becomes more difficult for a young person with SEND. The Inquiry heard that Data from the Department for Education shows that 2.2% of children have autism and there is an increase in diagnosis of Autism at transition points, in Reception and Year 7. Further data from the University of Birmingham Disability, Inclusion and Special Needs Department showed children with autism are two times more likely to be excluded, which not only has implications for the young person but may also limits parents' ability to work.
- 5.4.6 The data below from the University of Birmingham Disability, Inclusion and Special Needs Department illustrates the interrelation between different autism, race, children receiving free school meals and exclusions that shows a complex picture of increasing disadvantage for some groups. The added difficulty for parents whose first language is not English in navigating was also identified as an issue.

Table: 7 Difference in Prevalence Rates of Autism by Ethnic Group

Ethnicity classification	Ethnicity rates in the whole school population (%)	Ethnicity rates in the autism population (%)
Bangladeshi	1.8	1.8
Indian	3.1	1.8
Pakistani	4.4	3
Black African	3.8	4.7
Gypsy Roma	0.3	0.2
White British	66.1	70
White Other	6.4	4.5

- 28% of children on the autism spectrum are on free school meals compared to 17% of the whole school population
- Around 70% of children in Birmingham schools are from ethnic minorities.
- Highest rates of exclusion:
 - Gypsy/Roma (0.56%)
 - Travellers of Irish heritage (0.53%)
 - Black Caribbean (0.44%)



- Mixed race - White and Black Caribbean (0.42)
 - Black Caribbean boys were 44 times more likely to be permanently excluded than Chinese boys
- 5.4.7 It was also reported that ASDAN qualifications that are taken by some young people with SEND are not recognised by employers which creates another barrier to employment.
- 5.4.8 Other issues that were identified that affect the visibility of ethnic minority groups were:
- Educational profession does not represent the population of Birmingham – about 90% are White.
 - Lack of exposure to positive role models from different ethnic minorities in careers advice and guidance.
- 5.4.9 Data reported to the Inquiry by Birmingham Race Impact Partnership showed the differential rates of employment across ethnic groups in Birmingham:
- Employment rates for working age ethnic minority people in West Midlands Group has risen from 58.9% to 64.9% over the past five years. Although BAME employment rate are generally not available below regional/Group level due to sample sizes, data for Birmingham local authority is available due to its size. The employment rate for ethnic minorities of working age in Birmingham Local Authority is 59.7% (ONS Annual Population Survey, April 2021 to March 2022). This compares to a rate of 64.9% across the West Midlands region as a whole, and 67.9% across the UK.
 - Birmingham is making progress in reducing employment inequalities for ethnic minorities: over the past five years the employment rate has risen by 3.6 percentage points (from 56.1% in the year to March 2017 to 59.7% in the year to March 2022).
 - Over the same period the employment rate for working age white people in Birmingham rose by just 0.6 percentage points from 71.7% to 72.3%. This compares well to the UK as a whole where over the same period the employment rate for working age ethnic minorities rose 4 percentage points from 63.9% to 67.7%. It is lagging the West Midlands region as a whole – the employment rate for working age ethnic minorities rose by 6.0 percentage points over the past five years, from 58.9% to 67.9%.
- 5.4.10 The Stone Wall report, Shut Out (2020) reported on the finding from research with LGBT young people who were not in education, employment or training. The young people reported feeling isolated and bullied, that LGBT people were invisible and there was a lack of LGBT inclusion at school. Transition points between schools and



moving to college were identified as points of additional stress and intersectional disadvantage was also identified for LGBT young people e.g., those who were disabled.

5.5 Complexity and Fragmentation of the Skills and Employment Ecosystem

5.5.1 The complexity and fragmentation of the skills and employment systems is not just an issue for Birmingham or the West Midlands and a paper from the University of Birmingham reflects the national picture and noted research which found:

“The challenge for skills policy in England is not setting out ambitious reform plans, it is sticking to them. Since the Further and Higher Education Act in 1992 there have been fifteen government commissioned reviews of FE or the skills system in England, or significant aspects of it, at least fifteen white papers and five major Acts of Parliament.” Westod (2021).

5.5.2 The research from the University of Birmingham⁵ described the skills ‘ecosystem’ and compared this to a biological ecosystem, with all separate parts connected, interdependent and working together in order to function well as a whole. It requires: (1) a catalyst for its start; (2) continual nourishment; (3) a supportive host environment; and (4) a high degree of interdependence amongst the stakeholders and partners in the system. The research concludes that “local areas are best served by policies that seek to nurture skills ecosystems, which stimulate dialogue and collaboration between further and higher education institutions and build demand among employers across businesses and public services.”

5.5.3 The number of organisations that contributed to this inquiry starts to give an indication of the range and scale of the ecosystem in Birmingham – but this is just the starting point as the ecosystem ultimately includes all schools, colleges and universities, employers and employer representative bodies, Birmingham City Council, the West Midlands Combined Authority, job centres, unions, community and voluntary sector organisations and sector-based organisations.

5.5.4 The education and training system is determined nationally and creates an environment where colleges and universities compete for students and funding. However, within this system the Inquiry heard of examples of collaboration between institutions designed to meet the needs of Birmingham students and provide the workforce employers in the city need. The challenge for Birmingham was described

⁵ City-REDI / WMREDI Universities and Regions Forum Policy Briefing December 2022

How can universities, colleges and employers deliver the skills for local productivity, innovation and prosperity? Anne Green, Chris Millward and Abigail Taylor



as how to sustain partnership in competitive environment and develop the co-ordination and collaboration across skills to create the supply of skills and build demand. The role organisations saw for Birmingham City Council is to facilitate and co-ordinate the ecosystem.

- 5.5.5 The national strategy and policy that may facilitate the governance and funding to develop this approach are:
- 5.5.6 Trailblazer Devolution Deals: The Trailblazer Devolution Deal which seeks to further devolve funding and decision making from central government. The Inquiry was informed at the Committee meeting in November 2022 that the draft proposal included careers services, employment support and business support.
- 5.5.7 Local Skills Investment Plans: The requirement under the Skills and Post-16 education Act 2022 for areas to have a Local Skills Improvement Plan that is led by a designated employer representative body (ERB). The statutory guidance sets out that the LSIP should:
- Set out the key priorities and changes needed in a local area to make post16 technical education or training more responsive and closely aligned to local labour market needs;
 - provide a representative and coherent employer view of the skills most needed to support local economic growth and boost productivity, and improve employability and progression for learners;
 - set out actionable priorities to better meet these skills needs that employers, providers and stakeholders in a local area can get behind to drive change in ways that add value to relevant local strategies and effectively join-up with other parts of the local skills system;
 - not attempt to cover the entirety of provision within an area but focus on the key changes and priorities that can gain traction and maximise impact informed by robust underpinning evidence, meaningful dialogue between employers and providers and constructive engagement with MCAs/GLA, LEPs, LAs and other stakeholders;
 - be drawn up for a period of three years and be reviewed and updated as appropriate during this time to ensure it remains relevant and reflects the skills needs of the specified area;
 - describe how skills, capabilities and expertise required in relation to jobs that directly contribute to or indirectly support Net Zero targets, adaptation to Climate Change or meet other environmental goals have been considered.



5.6 Skills Funding

- 5.6.1 The Inquiry heard that the funding arrangements for work across the skills and employment support eco-system is extremely complex and is in a period of transition from European funding to the UK Shared Prosperity Fund. All European Social Fund (ESF) funded projects must complete expenditure by 31 December 2023. Currently the YPP project will complete operational delivery on 31 October 2023, leaving 2 months for the central project team to validate the performance submissions, complete the evaluation and make final payments.
- 5.6.2 Birmingham City Council currently receives £3m of ESF Funding to support work undertaken within Careers, Youth and Employment & Skills Services. Birmingham has applied for £3.2m of SPF funding through the logic chain for People & Skills 2024/25 with a further £0.5m being proposed to be funded from the Business Support logic chain. Assuming the SPF application is successful there is no funding gap for the Council during 2024/25, however, the transition between the two funding mechanisms leaves a 6-month gap in funding c.£1.5m during financial year 2023/24. As this funding gap was anticipated in 2021/22, an amount of £1.449m was set aside within the Council's Financial Resilience Reserve at the end of 2021/22. It is now proposed that this amount be released for the Directorate to utilise during 2023/24 as part of the Financial Plan which will be considered by Full Council in February 2023.
- 5.6.3 The funding gap for external organisations remains and they will be able to apply for SPF funding in another category (Communities and Place) which will be available in 2023 / 2024 but will have to show their delivery fits with the purpose and priorities of the SPF Investment Plan and the process may be competitive. The issue of the reliance on funding that is allocated for short periods of time affects the stability of the workforce. Details of the anticipated UK SPF Investment Plans (at November 2021) are given below:

UK SPF 2023 – 2025 Investment Plans (at November 2021)
Funding period: 2023-2025

West Midlands: £88m (POTENTIAL 50% allocated to business support pillar & 50% allocated to LAs)

Indicative value BCC local spend: £17.5m and indicative split:
 Funding period: 2023-2025

Year 1 (22/23): £2,118,950

Year 2 (23/24): £4,237,899

Year 3 (24/25): £11,103,296

Total: £17,460,145

(From Skills Finding and Data Report to Economy and Skills OSC 9 November 2022:



[Document.ashx \(cmis.uk.com\)](http://Document.ashx(cmis.uk.com))

- 5.6.4 The role of the Commonwealth Games in addressing youth skills and unemployment was reported to the Inquiry, including the potential benefits of legacy funding.

5.7 Work Experience

- 5.7.1 During the pandemic young people did not have opportunities for work experience, placements, and volunteering. Young people told the Inquiry that they worried that they will not be able to provide evidence needed on applications without this experience.
- 5.7.2 Cost of travel was also identified as an issue which can prevent young people from accessing relevant work experience.
- 5.7.3 Feedback through the Be Heard survey suggested that work experience could be more flexible rather than a 2-week block and could involve a mixture of hosted visits to an employer by a group; Q&A/Meet the employer sessions, work shadowing and as well as more traditional placements. Suggestions were also made about how to encourage employers to provide work experience. These included supporting employers with risk assessments, providing a matching service and considering incentives for employers e.g., local business rates relief for offering placement and training opportunities

5.8 Mentoring

- 5.8.1 The Inquiry heard about some mentoring initiatives in schools and the Prince's Trust programmes. However, these supported a limited number of young people in the city. As part of a formal mentoring model, mentors are trained and accredited in order both to recognise the mentors' time, effort and skill, and to create a standardised and safe model of mentoring. This may seem very formal to young people and a big commitment for mentors. The option of developing a 'Trusted Adult' role as someone who will meet with a young person to provide encouragement and support was also suggested. It was also recognised that any mentoring / trusted adult scheme must provide adequate checks and safeguarding and ensure that the mentors reflect the diversity of the city.
- 5.8.2 A mentoring programme will require funding to provide the co-ordination and administration. While the scale of a mentoring programme will be in part determined by the funding available, it would be important that those who have least access to social capital within their families and communities should have priority.



- 5.8.3 The advantage of a mentoring programme is that it is led by the interests and needs of the mentee. It was highlighted that this should allow young people to go on a journey with a mentor that is not restricted by funding and claims.

5.9 Apprenticeships

- 5.9.1 As identified earlier in the report, the uptake of apprenticeships in Birmingham is lower than other areas. While the number of apprenticeships has increased recently the Inquiry heard the reasons for the low uptake were:
- Young people not knowing how to access apprenticeships. They do not apply to a college for an apprenticeship – they must apply for an apprenticeship with an employer.
 - The perception that apprenticeships are not valued much as other qualifications.
- 5.9.2 Small and medium size businesses make up a large proportion of employers in the city. The bureaucracy involved in apprenticeships too great for businesses that do not have a human resources function and administrative support to complete paperwork.
- 5.9.3 It was also reported to the Inquiry that there a correlation between young claimants GCSE grades for English and Maths and access to apprenticeships. Without grade 4 (C) they will not be able to complete their End Point Assessment or progress onto other HE awards net result being progression barriers despite having other talents.



6 Conclusions

- 6.1.1 The skills and employment ecosystem is extremely complex and difficult even for professionals to navigate. There are some excellent projects and programmes that meet the needs of young people – but the challenge is ensure this high level of support and advice is provided consistently across the city and is accessible to all young people. Individual young people and the organisations that are working with them need to know what they are aiming for and how to get there.
- 6.1.2 Where there is good practice, we want to ensure that this is communicated to young people in a way that is meaningful to them so that they can take advantage of the opportunities this city can offer. As a super diverse city, with a young population, we also want to ensure that all young people can develop their talents and pursue their dreams. We have received evidence of the inequities that exist and particularly the intersectional inequities that make it more difficult for some of our communities to access skills and employment. The imperative to improve the skills and employment outcomes for our diverse communities is twofold – that everyone should have the opportunity to achieve their potential but also for Birmingham to grow and thrive we must ensure that the existing inequities previously experienced by a minority does not become the experience of the majority. We want to ensure that there is transparent data that will help organisations to understand how to work together to meet the needs of our diverse communities and target services and resources appropriately.
- 6.1.3 As Councillors we are also corporate parents and want to shine a light on the responsibility the Council and partners have to children and young people who are looked after by the Birmingham Children's Trust and those who are care experienced.
- 6.1.4 Where there are issues that are beyond the scope of the Council and our local and regional partners, we want to lobby government departments to recognise the pressures that the education system puts on schools and young people to perform against narrow targets, to simplify the apprenticeship process for young people and employers and share data to enable local organisations to target services effectively.
- 6.1.5 The transition from European funding regimes to the UK Shared Prosperity Fund requires a strategic focus to understand what the risks are to existing programmes and enable organisations to collaborate to get the greatest benefit from the funding that will be available.
- 6.1.6 Within these challenging circumstances there are opportunities to build a local system that will deliver for Birmingham. The current discussions on the Trailblazer Devolution Deal provide the opportunity to establish devolved arrangements that will enable the City Council and the West Midlands Combined Authority to respond to local need rather than delivering national programmes and strategies that are not designed for Birmingham. In the timescales for this inquiry, we did not have time to investigate the development of the Local Skills Improvement Plan for the West Midlands. However, we want to ensure that the City Council is engaged with this process and the data and insight within the City Observatory is used to inform this plan.



- 6.1.7 In developing our recommendations, we have focussed on the issues where this Scrutiny Inquiry can have the greatest impact. The mental health and well-being of young people has been a consistent theme across all our evidence gathering sessions. There is a separate Scrutiny Inquiry on this issue and the evidence we have received will be shared with the Task and Finish Group undertaking mental health inquiry that will report to City Council later this year.
- 6.1.8 Birmingham has a lower uptake of apprenticeships and while the number of apprenticeships has increased recently this must continue. It is essential that small and medium size enterprises are engaged in this so that they have the skilled workforce they need and provide the training opportunities for the workforce of the future.
- 6.1.9 We have heard clearly from young people that careers advice and guidance must consider their circumstances and aspirations. Young people want to understand, before they choose the subjects they will study, what the job opportunities are in the city. These discussions should start at primary school. We also want organisations in Birmingham to work together to find a way to communicate to young people so that they not only understand the current job opportunities but also the developing sectors and sectors where there is a shortage of skills. We heard that transition points in a young person's life can result in them disengaging from training and employment and that this is a specific risk for young people with additional needs. We want to ensure that during these transition points young people with additional needs have 1-1 support and that the Council explores if there are other professionals that can be trained and use resources to provide initial information and guidance on skills.
- 6.1.10 The importance of young people developing social capital and understanding how the world of work operates was another strong theme within the Inquiry. We received a range of views about how a mentoring scheme should be developed – but all will require a level of resourcing. We have not specified how a mentoring / trusted adult scheme should be developed as this will to a large extent depend on the funding available, however we have set out our expectations that the scheme should reflect the diversity of the city and that travel costs should not be a barrier to young people taking part.
- 6.1.11 The issue of employment support highlighted the important role of community organisations that are connected to the people in their area can have in building links between employers and job seekers. We want the Council to work with partners to build on this good practice across the city.
- 6.1.12 Based on these conclusions, members have agreed recommendations that will be considered by City Council. However, there are parts of the terms of reference that were not considered in detail due to the timescales, and members have identified additional issues that they will consider as part of the Economy and Skills Overview and Scrutiny Committee work programme. These include:



- Inviting the Youth City Board to meet with members of the Economy and Skills OSC on an annual basis to hear the views of young people to inform the Committee's work⁶.
- Engaging with employers from specific sectors e.g., construction, digital and creative industries to understand the employer perspective.
- Monitor the Social Value Procurement to understand the number of apprenticeships created through the social value elements of Council contracts.
- Work experience and voluntary work for young people.

6.1.13 The young people we met as part of this Inquiry inspired us with their resilience and ambition. They told us their stories so that we can help improve skills and employment opportunities for all young people across the city. While there is much work for the Council and our partners to do, we are confident that the young people of the city will rise to these challenges and opportunities.

⁶ These meetings may be held jointly with other relevant Overview and Scrutiny Committees



7 Recommendations

7.1.1 Based on the evidence received during the Inquiry, the following recommendations have been made:

	Recommendations	Responsibility	Completion Date
R01	<p>Fragmentation and Complexity of the System Council asks the Deputy Leader to work with partners, including the WMCA, Chamber of Commerce, Colleges, Universities, Unions, SMEs, sector-based organisations and Community and voluntary organisations to:</p> <p>a) Map skills strengths, needs (current and future) and provision across the Birmingham skills ecosystem and agree priorities.</p> <p>b) Ensure that the City Observatory works with the Coventry and Warwickshire Chamber of Commerce as the Employer Representative Body for the Local Skills Improvement Plan (LSIP) to make sure the plan draws on the mapping work and existing data for Birmingham that partners already hold.</p> <p>c) Agree the governance arrangements and infrastructure to support collaboration to co-ordinate the delivery of agreed priorities identified through the mapping / LSIP process.</p>	Deputy Leader	October 2023
R02	<p>Confidence and Resilience Young people need to understand the current and future skills and job opportunities in the city:</p> <p>a) In the short term, Council asks the Deputy Leader to take forward work with careers advice providers to ensure the Labour Market Information (Labour Market Information - Birmingham Education Partnership (bep.education)) is updated and promoted as a key resource for careers advisors in schools and colleges.</p> <p>b) In the medium-term Council asks the Deputy Leader to take forward work with</p>	Deputy Leader	<p>July 2023</p> <p>March 2024</p>



	<p>partners to use the information from the local mapping as set out in recommendation R01 to develop a website /online resources that are relevant to young people and should be maintained with up-to-date information. The Council should work with partners to explore other methods of communicating this information with young people including social media and marketing. Ideally this should be co-produced with young people.</p>		
R03	<p>Funding Building on the information provided to the Inquiry, Council asks the Deputy Leader and Cabinet Member for Children, Young People and Families to work together with partners to map the funding gaps and projects in Birmingham relating to employment and skills that are at risk as a result of the transition to new funding regimes including the 3 pillars of the UK Shared Prosperity Fund and Levelling Up funds and that the Council facilitates a collaborative approach with partners to achieve maximum benefit from the funds that will be available to Birmingham.</p>	<p>Deputy Leader</p> <p>Cabinet Member for Children, Young People and Families</p>	June 2023
R04	<p>Lobbying on Central Government on National Issues: Council asks that the Deputy Leader, Cabinet Member for Children, Young People and Families and the Chair of the Economy and Skills Overview and Scrutiny Committee write a joint letter to the Department for Education and Department for Work and Pensions to lobby on the following points:</p> <ul style="list-style-type: none"> Ofsted should widen the focus of school inspections to include a greater emphasis on life skills, careers advice and wellbeing. The process for apprenticeships should be simpler for young people, colleges and businesses to increase the number of SMEs that are able to engage and the number of young people who apply. The Department for Work and Pensions provides data on the gender and ethnicity of job seekers and those who are 	<p>Deputy Leader</p> <p>Cabinet Member for Children, Young People and Families</p> <p>Chair of the Economy and Skills Overview and Scrutiny Committee</p>	May 2023

	<p>unemployed to enable local partners to target resources appropriately.</p> <p>The Youth City Board, Corporate Parenting Board and RISE Youth Forum, should be consulted on the letter which should also be copied to the All Party Parliamentary Group for Levelling Up Birmingham.</p>		
R05	<p>Insight and Data</p> <p>a) Council asks the Deputy Leader to ensure that the City Observatory works with partners including the WMCA and DWP to agree data sets to develop a shared understanding of the issues regarding race, education, training, employment and unemployment in Birmingham. This data should be reported to the governance arrangements (as set out in recommendation R01c) and to the relevant Overview and Scrutiny Committee.</p> <p>b) Council asks the Deputy Leader and Cabinet Member for Children, Young People and Families to ensure that the City Observatory undertakes an analysis of data to understand issues of intersectional disadvantage including race, gender, SEND and Free School Meals on school exclusions, reduced timetables and manged moves to be reported to the Education and Children's Social Care OSC and inform SEND improvement.</p>	<p>Deputy Leader</p> <p>Deputy Leader</p> <p>Cabinet Member for Children, Young People</p>	<p>July 2023</p> <p>October 2023</p>
R06	<p>Careers Service (BDB Rec 8)</p> <p>When reshaping the careers service Council asks the Deputy Leader and the Cabinet Member, Children, Young People and Families to work with partners to:</p> <p>a) Agree a strategic approach to the provision of pre 16 and post 16 careers advice, including the introduction of discussions with children at primary school about their aspirations and the wide range of jobs that are available in the city.</p>	<p>Deputy Leader</p> <p>Cabinet Member, Children, Young People and Families</p>	<p>October 2023</p>



	<p>b) Use the mapping of skills strengths, needs (current and future) and provision across the Birmingham skills ecosystem and agrees priorities to act as a catalyst to bring together schools, colleges, universities and employers to inspire young people to take the opportunities that are available in the city.</p> <p>c) Ensure young people are provided with information about a wide range of education, training including apprenticeships and careers to understand the options that are available to them (Linked to R0 2)</p> <p>d) Young people receive support that considers their personal circumstances and aspirations. Young people who have additional vulnerabilities and needs including SEND should receive 1-1 support, including during transition stages. The council should explore how other professionals who have existing supportive relationships with young people with additional needs can be trained to provide initial careers support and sign posting.</p>		
R07	<p>Young People with Additional Vulnerabilities</p> <p>Council asks the Cabinet Member for Social Justice, Community Safety and Equalities to work with the Cabinet Member for Finance and Resources and the Cabinet Member for Children, Young People and Families to pass a political commitment to treat care experience as a protected characteristic, to ensure that this group receive the support, guidance and opportunities that enable them to succeed. Cabinet Members are also asked to ensure that, building on good practice that is in place, young people with SEND also receive appropriate support and guidance as set out below. In order to implement these recommendations, it is proposed that Council asks the relevant Cabinet</p>	<p>Cabinet Member for Social Justice, Community Safety and Equalities</p> <p>Cabinet Member for Finance and Resources</p> <p>Cabinet Member Children, Young People and Families</p>	June 2023



	<p>Members to undertake an assessment of the resources required to implement the following:</p> <p>a) The Cabinet Member for Social Justice, Community Safety and Equalities and Cabinet Member for Children, Young People and Families review and develop new Council processes and procedures to guarantee interviews for young people with care experience and / or SEND who meet the criteria for jobs. This should include the development of monitoring and evaluation to track the impact of these new policies and procedures.</p> <p>b) The Cabinet Member for Social Justice, Community Safety and Equalities and Cabinet Member Children, Young People and Families ensure that the right support and guidance is in place to enable young people with additional vulnerabilities to succeed in the Council, including young people with care experience and/or SEND. This should include monitoring and evaluation processes, including exit interviews to track impact. Once developed, the policies and procedures should be shared with organisations on the City Board to encourage partners to adopt this good practice.</p> <p>c) The Cabinet Member for Finance and Resources explores opportunities with council contractors to include guaranteed interviews for care-experienced young people at entry/apprentice level roles and ringfence opportunities for work experience, apprenticeships and work opportunities for care-experienced young people.</p> <p>d)The Cabinet Member for Social Justice, Community Safety and Equalities works with the Cabinet Member for Children, Young People and Families to support the</p>		<p>October 2024</p> <p>October 2024</p> <p>October 2024</p> <p>October 2024</p>
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	development of BCT's 'Develop Me' Mentoring programme, ensuring that our children in care and care-experienced young people have mentors from the Council who can support and guide their development in areas like transitions, education and employment.		
R08	<p>Mentoring (BDB Rec 1, Rec 4) Council asks the Deputy Leader to work with partners to secure funding for a mentoring programme that provides a range of opportunities that are flexible and meet young people's needs including formal mentoring and developing the role of trusted adults who will support and encourage young people as they navigate their education, training and work. The mentoring programme should:</p> <ul style="list-style-type: none"> a) Be targeted at young people who experience disadvantage and focus on young people on pupil premium, young people with SEND and care experienced young people. b) Ensure that mentors / trusted adults reflect the diversity of the City and include people with lived experience of overcoming challenges in their careers. c) Ensure that funding for programmes for work experience and mentoring programmes include in the budget travel costs for young people who would otherwise struggle to participate. 	Deputy Leader	October 2023
R09	<p>Apprenticeships Council asks the Deputy Leader to work with the Birmingham Ladder, Chamber of Commerce, Business Improvement Districts, Small Business Federation, other business organisations and education providers, to:</p> <ul style="list-style-type: none"> a) Promote apprenticeships to small and medium enterprises, including providing information about how apprenticeships work and the benefits to businesses of employing apprentices and young people 	Deputy Leader	October 2023



	b) Signpost small and medium enterprises to sources of administrative and business support, to enable apprenticeship schemes to be high quality and that apprentices receive the ongoing wraparound and tailored support they need to succeed.		
R10	Employment Support (BDB Rec 10) Council asks the Deputy Leader to build on existing good practice across the city and works with local organisations, Job Centres, Community centres, youth centres, libraries and employment support projects to develop Local Employment Partnerships to engage with small and medium size enterprises and match job seekers and those seeking apprenticeships to local employment opportunities. This should be linked in with the Council's early intervention and prevention programme, recognising the role of employment as a wider determinant of health, mental wellbeing, financial resilience and life chances.	Deputy Leader	October 2023
R011	Tracking Council agrees that the Executive Member reports on progress towards achievement of these recommendations no later than October 2023. Subsequent progress reports will be scheduled by the Committee thereafter, until all recommendations are implemented.	Deputy Leader	October 2023



Appendix 1: Breaking Down Barriers Report

– Recommendations

Actions in response to Breaking Down the Barriers Recommendations (from November - Economy and Skills OSC Committee Report)

Implementation of recommendations from Breaking Down the Barriers Report

Recommendation	Current work programme
1. Reduce the cost of public transport for 16 - 18-year-olds.	Travel to Succeed initiative being developed giving free travel passes to 850 young people who are NEET or at risk of NEET. Also a contribution to Cost of Living response. To be rolled out from January 2023. This will build on the current Youth Promise Plus funded free bus tickets for NEET project participants aged 16-29. Funding for the latter due to finish in October 2023.
2. Support young people's mental health.	<p>A variety of initiatives are being progressed. These include:</p> <ul style="list-style-type: none"> • Working with providers to provide better access to support • Developing a pilot of supported internships across the Council focused on young people with SEND. • As part of CWG, a group of young people acted as grant providers, distributing £50k to projects to support young people • Reps from Youth City Board involved in Public Health Forum to create a Mentally Healthy City • Young people representatives (3) are members of Suicide Prevention Advisory Board • Range of workshops for young people focused on mental health and well being delivered through our youth service • 2 youth workers trained as mental health first aiders and suicide first responders • 1500 well being packs for young people distributed throughout the city in the last 3 years.



	<ul style="list-style-type: none"> 90 young people referred to mental health NHS support via Better Pathways <p>The focus for next year will be to embed this work and feed it into wider corporate initiatives.</p>
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Recommendation	Current work programme
3. Support young people to build confidence and resilience.	<p>A post-16 forum has been established to help share good practice and networking. Through our adult education offer we have provided additional support for learner with additional needs. Our careers service has continued to work with young people aged over 16 and building confidence and resilience is key to our delivery of our youth offer.</p> <p>Examples of this work delivered by BYS include:</p> <ul style="list-style-type: none"> Basketball Skills Development Programme @ The Lighthouse Young Leaders Training Volunteering opportunities for young people T-Shirt Printing workshop @ The Vibe Sound Choices – music project for young men around positive health options @ The Factory The resurgence of Girls Groups – giving young women a safe space to develop their social and emotional well being inc setting up an Young Women's IAG for WMP. Working in partnership with other organisations e.g. Safe Schools, VRP, WMP, EmpowerU to work with individuals around building up their resilience's to stay safe. <p>Youth Promise Plus has supported over 16,000 young people since 2016 and has supported over 4500 into positive outcomes, with many more gaining confidence and resilience through the support.</p>



4. Develop a comprehensive city-wide mentoring scheme.	<p>This area has not progressed as much as we would like due to a focus on jobs, training and work experience. Some mentoring has been delivered as part of the Transformation 4 Change Programme and Youth Promise Plus. However this will be a priority for next year.</p>
Recommendation	<p>Current work programme</p>
5. Facilitate accessible work experience opportunities.	<p>We continue to pursue a range of accessible work experience opportunities both within and outside the Council. This includes:</p> <ul style="list-style-type: none"> • Working with employees to become more disability confident. • Offering work experience opportunities for young people within a school and college setting – e.g. The Factory have linked with Halesowen college to support work experience for SEND young people. • Offering young people opportunities to take part in the interview process. • Two Kickstart placements • Long term unemployed young people volunteering opportunities (Factory) in collaboration with DWP. <p>Our Employment Access Team Built Environment employer relationships generate over 250 work experience opportunities per annum on a rolling basis, and we are working to increase this figure and better target the opportunities in local areas and to the schools that most need it.</p> <p>We are looking to systematise the work experience offer for post school opportunities to ensure young people can access them. This is being developed through a web portal currently being trialled by WMCA, with BCC and South and City College as partners.</p>
6. Develop and implement a city-wide Digital Inclusion Strategy.	<p>The Digital Inclusion Strategy has been developed and is being rolled out across the city including wifi access in our libraries. In addition, through our YPP work young people are signposted to opportunities such as the Prince's Trust which has a Development Fund that can be accessed when young people are entering employment, education & training to support costs including IT set up.</p>



7. Give young people a voice through the 'Brum Talks Festival'.	Young people are active in the Youth City Board which will help us shape our contribution to the Year of Change for Children and Young People in 2023.
Recommendation	Current work programme
8. Reshape careers advice and guidance services.	<p>Work has started in developing a refreshed careers offer which better meets the needs of young people. This includes working in partnership with BEP and the CEC and the combined authority and the careers service at the University of Birmingham. Our current thinking includes the following:</p> <p>Post 16</p> <ul style="list-style-type: none"> • Delivery of CIAG for all known NEET young people aged 16-18 (up to 24 with additional needs) • Placing service of NEET young people (non ehcp) • Community delivery – BYS, LOB, Community Libraries, Community venues • All young people allocated an individual careers adviser • In person face to face delivery • Digital offer – social media, website, virtual interviews • Youth Promise Plus delivery <p>Pre 16</p> <ul style="list-style-type: none"> • Delivery of a CIAG Traded service for schools who choose BCS as their preferred supplier - range of services dependant on individual school requirements • Delivery of CIAG for Elective Home Educated young people • Delivery of CIAG for teenage parents • Delivery of CIAG for those at risk of neet • Prioritisation of careers advice in Year 9 or earlier



	<p>Partnerships for People and Place is a pilot project supporting 150 young people in East Birmingham and local employers to trail new work experience and mutual mentoring. Delivered by a local organisation, the project also provides 121 mentoring and the impact of the project will be evaluated by UoB, alongside related government departments DfE and DWP, to look to direct earlier employment support more effectively.</p>
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Recommendation	Current work programme
<p>9. Create a 'one stop shop' in the form of an online hub.</p>	<p>This work has not progressed and will therefore be a priority for 2023 onwards. However, in order to ensure access to opportunities we continue to:</p> <ul style="list-style-type: none"> • Contribute to the SEND local offer • Ensure co-location of delivery of services via BYS centres, LoB, community libraries and community venues. • work with WMCA to populate the Birmingham pages of the Youth Employment UK site with information about access to support and events. <p>We are developing a project to invest in the digital project advice needed to progress this recommendation, to be able to take forward this recommendation later in 2023/24.</p>
<p>10. Deliver a locally designed scheme of employment support for young people and businesses.</p>	<p>Our employment support has both supported young people and local businesses. In particular, we are working to:</p> <ul style="list-style-type: none"> • Create an Employer Disability Confident Brochure • Upskill Birmingham residents by providing free English, Language, Maths and Digital classes. • Reconfigure our employer social value process to have localised job offers with a particular emphasis on care leavers and young people with SEND.



	<ul style="list-style-type: none">• Refreshing our approach to apprenticeships across the Council following the successful Kickstart scheme involving 47 young people.• Increase the take up of apprenticeships in the city in general, through working with GBSLEP, The Ladder for Great Birmingham, and the Multicultural Apprenticeship Alliance. This will include development of a matching support service at Library of Birmingham Youth Hub.
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Appendix 2: Terms of Reference

Birmingham Skills Offer: meeting the needs of current and future employment opportunities

Economy and Skills Overview and Scrutiny Committee Task and Finish Group

Our key question:	How is the council responding to the Breaking Down the Barriers Report and what is the vision for Life-Long Learning and Skills across the city?
1. How is O&S adding value through this work?	<p>Birmingham has a persistently high unemployment rate and low skills which affects the opportunities for residents and the ability to grow the local economy and attract business to the City.</p> <p>In February 2020, prior to the Covid-19 pandemic, 6.3% of young people aged 18-24 in Birmingham and 6.1% in the West Midlands were unemployed. By March 2021, this had risen to 11.6% in Birmingham and 11.5% in the West Midlands – an increase of over 5%. When we remove economically inactive young people who are not currently seeking employment, such as students, youth unemployment in the city rose to approximately 20% as of April 2021. Almost one in five young people in Birmingham are now out of work - substantially greater than the current UK average of 13.5% for 18 to 24 youth unemployment. (Breaking Down the Barriers)</p> <p>The Scrutiny Inquiry will contribute to policy development through focussing on the recommendations of the Breaking Down the Barriers Report that relate to the skills agenda for young people.</p> <p>Grand Challenges addressed: Unemployment, skills and the economy</p> <p>Corporate Plan Priorities: A city that is Prosperous and Inclusive</p>
2. What needs to be done?	<p>Key questions:</p> <p>The 5 recommendations from the Breaking Down the Barrier Report that are relevant to are relevant to this Scrutiny Inquiry are:</p> <ul style="list-style-type: none"> • Support young people to build confidence and resilience • Develop a comprehensive city-wide mentoring scheme • Facilitate accessible work experience opportunities • Reshape careers advice and guidance services



- Deliver a locally designed scheme of employment support for young people and businesses

The Inquiry will also consider:

How marketing and communication strategies are used to inform disenfranchised young people of the skills and employment opportunities available.

How young people are supported to develop entrepreneurial skills?

The Inquiry may also identify specific sectors where there is a skills gap or groups of young people to consider in greater detail during the inquiry.

Members will also receive evidence on the data on employment and skills and the current arrangement for skills funding for children and young people and the position going forward.

Evidence from:

- Cabinet Members
- Birmingham City Council Skills Team: including data on jobs and skills funding (Committee Meeting November 2022)
- Employers* – identify 2 sectors (based on evidence)
- Department for Work and Pensions (DWP)*
- Local Enterprise Partnership *
- Business Improvement Districts*
- Trade unions / Trades Council*
- Young People (including SEND and Care Leavers. City Youth Board*, Link with Beat Freeks)
- Schools
- Chamber of Commerce*
- Careers Enterprise Company*
- Small Business Association*
- Higher and further education institutions* (9 Further Education colleges and 5 universities)
- Examples of good practice from other areas*
- Birmingham Education Partnership*
- Young Women's Trust*
- Prince's Trust*

*These organisations do not have a statutory duty to contribute to the Scrutiny Inquiry but will be invited to contribute and give evidence.

The WMCA has the devolved power for adult skills but has a separate WMCA Scrutiny Committee that will consider this adult skills. The WMCA work recognises the importance of youth skills and employment and works with regional partners to support this. However, while not scrutinising the WMCA, it will be important to understand the regional strategic context for the skills agenda in Birmingham.

The Breaking Down the Barriers report includes recommendations regarding reducing the cost of public transport, children and young people's mental health, digital inclusion, giving a voice to young people through the Brum



	Talks Festival and creating a one stop shop online hub. These issues are outside the scope of the Scrutiny Inquiry. It is noted that there is a separate Scrutiny Inquiry taking place on children and young people's mental health.
3. What timescale do we propose to do this in?	Inquiry report to City Council 4 April 2023. It is noted that a response to the recommendations in the Breaking Down the Barriers Report will be provided in December 2022. This will take into account the work being undertaken by the Inquiry and the Inquiry timescales.
4. What outcomes are we looking to achieve?	Reducing unemployment Increasing skills / retraining for better paid jobs Reducing long term unemployment / reducing poverty To consider the funding streams to deliver the skills agenda for young people Including the transition from European Social Fund (ESF) to the UK Prosperity Fund Careers – understanding what careers / job opportunities there will be in the city and how to train for them.
5. What is the best way to achieve these outcomes and what routes will we use?	The Economy and Skills Overview and Scrutiny Committee has established a Task and Finish Group to undertake this Inquiry. Evidence will be presented to Committee meeting or meetings of the Task and Finish Group.

Member / Officer Leads

Lead Member:	Chair of Task and Finish Group: Cllr. Suleman Deputy Chair of Task and Finish Group: Cllr. Morrall
Members of the Task and Finish Group	Cllrs: Suleman, Aziz, Morrall, Brennan, Knowles
Lead Officer:	Fiona Bottrill. Senior Overview and Scrutiny Manager.



Appendix 3: Be Heard Consultation responses

The Council's Be Heard Consultation Database was used to gather public views during the period 30th November 2022 to 30th January 2023. The following responses were received.

Total Number of Responses received = **13**

Individual/ Organisation

6 from individuals

7 from organisations

1 response if from an Elected Member.

Gender

7 of the participants were **male**.

6 of the participants were **female**.

No responses were from those who considered themselves to have a **disability**.

Response by Age Group

20-24	25-29	30 - 34	35-39	40-44	45-49	50-54	55-59	60-64
1	1	2	4	1	1	2	1	1

Response by Ethnic Group

7 responses from those who identified as **White: English/Welsh/Scottish/Northern Irish/British**

2 responses from those who identified as **Asian/Asian British**

2 responses from those who identified as **Mixed/multiple ethnic groups**

1 identified as **Other White background**

1 response **preferred not to say**

Sexual Orientation

10 responders identified as **Heterosexual or Straight**

2 responders **preferred not to say**

1 responder identified as **gay/lesbian**

One additional written contribution was received from an organisation.



Appendix 4: List of Contributors

The Committee Members would like to extend their thanks to all those who contributed to the Inquiry:

Birmingham and Solihull Local Enterprise Partnership

Birmingham Children's Trust

Birmingham City University

Birmingham Education Partnership

Birmingham Race Impact Partnership

Councillor Brigid Jones, Deputy Leader, Birmingham City Council

Councillor Karen McCarthy, Cabinet Member for Children, Young People and Families

Life-Long Learning and Employability, Birmingham City Council

Newman University

Prince's Trust

University College Birmingham

University of Birmingham

Witton Lodge Community Association

Youth Service, Birmingham City Council

Young People engaging with the Youth Service

Youth City Board



Appendix 5: References

- Birmingham City Council Corporate Plan 2022 – 2026 [Council Plan and Budget | Birmingham City Council](#)
- Breaking Down Barriers (2021) ([Breaking down barriers: working towards Birmingham's future supporting younger people into employment | Birmingham City Council](#))
- City-REDI/ WMREDI Universities and Regions Forum Policy Briefing December 2022 ([Mobilising the Power of Universities in Levelling-Up: A new Universities and Regions Policy Forum – City REDI Blog \(bham.ac.uk\)](#))
- Local Skills Improvement Plans, Statutory Guidance for the Development of a Local Skills Improvement Plan October 2022 ([Local skills improvement plans - statutory guidance \(publishing.service.gov.uk\)](#))
- Scrutiny Inquiry, Closing the Skills Gap (2012) [Closing the Skills Gap Scrutiny Report December 2012 | Birmingham City Council](#)
- Princes Trust Nat West Youth Index Survey 2022 [One in four young people say they will never recover from the emotional impact of the pandemic, as confidence falls to an all time low warns Prince's Trust | News and views | About The Trust | The Prince's Trust \(princes-trust.org.uk\)](#)
- Reports to Economy and Skills OSC: 12 October 2022, 9 November 2022, 7 December 2022, 11 January 2022 [CMIS > Committee > Overview and Scrutiny > Economy and Skills Overview and Scrutiny Committee](#)
- University of Birmingham [Autism Centre for Education and Research](#)

Executive Commentary**‘Something to Aim For’ Scrutiny Inquiry into Employment and Skills for Young People**

I would like to offer my thanks to the Chair and Members of the Economy & Skills Overview & Scrutiny Committee for carrying out this timely and important inquiry into the challenges faced by our young people today. I would also like to thank the many young people, front-line staff and stakeholders who gave their time and feedback to the inquiry.

Three years ago, as we entered the first Covid-19 lockdown, it was already clear that the pandemic would have a disproportionate economic and employment impact on some of the most vulnerable people in our city – our young people. In response, Birmingham City Council led the way in delivering ‘Breaking Down Barriers’, a vital piece of research exploring youth unemployment in Birmingham in the context of Covid-19. That report outlined not just the devastating effects of the Covid-19 pandemic on children and young people, but also shone a light on the inequalities that continue to plague our society, and the need for the Council to come together with partners to do better for our young people.

I am proud of the progress that we have made so far in delivering the recommendations outlined in Breaking Down Barriers. This includes the delivery of a youth unemployment pilot in East Birmingham, the publication of a city-wide digital inclusion strategy, and our new Travel to Succeed programme, reducing the cost of travel for NEET and care experienced young people across Birmingham. However, as this report makes clear, too many young people in Birmingham still face barriers to finding fulfilling careers. As a city we can, and must, do more.

Going forward, the Council remains committed to delivering the recommendations of the Breaking Down Barriers report, alongside the additional recommendations of this inquiry. In so doing, we will need to adopt a whole Council approach, recognising the role that all our services have to play and bringing together all our shared experience and expertise. We will also need to continue to invest and build in our relationships, recognising the important role of key partners including the West Midlands Combined Authority, national government, and our business community. Finally – and most importantly – we must work with all our children and young people to co-produce solutions that recognise both the challenges and opportunities of building a career in the 21st century.

Cllr Brigid Jones
Deputy Leader

Birmingham City Council

City Council

18 April 2023



Subject: Promoting Health and Wellbeing – a Commonwealth Games Legacy

Report of: Cllr. Jack Deakin, Chair Commonwealth Games, Culture and Physical Activity Overview and Scrutiny Committee

Report author: Amelia Wiltshire, Overview and Scrutiny Manager, email: amelia.wiltshire@birmingham.gov.uk Tel: 07825 979253

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential: Not Applicable

1 Executive Summary

1.1 During July and August 2022, Birmingham hosted the 22nd Commonwealth Games, the largest multi-sport event to be held in England in a decade. Birmingham's intention for this Games was not only to deliver the Games, but to also deliver a legacy for the citizens of this city. While acknowledging that information on the full impact of the Games and its legacy may not be available in the short term, this Scrutiny Inquiry wanted to consider how the Games may have delivered positive outcomes for this city's disabled community, particularly around improving access to physical activity and spectating at major sporting events.

1.2 The Inquiry's Terms of Reference set out 9 key lines of inquiry:

- Explore the profile of disability in the city, and the level of participation/ spectating for sport and physical activity from this community,
- Compare Birmingham to other core cities, and capture learning.
- Understand the experiences of disabled citizens in participating in physical activity and sport in our city.
- Understand the experiences of disabled spectators in accessing the Games and its sporting programme, specifically venues.
- Identify the barriers the disabled community faces to participate and spectate.

- Understand what ‘good looks like’ to support inclusion in participation and spectating, and the solutions presented by the community to get there.
 - Understand how the Games identified a legacy for the disabled community in terms of participation and spectating, and how it has measured its impact upon this (including early indicators)
 - Identify the key activities the Games has undertaken to affect change for the future.
 - Benchmark the Games to previous Commonwealth Games or other multi-sport events in terms of legacy for the disabled community.
- 1.3 The report attached as Appendix 1 provides a summary of the evidence considered during the Inquiry. Evidence was collated from organisations who presented to the Overview and Scrutiny Committee meetings, and responses to a public consultation.
- 1.4 The Inquiry identified key findings in three core areas: Partnership Working; Accessible Venues and Barriers to Participation and watching sport in person. Based on these key findings, the Inquiry has set out 13 proposed recommendations. These recommendations were identified by the Task and Finish Group. Appendix 2 provides an Executive commentary to this Inquiry and its recommendations.

2 Recommendation(s)

- 2.1 That recommendations R01 to R13, set out in Appendix 1, be approved, and that the Executive be requested to pursue their implementation.

3 Background

- 3.1 This Inquiry was agreed as part of the Scrutiny Work Programme for 2022/23. This Inquiry was led by the Commonwealth Games, Culture and Physical Activity Overview and Scrutiny Committee in conjunction with the Health and Social Care Overview and Scrutiny Committee. Members from both of these Committees comprised the Inquiry’s Task and Finish Group.

4 Options considered and Recommended Proposal

- 4.1 The Inquiry identified three themes from the evidence it collated – Partnership Working; Accessible Venues and Barriers to Participation and Watching Sport in Person. A summary of the evidence received is set out in Section 3 of Appendix 1.
- 4.2 Appendix 1 also sets out the proposed summary of recommendations agreed by the Inquiry Task and Finish Group.

5 Legal Implications

- 5.1 The approval of these proposed recommendations will contribute towards the Council's discharge of its Public Sector Equality Duty under the Equality Act 2010.
- 5.2 There are not anticipated to be any further immediate legal implications arising from these proposed recommendations. However, as they are progressed, it will be expected that each recommendation will consider any specific legal implications and record these appropriately. With regard to R10, there may be contractual implications which may affect how this proposed recommendation is and can be delivered.

6 Financial Implications

- 6.1 There are not anticipated to be any immediate financial implications arising from these proposed recommendations. However, as they are progressed, it will be expected that each recommendation will consider any specific financial implications and record these appropriately. With regard to R10, there may be contractual implications which may affect how this proposed recommendation is and can be delivered.

7 Public Sector Equality Duty

- 7.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
 - eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 7.2 Overview and Scrutiny Committee's ensure that they address these duties by considering them during work programme development; the scoping of work, evidence gathering and making recommendations. This should include considering: how policy issues impact on different groups within the community, particularly those that share a relevant protected characteristic; whether the impact on particular groups is fair and proportionate; whether there is equality of access to services and fair representation of all groups within Birmingham; and whether any positive opportunities to advance equality of opportunity and/or good relations between people are being realised.
- 7.3 During this Inquiry, the Task and Finish Group ensured it considered equalities implications from initial scoping of the inquiry through to recommendation setting. All of their recommendations have been based on evidence, including evidence of residents/ service users' views gathered through consultation. The Task and Finish

Group also considered evidence from organisations who provide service for people with disabilities, and who have conducted their own stakeholder consultations.

8 Other Implications

How are the recommended decisions consistent with the City Council's priorities, plans and strategies?

- 8.1 The strategic importance of this Inquiry is reflected in the Grand Challenges facing the City and City Council's Corporate Plan priorities:
- 8.2 The Grand Challenges relevant to this Scrutiny Inquiry:
 - Health and well being
 - Community cohesion and living standards
 - Opportunities for children and young people
- 8.3 The Corporate Plan strategic outcomes and priorities relevant to this Scrutiny Inquiry:
 - A Bold Prosperous Birmingham
 - Maximise the benefits of the Commonwealth Games
 - A Bold Inclusive Birmingham
 - Support and enable all children and young people to thrive
 - A Bold Healthy Birmingham
 - Tackle health inequalities
 - Encourage and enable physical activity and healthy living
 - Improve outcomes for adults with disabilities and older people

9 Background Papers

- 9.1 'AccessAble', AccessAble Your Accessibility Guide. Last Accessed 8 February 2023. [Home | AccessAble](#)
- 9.2 Active Lives Survey, Sport England, April 2021
- 9.3 Active Lives Survey, Sport England, April 2022
- 9.4 Birmingham 2022 Guide to Accessibility Panels, Birmingham 2022, September 2022
- 9.5 Birmingham 2022 Commonwealth Games: the highlights, HM Government, 2 September 2022
- 9.6 Birmingham 2022 Commonwealth Games Legacy Plan, Birmingham 2022, March 2021
- 9.7 Birmingham 2022 Commonwealth Games Our Legacy, Summer 2022, Birmingham 2022
- 9.8 The Birmingham Inclusive Games (BIG) Standard, Birmingham 2022, September 2020

- 9.9 Birmingham City Council Corporate Plan 2022-26, Birmingham City Council, October 2022
- 9.10 Census 2021, Office for National Statistics. [Census 2021 results - Census 2021](#)
- 9.11 Delivering a Bold Birmingham, Birmingham City Council, December 2021
- 9.12 Equality Act 2010. [Equality Act 2010 \(legislation.gov.uk\)](#)
- 9.13 Everyone's Battle, Everyone's Business Action Plan, Birmingham City Council, September 2022
- 9.14 'Grassroots participation in sport and physical activity', thirty-second report of sessions 2022-23, House of Commons Committee of Public Accounts, 8 January 2023
- 9.15 'Health and Wellbeing Legacy of the Commonwealth Games'. Be Heard, Birmingham City Council. [Health & Wellbeing Legacy of the Commonwealth Games - Birmingham City Council - Citizen Space \(birminghambeheard.org.uk\)](#)
- 9.16 'Include Me West Midlands', West Midlands Combined Authority. [Include me West Midlands \(wmca.org.uk\)](#)
- 9.17 Interim Evaluation of the Birmingham 2022 Commonwealth Games, KPMG LLP (supported by 4GLOBAL Consulting Ltd and Dr Shushu Chen, solely for the Department for Digital, Culture, Media and Sport), January 2023
- 9.18 Localism Act 2011. [Localism Act 2011 \(legislation.gov.uk\)](#)
- 9.19 Major Sporting Events Strategy 2022-32, Birmingham City Council, July 2021
- 9.20 National Disability Strategy, HM Government, July 2021
- 9.21 Overview and Scrutiny Framework, Birmingham City Council, April 2021
- 9.22 Overview and Scrutiny: Statutory Guidance for Councils and Combined Authorities, HM Government 7 May 2019. [Overview and scrutiny: statutory guidance for councils and combined authorities - GOV.UK \(www.gov.uk\)](#)
- 9.23 'Medical and Social Models of Disability', Office of Developmental Primary Care, University of California, San Francisco. [Medical and Social Models of Disability | Office of Developmental Primary Care \(ucsf.edu\)](#)
- 9.24 'Physical Activity', World Health Organisation. [Physical activity \(who.int\)](#)
- 9.25 Scrutiny Business Report, Birmingham City Council, 15 March 2022
- 9.26 UK Chief Medical Officers' Physical Activity Guidelines, HM Government, 7 September 2019
- 9.27 UK Sport Strategic Plan, UK Sports, May 2021

10 Appendices

- 10.1 Appendix 1: Promoting Health and Wellbeing – a Commonwealth Games Legacy
- 10.2 Appendix 2: Executive Commentary

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Reports that have been submitted to Council can be downloaded from
www.birmingham.gov.uk/scrutiny.



Preface

By Cllr Jack Deakin, Chair of the Commonwealth Games, Culture and Physical Activity Overview and Scrutiny Committee



The Commonwealth Games brought people from diverse backgrounds across business, sport, leisure, and our wider communities. It provided us with fantastic economic and social benefits for our city, introducing different types of sports to people who have gone on to continue spectating or partaking in them. It reminded our region, the UK, and the world that Birmingham truly is on the map and the place to be, with people who had never visited our city before now returning to experience Birmingham in all its glory.

As Brummies, we should be exceptionally proud of our city and look to build on our success as a theatre for major events, with the World Blind Games coming to Birmingham this year in August, and with the World Trampoline Championships in November. Looking ahead, we will also host the European Athletics Championships in 2026, and our city continues to look further afield at attracting significant events to help boost our economy, attractions, and opportunities for our citizens. Not only is it vital for our city for it to thrive economically, but it's vital socially as it provides opportunity for marginalised and disadvantaged groups that they may not otherwise have.

Whilst hosting any significant event is always a big win for our city, it will always come with its challenges, but it may also inspire us to consider what we may not have considered before. Our inquiry into disability access into sport & physical activity from the perspective of spectators and participants, that I was proud to chair, with Cllr Gareth Moore as Vice-Chair and joined by Cllrs Rinkal Shergill, Deborah Harries & Mick Brown sought to address a challenge and criticism levelled against the Commonwealth Games.

The Birmingham Games were lauded by many for being the most accessible in history, with the biggest programme of para-sports ever at a Commonwealth Games. As councillors, we saw the efforts that went into this, with organisers going above and beyond to deliver for the athletes, spectators, and residents during the Games. However, we do know that there were some shortcomings, and through this inquiry we have discovered that there are far more disabled people not meeting the NHS and government recommended physical activity each week compared to those who aren't disabled.

It's a travesty and one which not only needs to be addressed because it is the right thing to do for those who are impacted by it, but because it makes sense economically as well as socially. Birmingham City Council can play its part in encouraging and working to deliver higher levels of increased physical activity engagement across our city, and we must work to ensure it is Everyone's Battle & Everyone's Business.

Our inquiry has been conducted with a cross-party group of councillors, and that sense of cross-party working has been entrenched from the start with an opposition councillor being made Vice-Chair of our inquiry. With contributions from all councillors on the inquiry, we have lived the ethos of 'Everyone's Battle & Everyone's Business.'

Thanks must be provided to the Executive for constructive feedback which provided robust debate back and forth, and within our inquiry group. Appreciation and extreme gratitude must also go to the Scrutiny



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team and in particular, Amanda Simcox and Amelia Wiltshire who facilitated, communicated, and ensured the smooth running of our inquiry.

Finally, and most importantly, together with all of the Task and Finish Group, I would like to thank all disabled people, carers, organisations, and Elected Members who have taken time to contribute to this inquiry.

Cllr Jack Deakin

Chair of the Commonwealth Games, Culture and Physical Activity Overview and Scrutiny Committee



Summary of Recommendations

	Recommendation	Responsibility	Completion Date
R01	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <ul style="list-style-type: none"> a) Develop and adopt a new inclusive Sports strategy and a Physical Activity strategy, which will both be informed by the experiences and insight of all citizens including disabled citizens, and their needs designed in from the start rather than add them in at a later stage. b) Provide an outline of how the insight and experience of disabled citizens will inform the new Sport and Physical Activity strategies. c) Define measures of success within the strategy specific to the disabled community including improving participation levels. d) Continue to build upon the new partnerships developed through the CWG, and work with the Birmingham Disability Sports Forum to maximise the impact of the strategy and understanding the range of activity on-going in the city e) Involve members of the disabled community in the monitoring of the strategy and outline how this will be achieved. 	Cabinet Member for Health and Social Care	<p>April 2024</p> <p>September 2023</p> <p>April 2024</p> <p>October 2024</p> <p>April 2024</p>
R02	<p>Council asks the Cabinet Member for Social Justice, Community Safety and Equalities to:</p> <p>Set up a cross-Council Insight Community focused on equalities issues, picking up all the protected characteristics including disabilities. This will support future</p>	Cabinet Member for Social Justice, Community Safety and Equalities	November 2023



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	Recommendation	Responsibility	Completion Date
	decision making in relation to major sporting events (see Recommendation R04).		
R03	<p>Council asks the Leader and Cabinet Member for Culture, Heritage and Tourism to:</p> <p>Ensure the Birmingham City Council Legacy Portfolio supports projects which kickstart accessible fitness and wellbeing for people with disabilities.</p>	Leader/ Cabinet Member for Culture, Heritage and Tourism	April 2024
R04	<p>Council asks the Leader to:</p> <ul style="list-style-type: none"> a) Review the lessons learnt and best practice gained from the Commonwealth Games 2022 as it relates to disability and ensure this is incorporated into future major sporting proposals. b) Convene a cross- Council Insight Community focused on equalities issues, picking up all the protected characteristics including disabilities for all future major sporting events such as the upcoming European Championships 2026 (See Recommendation R02). c) Outline Accessibility and Inclusion commitments at the initial planning stages of all major sporting events for spectating and grassroots participation (including spectating at the upcoming European Athletics Championships in 2026), and actively explore free or discounted tickets for carers/ personal assistants when accompanying those with disabilities. 	Leader	<p>November 2023</p> <p>April 2024</p> <p>April 2024</p>

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	c) Ensure information on the Birmingham City Council website is accurate and kept up to date.		July 2023
R09	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <p>Deliver specific training programmes to improve disability awareness for all staff in Birmingham City Council leisure sites (Sports Service and Wellbeing Service including sites managed through commissioning arrangements), and supporting services (for example, strategy and policy, building teams). This training should be tailored to the specific needs of people with disabilities in a leisure setting.</p>	Cabinet Member for Health and Social Care	October 2024
R10	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <p>a) Review all Birmingham City Council leisure centre sites (Sports Service and Wellbeing Service including those managed under commissioning arrangements) and identify feasible measures that can be implemented to exceed DDA compliance. This should consider both inside and outside the venue (i.e., including the car park).</p> <p>b) Ensure this review is informed by the cross-Council Insight Community outlined in Recommendation R02.</p>	Cabinet Member for Health and Social Care	<p>October 2024</p> <p>October 2024</p>
R11	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <p>Actively explore the introduction of free or discounted access for carers and Personal Assistants accompanying people with</p>	Cabinet Member for Health and Social Care	April 2024



	disabilities to leisure centre sites (Sports Service and Wellbeing Service including those managed under commissioning arrangements) with free access being the preferred option.		
R12	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <p>Review the programme offered in leisure centre sites (Sports and Wellbeing Service sites including those managed under commissioning arrangements) for people with disabilities and how it is promoted, and actively look at how the programme can be made more inclusive for those with disabilities.</p>	Cabinet Member for Health and Social Care	April 2024
R13	<p>Tracking</p> <p>Council agrees that the Executive members report on progress towards achievement of these recommendations no later than October 2023. Subsequent progress reports will be scheduled by the Committee thereafter, until all recommendations are implemented.</p>	Cabinet Member for Health and Social Care	October 2023



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1 Introduction

1.1 About Overview and Scrutiny

- 1.1.1 Overview and Scrutiny (O&S) is an essential part of the governance arrangements within the Council. It fulfils the statutory function as set out in the Local Government Act 2000 as amended by the Localism Act 2011¹. The Council's vision for Scrutiny is outlined as follows:

'To ensure effective democratic accountability and oversight of the Council's executive. This will be achieved by a Member-led Scrutiny function which is held in high regard by its many stakeholders, and which adds value for the people of Birmingham. This vision recognises that Scrutiny is a core component of the governance structures of the Council, and that Scrutiny Members, the Executive and senior officers will all work to create the right culture and lead the way in making the vision a reality. Ensuring good Scrutiny in Birmingham is a common endeavour across the council²'.

- 1.1.2 To achieve this, Scrutiny will follow the nationally agreed 'Four Principles of Good Scrutiny'³ :
- Amplify public voice and concerns.
 - Drive improvement in public services.
 - Provide constructive "critical friend" challenge.
 - Be led by 'independent minded people' who take responsibility for their role.
- 1.1.3 There are eight Overview and Scrutiny Committees that scrutinise and contribute towards policy development on key issues identified by Elected Members. In depth scrutiny (an Inquiry) enables Members to consider complex issues in significant detail over a longer period of time. Through these Inquiries, Members are able to make recommendations which should deliver improvements in public services.
- 1.1.4 A Task and Finish Group have led this Inquiry comprising Members from both the Commonwealth Games, Culture and Physical Activity O&S Committee and the Health and Social Care O&S Committee. This Task and Finish Group was chaired by Councillor Jack Deakin with Councillor Gareth Moore as Vice Chair. Other members of the Task and Finish Group were Councillors Mick Brown, Deborah Harries, and Rinkal Shergill.

¹ Section 9F of the Localism Act 2011, HM Government, accessed 8 February 2023

<https://www.legislation.gov.uk/ukpga/2011/20/schedule/2/enacted>

² Overview and Scrutiny Framework, Birmingham City Council, April 2021

³ Overview and Scrutiny: Statutory Guidance for Councils and Combined Authorities, HM Government, 7 May 2019
[Overview and scrutiny: statutory guidance for councils and combined authorities - GOV.UK](#)



1.2 Why did Members Choose this Inquiry?

- 1.2.1 During July and August 2022, Birmingham hosted the 22nd Commonwealth Games (the Games), the largest multi-sport event to be held in England in a decade. Thousands of world class athletes competed across multiple events with over 1.5 million spectators⁴. The Games had the largest programme of para-sport in a Commonwealth Games to date with 42 events across eight sports.
- 1.2.2 From the outset, Birmingham promised to 'seize this moment to invest in the future of our city and our young people'⁵. This statement makes clear that this was not just about delivering the Games but about delivering a legacy for the citizens of Birmingham. The city aimed to 'capture the benefits of hosting this world class event while supporting the acceleration of the City Council's ambitions to respond to the city's challenges'⁶. The Commonwealth Games 2022 Organising Committee (OC) and the Council both published legacy plans highlighting how this will be achieved⁷.
- 1.2.3 This Inquiry acknowledges that reviewing the full impact of the Games and its legacy for the city may take years before information is fully available. Nevertheless, and acknowledging the potential information limitations this may present, Members felt there was particular value in exploring, even at this early stage, if and how the Games has delivered positive outcomes for the city's disabled community, specifically around encouraging increased participation in physical activity at a grassroots level and providing improved experiences to watch major sporting events. They felt this was a timely and valuable opportunity to influence the city's new Sport and Physical Activity Strategies, which are being developed in 2023-24, as well as capture learning for upcoming sporting events. This is especially the case as the ambition for the Games had been to 'host the most accessible and inclusive Games yet'⁸.
- 1.2.4 The Commonwealth Games, Culture and Physical Activity O&S Committee has been focused in recent years on holding the Executive to account on preparations for the Games and how they are realising legacy benefits. A report outlining its key findings was presented at the meeting of the City Council on 15 March 2022 by the former Chair of the Committee, Councillor Mariam Khan⁹.

⁴ Birmingham 2022 Commonwealth Games: the highlights, HM Government 2 September 2022

⁵ Delivering a Bold Legacy for Birmingham, Birmingham City Council, December 2021 page 5

⁶ Delivering a Bold Legacy for Birmingham, Birmingham City Council, December 2021, page 8

⁷ Birmingham 2022 Commonwealth Games Legacy Plan, Birmingham 2022, March 2021; Delivering a Bold Legacy for Birmingham, Birmingham City Council, December 2021

⁸ The Birmingham Inclusive Games Standard (The BIG Standard), Birmingham 2022, September 2020 page 3

⁹ Scrutiny Business Report, Appendix 1, Birmingham City Council, 15 March 2022



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1.3 Strategic Framework

- 1.3.1 In Birmingham City Council's Corporate Plan 2022-2026, the Grand Challenges and Be Bold Outcomes for the city are set out¹⁰.
- 1.3.2 This Inquiry contributes specifically towards addressing:
- Grand Challenges: Equalities and Inclusion, and Health and Wellbeing.
 - Be Bold Outcome: A Bold Healthy Birmingham and its priorities:
 - Tackle Health Inequalities.
 - Encourage and enable physical activity and healthy lives.
 - Improve outcomes for adults with disabilities and older adults.
- 1.3.3 The Inquiry also contributes towards other Grand Challenges, for example, Improving Opportunities for Children and Young People.
- 1.3.4 This Inquiry will also contribute towards commitments within the Everyone's Battle, Everyone's Business Action Plan, which supports the Council's drive to embed a focus on diversity and tackling inequalities in everything the Council does¹¹.

1.4 Scope of Inquiry

- 1.4.1 The Terms of Reference for this Inquiry was agreed by the Commonwealth Games, Culture and Physical Activity O&S Committee on 12 October 2022.
- 1.4.2 The key question for this Inquiry was:
- ‘How will the legacy from the Commonwealth Games improve access to physical activity opportunities (both participating and spectating) for our disabled citizens and communities?’
- 1.4.3 The outcomes for this Inquiry are:
- Improve participation levels in sport and physical activity by the disabled community.
 - Improve the experience for disabled spectators at sporting events.
- 1.4.4 The Task and Finish Group identified the following key lines of inquiry:

¹⁰ Birmingham City Council's Corporate Plan 2022-2026 identifies 6 Grand Challenges: Equalities and Inclusion; Unemployment, Skills and the Local Economy; Health and Wellbeing; Community Resilience, Cohesion and Living Standards; Climate Emergency and Opportunities for Children and Young People. The Plan also outlines 5 Be Bold Outcomes: A Bold Prosperous Birmingham; A Bold Inclusive Birmingham; A Bold Safe Birmingham; A Bold Healthy Birmingham and A Bold Green Birmingham.

¹¹ Everyone's Battle, Everyone's Business Action Plan 2022/23, Birmingham City Council, September 2022



- Explore the profile of disability in the city, and the level of participation/spectating for sport and physical activity from this community.
- Compare Birmingham to other core cities, and capture learning.
- Understand the experiences of disabled citizens in participating in physical activity and sport in our city.
- Understand the experiences of disabled spectators in accessing the Games and its sporting programme, specifically venues.
- Understand the experiences of disabled spectators in accessing other sporting events and activities.
- Identify the barriers the disabled community faces to participate and spectate.
- Understand what 'good looks like' to support inclusion in participation and spectating, and the solutions presented by the community to get there.
- Understand how the Games identified a legacy for the disabled community in terms of participation and spectating, and how it has measured its impact upon this (including early indicators).
- Identify the key activities the Games has undertaken to affect change for the future.
- Benchmark the Games to previous Commonwealth Games or other multi-sport events in terms of legacy for the disabled community.

1.5 Definitions

Disability

- 1.5.1 The Equality Act (2010) defines a disability as a 'physical or mental impairment which has a long term and substantial adverse effect on the ability to carry out normal day to day activities'¹². This has been the Inquiry's guiding definition. The Inquiry has considered the full range of disabilities including neurodiverse conditions. It also wanted to consider the views of people with disabilities and with other protected characteristics.

Models of Disability

- 1.5.2 'Leaders in the disability rights movement have constructed two distinct models of how society views disabilities: the Medical Model and the Social Model. These models provide a framework for how people perceive those of us with disabilities. While the Medical Model is a helpful way of understanding illness and loss of function, people in the disability community have largely rejected it in favour of the Social Model. The Social Model promotes the idea that adapting social and physical

¹² Definition of Disability under the Equality Act 2010, HM Government, [Definition of disability under the Equality Act 2010 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/362822/Equality_Act_2010_-_Definition_of_disability.pdf)



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environments to accommodate people with a range of functional abilities improves quality of life and opportunity for people with and without impairments¹³.

Physical Activity

- 1.5.3 The World Health Organisation (WHO) defines physical activity as any bodily movement produced by skeletal muscles that requires energy expenditure. Physical activity refers to all movement including leisure time, for transport to get to and from places, or as part of a person's work. Both moderate and vigorous intensity physical activity improves health¹⁴.
- 1.5.4 This Inquiry has focused on recreation from low impact through to competitive sport. This can be done at any level of skill and for enjoyment by everybody.

1.6 Call for Evidence

- 1.6.1 The Call for Evidence for this Inquiry consisted of three parts: Members, the Public and organisations. A list of contributors can be found in Appendix 1.
- 1.6.2 Public – the Inquiry wanted to capture the views and experiences of disabled citizens and their carers about participating in physical activity and visiting the Commonwealth Games. This was primarily undertaken via the Council's Be Heard consultation hub¹⁵. It launched on 15 November 2022 and was open for eight weeks. Citizens also had the opportunity to speak to Members from the Task and Finish Group for this Inquiry to provide additional information through individual follow up sessions. The results from this survey are in Appendix 2.
- 1.6.3 Members – all Members of the Council were invited to contribute to the Inquiry, including providing details of organisations who may be able to provide evidence.
- 1.6.4 Organisations – organisations were invited to provide written evidence to the Inquiry. The following organisations were also invited to provide information in person:
- The Council's Adult Social Care Directorate.
 - The Council's Sports Service – they also hosted a site visit to Alexander Stadium in Perry Barr.
 - Sport Birmingham.
 - The Active Wellbeing Society (TAWs).
- 1.6.5 A schedule of the Inquiry's activities is provided in Appendix 3.

¹³ 'Medical and Social Models of Disability'. Office of Developmental Primary Care, University of California, San Francisco. [Medical and Social Models of Disability | Office of Developmental Primary Care \(ucsf.edu\)](https://www.ucsf.edu/developmental-primary-care/medical-and-social-models-of-disability)

¹⁴ 'Physical Activity'. World Health Organisation. [Physical activity \(who.int\)](https://www.who.int/physical-activity)

¹⁵ 'Health & Wellbeing Legacy of the Commonwealth Games'. Be Heard, Birmingham City Council. <https://www.birminghambeheard.org.uk/economy/health-wellbeing-legacy-of-the-commonwealth-games/>



2 Background and Context

2.1 The Commonwealth Games 2022

2.1.1 On 21 December 2017, Birmingham was awarded the 22nd Commonwealth Games. The Games took place during July and August 2022 supported by an extensive cultural and legacy programme taking place in the run up to, during and also post Games. At the outset, Birmingham's ambition was to be the most inclusive Games yet. On 1 December 2021, the Council published its plan to maximise the benefits as host city - Delivering a Bold Legacy for Birmingham¹⁶. This plan is built around how the Games would accelerate the Council's response to the challenges facing the city and aspirations for its citizens, outlined as follows:

1. The Games can enable a THRIVING city, creating opportunities accessible to all.
2. The Games can open up opportunities to which our younger population can ASPIRE to achieve.
3. Games initiatives and facilities will support the development of a HEALTHY society, both physically and mentally.
4. Hosting the Games creates a platform for a more WELCOMING, diverse place to live and invest.
5. The Games can and will accelerate our GREEN GROWTH plans to grow Birmingham in a sustainable and resilient way.

2.1.2 This Inquiry specifically contributes towards understanding how any emerging legacy from 'Games initiatives and facilities will support the development of a HEALTHY society, both physically and mentally' (A Healthy City).

2.1.3 In addition to Delivering a Bold Legacy for Birmingham, the Organising Committee (OC) for the Commonwealth Games also published a Birmingham 2022 Partner Legacy Plan¹⁷. In this plan, partners agreed to combine efforts for maximum impact in five ways:

- Bring people together.
- Improve health and wellbeing.
- Help the region to grow and succeed.
- Be a catalyst for change.
- Put us on the global stage.

¹⁶ Delivering a Bold Legacy for Birmingham, Birmingham City Council, December 2021

¹⁷ [Birmingham 2022 Commonwealth Games Legacy Plan](#), Birmingham 2022, March 2021



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- 2.1.4 At this stage, the OC has produced an updated legacy plan highlighting the emerging impacts from the Games¹⁸. An interim independent evaluation has also been published, which considers the economic, social, and environmental impact of the actual Games itself and not the legacy programme¹⁹. An evaluation report reviewing the post Games legacy will be published later in 2023.

2.2 Birmingham City Council and its Legacy Programme²⁰

- 2.2.1 The Council is establishing a new Commonwealth Games Legacy Portfolio to co-ordinate resource and the continued delivery of the Council's legacy ambitions. There are two principal objectives for this Portfolio:
- Inspire, oversee and assure projects which will fulfil the Council's commitments and ambitions to realise a legacy value for the city of Birmingham, arising from hosting the Commonwealth Games.
 - Compile a single view of the benefits achieved for the city (and the cross-partner programme) as a result of delivering the Council's Legacy Plan's "bold promises".
- 2.2.2 This Portfolio will not be responsible for project delivery but will provide a structure for the oversight and assurance of any legacy projects delivered as a result of any additional funding. It is proposed it will operate for a defined initial period of two years.
- 2.2.3 The introduction of the Legacy Portfolio will increase the likelihood of the Games realising benefits for this city including disabled people, and at grassroots level.

2.3 Commonwealth Games 2022 City Ambition – A Healthy City

- 2.3.1 The Council's commitment from the Games was to 'build programmes and community projects to kickstart an accessible fitness and wellbeing boom'²¹. It identified four key objectives for how it intends to use the Games to address health inequalities in this city. These objectives are:
- Inspire and enable Birmingham citizens to improve and sustain their levels of physical activity.
 - Use the power of the Games to improve mental wellbeing and accelerate mental health awareness.

¹⁸ Birmingham 2022 Commonwealth Games Our Legacy, Summer 2022, Birmingham 2022

<https://www.birmingham2022.com/about-us/our-purpose/our-legacy>

¹⁹ Interim Evaluation of the Birmingham 2022 Commonwealth Games, January 2023. This report has been prepared by KPMG LLP, supported by 4GLOBAL Consulting Ltd. and Dr Shushu Chen of the University of Birmingham, solely for DCMS.

²⁰ Outline Business Case for the Commonwealth Games Legacy Programme, Birmingham City Council Cabinet 14 February 2023

²¹ Delivering a Bold Legacy for Birmingham, Birmingham City Council, December 2021, page 5



- Improve access to leisure and community infrastructure to increase physical activity opportunities for local communities.
- Demonstrate the benefits of green and blue infrastructure and habitat creation.

2.3.2 These objectives were supported and underpinned by a range of short-term programmes (covering the period up to, and including, the Games), medium-term goals (up to one year after the Games) and long-term aspirations (two-plus years after the Games).

2.3.3 As its flagship initiative for this ambition, the Council committed to launching a new Sport Strategy linking health and wellbeing approaches to a broader sporting agenda, developing sporting pathways and making best use of assets. There was also £1 million investment into a Community Fund for Physical Activity.

2.4 Commonwealth Games 2022 – Venues

2.4.1 The ambition for the Birmingham Commonwealth Games 2022 was to 'host the most accessible and inclusive Games yet'²². Their intention was to make the Games available to as many people as possible, either as competitors, officials, volunteers, or spectators. Legislative requirements are laid out in the Disability Discrimination Act 1995 (updated in 2005) and the Equalities Act 2010.

2.4.2 The Birmingham Commonwealth Games 2022 Accessibility and Inclusion Commitment outlines the strategic approach taken to embed inclusion and accessibility into the sports programmes, planning processes, Organising Committee and Games as a whole²³. This statement makes clear that accessibility and inclusion are not about treating everyone the same - it is about being able to meet people's individual requirements in the most appropriate way possible. To achieve this, additional and/or dedicated service provision would usually be required to provide a quality and positive Games experience.

2.4.3 Birmingham 2022's Commonwealth Games' strategic approach to accessibility was:

- Setting Standards – Defining standards and setting levels for accessibility across the Games using 'The BIG Standard'.
- Create an 'Accessibility Advisory Forum'.
- Improved Games Accessible Information.
- Commit towards reducing the Disability Employment Gap.
- Gain Certification – Achieve recognised certification which shapes and promotes accessibility and inclusion across the Games.

²² The Birmingham Inclusive Games Standard, Birmingham 2022, September 2022

²³ Birmingham 2022 Commonwealth Games Accessibility and Inclusion Commitment, Birmingham 2022, June 2020



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- 2.4.4 In July 2021, the Council approved its Major Sporting Events Strategy 2022-2032²⁴. This aimed to use the Games as a platform to attract future events that have a purpose and a social value of benefit to the city²⁵. It is aligned to the UK Sport's Strategic Plan 2021-2031²⁶. Birmingham's Strategy highlights that major sporting events will need to work with the city's 'diverse communities to ensure they are inclusive'²⁷.
- 2.4.5 The World Blind Games (August) and World Trampoline Gymnastics Championships (November) are both scheduled to be held in the city in 2023. In November 2022, Birmingham was announced as the host city for the European Athletics Championships 2026, the first time the UK has hosted the event.

2.5 Physical Activity and Disability

- 2.5.1 Regular physical activity is proven to help prevent and manage non-communicable diseases such as heart disease, stroke, diabetes, and several cancers. It also helps prevent hypertension, maintain healthy body weight, and can improve mental health, quality of life and wellbeing²⁸.
- 2.5.2 Disabled people are much less likely to regularly access and take part in physical activity and sport than non-disabled people²⁹, which means this community is less likely to benefit from the health and wellbeing impacts. The UK Chief Medical Officers' Physical Activity Guidelines (as they refer to disabled adults) is based on new evidence on the substantial health benefits for this community³⁰.

2.6 National Disability Strategy

- 2.6.1 The National Disability Strategy was published on 28 July 2021. It sets out the actions the Government will take to improve the everyday lives of disabled people. One of the key areas highlighted within the strategy is 'Leisure: widening access to the arts, culture, and the great outdoors'. Specifically for this area, the strategy aims to:
- Widen participation in arts, culture and sport.
 - Improve access to paths.
 - Make playgrounds more inclusive³¹.

²⁴ Major Sporting Events Strategy 2022-2032, Birmingham City Council, July 2021

²⁵ [New strategy sets out major sporting events legacy from Commonwealth Games | Birmingham City Council](#)

²⁶ [UK Sport Strategic Plan 2021-31.pdf](#) UK Sport, May 2021

²⁷ Major Sporting Events Strategy 2022-2023, Birmingham City Council, July 2021

²⁸ [Physical activity \(who.int\)](#)

²⁹ Sport England's Active Lives Survey, April 2021

³⁰ UK Chief Medical Officers' Physical Activity Guidelines, HM Government, 7 September 2019

³¹ National Disability Strategy, HM Government, July 2021



2.6.2 To achieve this, Sport England planned to³²:

- Invest £20 million in the financial year 2021-22 through its Tackling Inequalities Fund (which was later re-named Together Fund³³). This fund is designed to impact upon under-represented groups with a specific focus on disabled people.
- Find new ways to address inequalities in physical activity levels between disabled and non-disabled people in partnership with the Design Council.
- Develop and pilot a new training programme to better enable social workers to promote physical activity to disabled people.

2.6.3 This Strategy also acknowledges the enjoyment which live sport offers, not only watching from home but also the shared experience of being there and feeling part of it. It emphasises that sports venues have a duty to provide an environment that is welcoming and inclusive of everyone, irrespective of disability³⁴. It also highlights that approaches to disability should 'consider disability from the start', to embed inclusive and accessible approaches and services and avoid creating disabling experiences from the outset.

2.6.4 On 25 January 2022, the High Court's judgment declared the strategy to be unlawful due to failures in the consultation process and the Secretary of State has since been granted permission to appeal the Court's declaration. A new Disability Action Plan will be consulted on and published in 2023 and will set out the practical action ministers across government will take over the next two years to improve disabled people's lives³⁵.

2.7 National Picture

Lived Experience during the Pandemic

2.7.1 Sport England's annual Active Lives survey in 2021 concluded that the majority of physically active adults had maintained these habits (although the numbers had reduced) despite the impact of the COVID-19 pandemic. However, it had also led to a worrying increase in the number of people who were inactive – doing less than 30 minutes of activity per week or nothing at all. Not all groups were

³² National Disability Strategy, HM Government, July 2021, page 80

³³ The Together Fund is a continuation of the Tackling Inequalities Fund (TIF) that was set up in April 2020 as part of Sport England's support package to help the sport and physical activity sector through the coronavirus (Covid-19) crisis. An additional £20 million of National Lottery was committed to help the groups that are being disproportionately affected by the pandemic and it was significantly impacting their ability to be physically active. TIF's £20m was invested in four key audiences and the money from the Together Fund has been spent in the same way - these priority audiences are: lower socio-economic groups; culturally diverse communities; disabled people and people with long term health conditions. Since its launch, TIF has enabled community groups to continue to exist and engage with their communities, supporting people to be engaged and active. TIF funding ended in December 2022, with the new Together Fund investment running to March 2023 and intended to help further growth and recovery of community organisations working with our target audiences.

³⁴ National Disability Strategy, HM Government, July 2021

³⁵ [The National Disability Strategy 2021: Content and reaction - House of Commons Library \(parliament.uk\)](https://www.parliament.uk/libraries/commons/commons-library/publications/the-national-disability-strategy-2021-content-and-reaction/)



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affected equally though. Decreases were the greatest during the initial lockdown phase amongst those with a disability or long-term health condition. This may be attributed to the requirement for those with health conditions to shield³⁶.

- 2.7.2 In the Active Lives survey 2022, the overall numbers of adults who are physically active had started to recover and rise again (a rise of 3%). However, there remain concerns about the level of physical activity for adults with disabilities or long-term health conditions. The levels of physically active disabled adults fell more sharply during the pandemic, and they are not returning to physical activity as the pandemic recedes³⁷.

Census 2021

- 2.7.3 There has been a change in the way information has been collected about disabled people in the Census 2021 compared to the Census in 2011, and this may have an impact on the number of people identified as disabled and how figures are compared across the decade. The question respondents answered in the Census 2021 changed in order to align more closely with the definition of disability in the Equality Act 2010³⁸.
- 2.7.4 The Census 2021 was also undertaken during the coronavirus (COVID 19) pandemic, which may also have influenced how people perceive their health status and activity limitation. Therefore, this may affect how people chose to respond.
- 2.7.5 In England³⁹, in 2021, a smaller proportion but larger number of people are disabled - 17.7% (9.8 million), compared with 2011 19.3% (9.4 million). The English region with the highest proportion of disabled people was the North-East with 21.2% (567,000).
- 2.7.6 In England, the census data on disability within households shows that:
- In 68.0% (15.9 million) of households, no people are disabled.
 - 25.4% (6.0 million) households include one disabled member.
 - In the remaining 6.6% (1.6 million) households, two or more people are disabled.
- 2.7.7 Households with two or more disabled people ranged from 5.1% (175,000) in London to 7.8% (92,000) in the North-East. The English Local Authorities with the highest proportion of two or more disabled people within a household were East Lindsey (10.3%), Bolsover (9.6%) and Knowsley (9.5%).

³⁶ Sport England Active Lives Survey, published April 2021

³⁷ Sport England Active Lives Survey, published April 2022

³⁸ Census 2021 Question: 'Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?' If this question was answered yes, a further question was asked: 'Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?'

³⁹ Census 2021, Office for National Statistics. Census 2021 results – [Census 2021](#)



2.8 Local Picture

Census 2021

2.8.1 The Census 2021 indicates for Birmingham that:

- The number of people not disabled under the Equality Act was 82.7% (946,951).
- The number of people disabled under the Equality Act was 17.3% (198,079).
- The number of households with no people disabled under the Equality Act was 65.5% (277,484)
- The number of households with one person disabled under the Equality Act was 26.5% (112,067)
- The number of households with two or more people disabled under the Equality Act was 8.0% (33,891)⁴⁰.

Other Information

2.8.2 Sport Birmingham advised that only 13.5% of disabled people in Birmingham regularly access physical activity and sport. This is despite the fact that 55.7% of adults who are inactive would like to take part in some form of sport or physical exercise. Across all cultural facilities in Birmingham, lower proportions of Black, Minority Ethnic and Asian (BMEA); disabled and low-income residents tend to participate in physical activity than do nationally. Furthermore, 44.6% people in Birmingham with a disability or long-term health condition are inactive (less than 30 minutes a week) compared to 28.0% with no disability or long-term health condition⁴¹.

Responses from the Public

2.8.3 The Inquiry received 37 responses from members of the public (Appendix 2). Of these responses, 46% participated in sport or physical activity; 54% of respondents did not.

2.8.4 Respondents who did participate highlighted numerous benefits associated including calming their condition, managing their condition, strength building and weight management, better mental wellbeing, improving confidence, socialising, and making friends.

⁴⁰ Census 2021, Office for National Statistics. Census 2021 results / [City Observatory, Health, Disability and Unpaid Care, page 13](#)

⁴¹ Sport Birmingham evidence presented to Commonwealth Games, Culture and Physical Activity O&S Committee meeting on 11 January 2023



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2.9 Learning from other Multi Sport Events

London 2012

2.9.1 The House of Commons Committee of Public Accounts published 'Grassroots participation in sport and physical activity' in January 2023⁴², this report is currently pending Government response. The relevant conclusions from this report are:

- While the 2012 Olympic Games delivered substantial economic benefits to the UK, its participation legacy fell short of expectations. National participation levels in sport declined the three years following the Olympics, and then the Department for Culture, Media and Sport (DCMS) stopped tracking participation legacy from 2016 in order to focus on its grassroots strategy⁴³. Sport England acknowledges that elite sport success does not necessarily inspire activity at a grassroots level.
- The DCMS has applied some, but not all, of its learning from the 2012 Olympic Games to the hosting of the Commonwealth Games 2022. It aimed to create a legacy from the Games at a local level, including a £3 million programme in the West Midlands to tackle inactivity. But it has no mechanisms in place to monitor the long-term participation legacy from the Games. It is however developing a revised framework to assist future major event organisers in delivering a legacy⁴⁴.
- Sport England has not yet translated its understanding of the barriers to participation into action to enable inactive groups to participate in sport and physical activity. Sport England recognises three key requirements to get inactive groups to participate: motivation, confidence, and opportunity. It recognises that some groups face greater barriers to participating in sport and physical activity, including women, lower socio-economic groups, and disabled people. Among inactive groups, which did not have targets, activity levels among the over-75s and disabled people increased before the pandemic, but there was no such increase in activity levels within Black or Asian ethnicity groups⁴⁵. The COVID-19 pandemic has exacerbated some of the existing inequalities in activity for the least affluent, Asian people and disabled people.

⁴² 'Grassroots participation in sport and physical activity', thirty-second report of sessions 2022-23, House of Commons Committee of Public Accounts, 8 January 2023

⁴³ The Department for Culture, Media and Sport has the overall policy responsibility for maximising participation in sport and physical activity. It directs most of its spending to develop grassroots sport and get more people active through Sport England, its arm's length body created in 1996. Sport England spent an average of £323 million a year between 2015–16 and 2020–21. Government strategies for grassroots sport and physical activity have highlighted how this can help achieve its other objectives such as tackling obesity. Community sport and physical activity brought an estimated contribution of £85.5 billion to England in 2017–18 in social and economic benefits, including £9.5 billion from improved physical and mental health.

⁴⁴ Grassroots participation in sport and physical activity, thirty-second session 2022-23, House of Commons Committee for Public Accounts, published 8 January 2023

⁴⁵ Between November 2016 and November 2019, activity levels among disabled people saw statistically significant increases of 3.6 percentage points respectively.



- The DCMS does not know if leisure facilities are financially sustainable or are delivering the sports facilities that communities need. These concerns are long-standing but have been exacerbated by the impact of the COVID-19 pandemic and rises in energy bills⁴⁶. Nationally, many types of sporting facilities have an average age of more than 30 years and are in poor condition. In response to these challenges, this reports highlights that some 70% of councils are considering scaling back their leisure services in response to these financial pressures. There is currently no national strategy in place to maintain or develop leisure facilities. Although the report highlighted that there was acknowledgement about the fragile financial position of some leisure providers, there is a lack of understanding of the support the sector may need.

2.9.2 This report outlined three specific recommendations of interest to this Inquiry⁴⁷:

- Recommendation 3: In its new strategy, the DCMS should set out the specific outcomes it is aiming to achieve with inactive groups, what targets it is working towards, and how it will measure progress.
- Recommendation 4: Sport England should, by June 2023, write to us (the House of Commons Committee of Public Accounts) with details of the barriers for the least active groups, and what action it is taking to address them to ensure people have the motivation, confidence, and opportunity to participate in physical activity.
- Recommendation 7: The Department should urgently review the condition of leisure facilities and, working with the Department for Levelling Up, Housing and Communities and other government departments, take action to ensure their financial sustainability. The Department should write to us (the House of Commons Committee of Public Accounts) with an update on this review by June 2023.

⁴⁶ The energy bill for the leisure sector is expected to rise from £500 million in 2019 to £1-1.2 billion for 2022 (Grassroots participation in sport and physical activity, thirty-second session 2022-23, House of Commons Committee for Public Accounts, 8 January 2023).

⁴⁷ Grassroots participation in sport and physical activity, thirty-second session 2022-23, House of Commons Committee for Public Accounts, 8 January 2023



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3 Key Findings and Recommendations

3.1 Partnership Working

Projects

- 3.1.1 The Inquiry heard evidence from Sport Birmingham⁴⁸, The Active Wellbeing Society (TAWS)⁴⁹ and the Council⁵⁰ about a range of activity which has been undertaken in recent years focused on providing greater opportunities for the disabled community to increase their levels of physical activity in the short, medium, and longer term⁵¹.
- 3.1.2 The Council's Community Legacy Fund for Physical Activity has been a major contributor toward funding this activity⁵². However, funding linked directly to the Games has not been the only source of funding. For example, the Together Fund (formerly Tackling Inequalities Fund) has people with disabilities as one of its four key workstreams; Sport Birmingham has managed this funding⁵³. Activity to improve levels of participation amongst the disabled community has therefore been taking place beyond the Games initiatives. However, this is on short term funding streams.

Collaboration

- 3.1.3 Sport Birmingham acknowledged how the Games had acted as a catalyst for further joint working, which could deliver benefits in the longer term. For example, they are working with partners to create a single on-line platform where disabled citizens can be signposted to the information which they need to access sport and physical activity opportunities in the city. This new signposting service had been identified as a gap and has arisen from dialogue from the increased collaboration and networking across organisations and with the disabled community due to the Games. However, improved collaboration across the sports and disabled network of organisations may be at risk without the focus on the Games. Andy Craddock, Birmingham Wheelchair Basketball and Make Change Inclusive Sport Programme highlighted how:

⁴⁸ Sport Birmingham: for more information, see Appendix 4

⁴⁹ The Active Wellbeing Society: for more information, see Appendix 4

⁵⁰ Birmingham City Council: for more information, see Appendix 4

⁵¹ The Commonwealth Games, Culture and Physical Activity O&S Committee meetings on 7 December 2022, 11 January 2023, and 1 February 2023

⁵² Birmingham City Council's Community Fund for Physical Activity was a £1 million fund [Council finalises details of £6million Commonwealth Games Community Fund | Birmingham City Council](#)

⁵³ Sport Birmingham advised that as of 11 January 2023, they had committed £74k in Birmingham. This has been allocated primarily to Central and South Birmingham, where they have received the majority of their applications.



‘The Games was an amazing opportunity, and we need to maintain the momentum. However, we still do not know what the legacy will be, and that we will be supported to continue to support the legacy’⁵⁴.

- 3.1.4 Sport Birmingham also highlighted the Birmingham Disability Sports Forum, which meets quarterly and is chaired by Sport Birmingham. This forum was created before the announcement that Birmingham was hosting the Games. Sport Birmingham described it as a ‘platform to share best practices and get feedback from community groups and organisations around some of the barriers and challenges for disabled people to access physical activity’⁵⁵.
- 3.1.5 The Forum works with a range of sporting and non-sporting partners to influence and advocate a more collaborative approach to increasing the number of disabled people participating in physical activity and sport. These strategic and operational partners include National Governing Bodies of Sport (NGBs); sports clubs, specialist charities, disabled user-led organisations, and community groups who are passionate about opportunity for all and in sharing best practice. Its overarching aims are to:
1. Advocate, promote and raise the profile of disability-friendly recreational activities across the city.
 2. Increase the number of needs-led activities so more people with a disability can take part in physical activity and sport.
 3. Develop existing provision and increase the quality of activity delivery by helping mainstream clubs and other organisations to become more inclusive.
 4. Consult with service users and the general public to better understand the current (and predominant) barriers to participation and find the best approach to address/overcome these barriers.
- 3.1.6 The Commonwealth Games Accessibility Forum was a partnership created to support the delivery of the Games and ensure it can deliver an accessible and inclusive Games. This was an example of organisations and people coming together, who would not otherwise have done this.

Strategy

- 3.1.7 The Council’s Sports Service outlined its commitment to deliver a new Sports strategy and advised that Public Health Division are also developing a new Physical Activity Strategy; these strategies will go live in 2023-24. A new strategy is the flagship project for the ‘A Healthy City’ ambition in the Council’s legacy plan⁵⁶. There is currently no live strategy in place.

⁵⁴ Inquiry Task and Finish Group Follow up session with Andy Craddock, Birmingham Wheelchair Basketball and Make Change Inclusive Sport Programme, 23 Jan 2023: for more information, see Appendix 2

⁵⁵ The Commonwealth Games, Culture and Physical Activity O&S Committee meeting on 11 January 2023

⁵⁶ Delivering a Bold Legacy for Birmingham, Birmingham City Council, December 2021



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- 3.1.8 The two strategies will be aligned and will share underpinning delivery frameworks. The intention is that the two strategies complement one another to ensure the city achieves the overall vision to create a whole system approach to physical activity. It is not clear at this time due to their stage of development how equality, inclusion and diversity will inform them.
- 3.1.9 Both strategies are being delivered in partnership with Sport England, National Governing Bodies (NGBs), Sport Birmingham, the Active Wellbeing Society and other strategic partners.
- 3.1.10 As part of the Sports Strategy, challenges and barriers will be identified, with clear strategic priorities for grassroots sports provision, inclusion and accessibility outlined.

Key Findings

- The Games has enabled improved networking and partnerships and activity to grow, which should improve the inclusivity and accessibility of physical activity opportunities for the city's disabled community.
- There has been activity taking place independent of the Games, but this is based on short term funding streams, which are at risk if priorities change, such as the Council's Community Legacy Fund for Physical Activity or the Together Fund.
- If this partnership working is effectively nurtured, harnessed and supported, it should start to influence system change and make a significant step in improving participation levels from the disabled community.
- Disabled people need to be at the heart of shaping strategy and grassroots activity.
- The new Sport and Physical Activity Strategies provide a golden opportunity to build upon the success of the Games and deliver a more inclusive future.

Recommendations

	Recommendation	Responsibility	Completion Date
R01	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <p>a) Develop and adopt a new inclusive Sports strategy and a Physical Activity strategy, which will both be informed by the experiences and insight of all citizens including disabled citizens, and their needs designed in from the start rather than add them in at a later stage.</p>	Cabinet Member for Health and Social Care	April 2024



	Recommendation	Responsibility	Completion Date
	<ul style="list-style-type: none"> b) Provide an outline of how the insight and experience of disabled citizens will inform the new Sport and Physical Activity strategies. c) Define measures of success within the strategy specific to the disabled community including improving participation levels. d) Continue to build upon the new partnerships developed through the CWG, and work with the Birmingham Disability Sports Forum to maximise the impact of the strategy and understanding the range of activity on-going in the city e) Involve members of the disabled community in the monitoring of the strategy and outline how this will be achieved. 		<p>September 2023</p> <p>April 2024</p> <p>October 2024</p> <p>April 2024</p>
R02	<p>Council asks the Cabinet Member for Social Justice, Community Safety and Equalities to:</p> <p>Set up a cross-Council Insight Community focused on equalities issues, picking up all the protected characteristics including disabilities. This will support future decision making in relation to major sporting events (see Recommendation R04).</p>	Cabinet Member for Social Justice, Community Safety and Equalities	November 2023
R03	<p>Council asks the Leader and Cabinet Member for Culture, Heritage and Tourism to:</p> <p>Ensure the Birmingham City Council Legacy Portfolio supports projects which kickstart accessible fitness and wellbeing for people with disabilities.</p>	Leader/ Cabinet Member for Culture, Heritage and Tourism	April 2024



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3.2 Accessible Venues

3.2.1 The ambition for the Birmingham Commonwealth Games 2022 was to 'host the most accessible and inclusive Games yet'⁵⁷.

Responses from the Public

3.2.2 The Task and Finish Group was also aware of media reports during the Games highlighting some accessibility issues including '[Lad in wheelchair cranes neck in vain to see basketball heroes - triggering Commonwealth Games frustration](https://www.birminghammail.co.uk/news/health/lad-in-wheelchair-crane-neck-in-vain-to-see-basketball-heroes-triggering-commonwealth-games-frustration-2022-10222222)' - Birmingham Live ([birminghammail.co.uk](https://www.birminghammail.co.uk)) on 3 August 2022.

3.2.3 38% of respondents advised they attended sporting events at the Games. The majority of these stated they 'had a good experience in the venue', the 'venue and view were excellent', 'the facilities for disabled people were excellent', it was 'amazing and inspirational', and 'so much fun'. However, some respondents highlighted ways their experience could have been improved.

Before the Games:

- Better communication when they were booking their disabled seats and requested disabled parking.
- Understanding whether the tickets they were booking suited their needs.
- A need for family seating near accessible seats which can be booked at the same time.
- Increased costs as they had to buy a ticket for a carer / personal assistant to accompany them.

During the Games:

- The distance between drop off points (shuttle bus or accessible parking) to the venue.
- Massive queues for food and lack of food options, and the need for more vendors and rest areas.
- More parking on site, and more buggy transport from the car park to the stadium.
- They did not get any help, and more help was needed.

Commonwealth Games and the BIG Standard

3.2.4 Birmingham 2022 was the first Commonwealth Games to recruit a Head of Inclusion and Engagement to deliver an Equality, Diversity, and Inclusion (EDI) programme and extensive training offer for staff in relation to accessibility, neurodiversity, inclusive language, and mental health⁵⁸. Birmingham 2022 was a member of Include Me West Midlands (a programme with the intention of

⁵⁷ The Birmingham Inclusive Games Standard, Birmingham 2022, September 2022

⁵⁸ Interim Evaluation of the Birmingham 2022 Commonwealth Games, January 2023. This report has been prepared by KPMG LLP, supported by 4GLOBAL Consulting Ltd. and Dr Shushu Chen of the University of Birmingham, solely for the Department for Digital, Culture, Media and Sport.



delivering more activity that is inclusive for disabled people, headed by West Midlands Combined Authority⁵⁹) and holds Silver Deaf-friendly Standard certification. The Games is also a Disability Confident employer, which requires guaranteed interviews for applicants who qualify as having a disability according to the Equality Act 2010.

- 3.2.5 Birmingham 2022 developed and put in place the Birmingham Inclusive Games Standard (The BIG Standard)⁶⁰ to respond to accessibility and inclusion in the hosting of the Games. The BIG standard used current legislation, regulations, and best practice as a base to develop design requirements and solutions for wheelchair bays and easy access seating, assistive technology, pedestrian screening areas and queueing systems, and accessible and changing place toilets. Innovative practice included a 'relaxed site' for disabled people and neurodiverse conditions in Selly Oak.

Accessibility Forum

- 3.2.6 The Accessibility Forum aimed to ensure that all venues, services, processes, and facilities of the Games were designed, operated, and delivered to follow the three fundamental principles of Equity, Dignity and Functionality. Their specialist advice and insight informed the delivery of the Games. They contributed towards⁶¹:

- Accessibility strategies and initiatives.
- Venue design, overlay and operations.
- Transport routes and mode enhancements.
- Accessible facilities.
- Assistive technology.
- Security.
- Accessible ticketing.
- Marketing and communications.
- Workforce and training.
- Issue review and resolution.
- Accessibility reporting.
- Legacy outcomes.

- 3.2.7 The Accessibility Forum has produced the Guide to Accessibility Panels based on their experiences and learning from the Games; this aims to support other areas in setting up Accessibility Panels⁶².

⁵⁹ 'Include me West Midlands', West Midlands Combined Authority, [Include me West Midlands \(wmca.org.uk\)](https://www.wmca.org.uk)

⁶⁰ The Birmingham Inclusive Games Standard, Birmingham 2022, September 2022

⁶¹ Birmingham Commonwealth Games 2022 Accessibility and Inclusion Commitment, June 2020

⁶² Birmingham 2022 Guide to Accessibility Panels, Birmingham 2022, September 2022



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Alexander Stadium and the Games sites

- 3.2.8 £72 million was invested into the renovation of Alexander Stadium to make it 'Games ready'. Other venues were used across the city and region including Smithfield and Sutton Park.
- 3.2.9 The Task and Finish Group visited Alexander Stadium on 25 January 2023. They were advised about the development of the new stand and how accessibility requirements were incorporated into the designs. Changing Places toilets were installed, and access routes to the venue were levelled (there is now a 14m difference in the height of parts of the ground from before the Games). A priority for the venue was to enable disabled people to get as close to the venue as practicable from their transport links. Wherever possible, the intention was to exceed the Disability Discrimination Act (DDA) requirements. For example, the entrances to the toilet facilities were made even wider to better accommodate the needs of wheelchair users. There were 154 accessible bays in total at Alexander Stadium.
- 3.2.10 The Birmingham 2022 Commonwealth Games Legacy Plan Summer 2022 highlighted that the Games had proactively designed barrier free ways to access the Games and surrounding events⁶³.
- 3.2.11 Following the end of the Games in 2022, the venue is now being made ready for non-Games use and to be handed back to the Council. The Council's Adult Social Care team are working with the Alexander Stadium to have a full guide available for disabled people who want to visit and use the venue.
- 3.2.12 The Council's Sport Service indicated there was no specific team in the Council who had a specific focus on equalities and inclusion from a building perspective, and who could provide specialist advice and guidance to the Alexander Stadium in the future.

Wider Infrastructure

- 3.2.13 The Inquiry recognised that the venue itself is just part of the experience. Disabled people face increased challenges to travel to venues, and concerns about this may deter people from choosing to watch sport and be part of it. In the Inquiry's survey, transport and accessible parking was given as a reason some people do not watch sport in person. Feedback from members of the public highlighted improvements could have been made around accessible parking, and connections between shuttle buses, parking, and the venue.
- 3.2.14 One of the benefits from hosting major sporting events is that it attracts thousands of visitors to the city. The Council's Adult Social Care Directorate highlighted how they were working with the Council's Tourism team and AccessAble⁶⁴ to identify further opportunities to make city sites more accessible to people with disabilities⁶⁵. This was also referenced in the feedback on social media when the

⁶³ Birmingham 2022 Commonwealth Games Legacy Plan Summer 2022

⁶⁴ [Home | AccessAble](#)

⁶⁵ The Commonwealth Games, Culture and Physical Activity O&S Committee meeting on 1 February 2023



public survey was launched when a resident highlighted the need for an accessibility strategy across all Council services⁶⁶.

Volunteers

- 3.2.15 Birmingham 2022 aimed to deliver the most inclusive Commonwealth Games volunteering programme ever, and to create an inclusive blueprint for large scale volunteering programmes that could be considered for future Games⁶⁷. The Birmingham Inclusive Games Standard recognised that 'ensuring a diverse and inclusive workforce along with associated processes and procedures was integral to ensure Games opportunities were accessible to all'⁶⁸. This is also relevant for volunteers.
- 3.2.16 The Inquiry heard how the Council's Adult Social Care Directorate organised webinars so citizens and community organisations could learn more about volunteering and other Games opportunities such as jobs and mass participation events (opening and closing ceremonies).
- 3.2.17 Moving forward, the Birmingham Inclusive Games Standard provides a framework, which Birmingham can use for volunteering programmes for major sporting events. The Inquiry heard how Sport Birmingham will be leading on the co-ordination of the volunteering programme for the 2023 International Blind Sports Federation (IBSA) World Games. This will incorporate this best practice, and also their own learning from the See My Voice programme, a sports leadership volunteer programme for young people with a disability.

Key Findings

- A major sporting event which considers how to deliver an inclusive Games will deliver a better Games for everyone.
- The work undertaken by the Accessibility Forum and the OC pre-Games ensured there were less issues encountered by disabled spectators during the Games itself. The role of the Accessibility Forum and their lived experience and insight was essential to achieve this. Despite this, there were still a few issues which emerged during the Games.
- A similar approach should be undertaken with all future major sporting events in the city, and this will also have to be refreshed at the time to ensure it meets the needs of disabled people at that time.
- The new stand at Alexander Stadium should set a standard for other Council sporting facilities.
- Physical improvements are not enough – inclusion in venues needs to extend to all aspects of the experience. Volunteers can inform this.

⁶⁶ @bhamscrutiny reply, 14 November 2022

⁶⁷ Birmingham 2022 Commonwealth Games Legacy Plan Summer 2022

⁶⁸ Birmingham Inclusive Games Standard (The BIG Standard), Birmingham 2022, September 2022



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Recommendations

	Recommendation	Responsibility	Completion Date
R04	<p>Council asks the Leader to:</p> <ul style="list-style-type: none"> a) Review the lessons learnt and best practice gained from the Commonwealth Games 2022 as it relates to disability and ensure this is incorporated into future major sporting proposals. b) Convene a cross- Council Insight Community focused on equalities issues, picking up all the protected characteristics including disabilities for all future major sporting events such as the upcoming European Championships 2026 (See Recommendation R02). c) Outline Accessibility and Inclusion commitments at the initial planning stages of all major sporting events for spectating and grassroots participation (including spectating at the upcoming European Athletics Championships in 2026), and actively explore free or discounted tickets for carers/personal assistants when accompanying those with disabilities. 	Leader	<p>November 2023</p> <p>April 2024</p> <p>April 2024</p>
R05	<p>Council asks the Leader to:</p> <p>Adopt the Birmingham Inclusive Games Standard (BIG standard) for future volunteering programmes</p>	Leader	November 2023
R06	<p>Council asks the Cabinet Member for Transport to:</p> <p>Work with Travel for West Midlands/West Midlands Combined Authority and event promoters/organising committees to review the transport offer for spectators</p>	Cabinet Member for Transport	April 2024



	Recommendation	Responsibility	Completion Date
	as it relates to people with disabilities for all major upcoming sporting events including the European Championships in 2026.		
R07	<p>Council asks the Cabinet Member for Social Justice, Community Safety and Equalities to:</p> <p>Provide information on the Council website where non-Council venues can access information on Disability Discrimination Act requirements and be signposted to more specialist organisations.</p>	Cabinet Member for Social Justice, Community Safety and Equalities	April 2024

3.3 Barriers to Participation and Watching Sport in Person

3.3.1 In their evidence to the Inquiry, The Active Wellbeing Society emphasized how removing barriers to participation should be considered from the outset of all projects. They described it as a 'design in' approach rather than treating disabled people as an 'add on.' This approach removes the need to respond to people with disabilities as their needs have already been considered⁶⁹.

3.3.2 The Active Wellbeing Society also highlighted the impact of well-designed programmes through Jenny's story*:

"Jenny has suffered from depression and uses a wheelchair. she felt that there was nothing available that could support her, and she was just living from day to day until she was referred into our seated exercise group.

Being a part of the group has already helped her in countless ways, including with her physical fitness and weight loss journey. the group is so much more than an opportunity for her to be active. Coming to our sessions is an important way she can meet up with others, in a safe environment.

At the moment, it is the only time she is without her carers and out and about, but it is helping build back her trust and confidence so that in the future she can

⁶⁹ Commonwealth Games, Culture and Physical Activity O&S Committee meeting on 1 February 2023



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do more. Jenny says because of the nature of the group, the location, and the instructors she feels comfortable being there, and included in the sessions”⁷⁰ .
(*Not her real name)

- 3.3.3 The Inquiry has identified a number of challenges which acted as a specific barrier for disabled people to participate in physical activity or watch sport in person. These challenges are explored below.

Information

- 3.3.4 The Inquiry was advised that the availability and quality of information about physical activity provision for disabled people needs to be improved.
- 3.3.5 The public responses to the survey highlighted the need to provide information and signposting through mainstream routes. The Task and Finish Group found multiple websites providing information on what is available in Birmingham, however there were concerns that there were too many sites and no assurance on the quality and accuracy of this information. Information on the Council’s own website was incomplete and out of date. The Council’s Sports Service acknowledged this needs to improve and highlighted how work being undertaken with AccessAble could address this.
- 3.3.6 The Inquiry also heard from Sport Birmingham about how they have recognised this gap too. They are developing a single platform where people with disabilities can be signposted to, and which will provide all the information they require to make choices about which activities are suitable for them. They also intend that this will signpost to quality provision where they are confident the experience of users will be positive. This is scheduled to be launched shortly. Sport Birmingham highlighted unresolved concerns about how this web platform can be kept accurate for users, promoted widely and therefore become sustainable in the future. The Inquiry was concerned that the Council did not appear to be linked into this.

Location

- 3.3.7 The Inquiry was advised that if activities are not taking place near to where people live, this may make it harder for disabled people to access them, as their disabilities may make it harder or more expensive to travel. Responses from the public survey, Sport Birmingham and The Active Wellbeing Society reinforced this.

Quality of Experience

- 3.3.8 The Inquiry was advised that the service offered to disabled people needed to be more inclusive and based on an understanding of what works for this community. Sport Birmingham highlighted that

⁷⁰ The Active Wellbeing Society presentation at Commonwealth Games, Culture and Physical Activity O&S Committee meeting on 1 February 2023



feedback from people they had engaged with indicated that some people tried to access physical activity but then did not return as the poor quality of their experience put them off.

3.3.9 A range of factors were identified as contributing towards the overall quality of experience:

- Co-design – how have disabled people been engaged with to inform the delivery of these services? The Active Wellbeing Society highlighted the need to build and create trust and co-create interventions with the community.
- Understanding need and experience – the Council's Sports Services advised that data on disabled people using their services is not currently captured. This is being addressed by the introduction of a new leisure management system, Gladstone. This will enable effective measuring of visitor levels to inform future service delivery.
- How easy is the venue to access? – the responses in the public survey highlighted concerns about insufficient numbers of accessible parking spaces.
- How easy are venues to navigate? – responses in the public survey suggested ensuring there is adequate space between equipment to transfer, and for people with suppressed immunity to feel more comfortable. The Active Wellbeing Society also highlighted how spaces are neurodiverse sensitive. They also referred to their virtual sessions as a way for some people to feel more comfortable getting involved.
- Do venues offer taster sessions? – Sport Birmingham suggested this as a way to get people to try activities and reassure them.
- Are staff supportive and understanding of the needs of disabled people? – the responses to the public survey highlight how the attitude of staff is important. Sport Birmingham and The Active Wellbeing Society highlight the value of a qualified workforce, which understands the needs of disabled people. The Active Wellbeing Society also pointed out how services and staff need to ensure their communication is inclusive.
- Carers and buddies – some disabled people will need to be accompanied by a carer; other people may want a buddy to be provided at the time. Sport Birmingham and the responses to the public survey both referred to this.
- Other users not being supportive – this was highlighted in the responses to the public survey.

Financial Cost

- ### 3.3.10
- The Inquiry was advised that there may be increased costs for disabled people to get involved with sport or physical activity to meet specific needs which the able-bodied community does not need to consider. For example, some disabled people need to be accompanied by a carer or personal assistant, so they need to pay for two people. Other costs highlighted included the actual cost of the provision in a cost-of-living crisis, and transport to get there (taxis are expensive).



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Key Findings

- There are significant physical, emotional, and social benefits for disabled residents of all ages when they take part in physical activity. However, there are specific barriers which they need to overcome.
- Disabled people experience different barriers to the able-bodied community.
- Barriers around accessibility seems to be a recurring theme, especially for people who do not present with a physical disability such as sensory impairments. It should not be assumed that increasing accessibility is just about removing physical barriers.
- We need to listen to the experiences and insight of disabled residents and involve them proactively in co-designing services.
- We need to make it easier for disabled people to find out what is available to suit their needs.
- We need to improve the experience of disabled people when they access physical activities.
- The Games has not addressed these barriers but provides an opportunity through a focus on sport and physical activity to address them in the future. It provides an opportunity to do things differently and better.

Recommendations

	Recommendation	Responsibility	Completion Date
R08	Council asks the Cabinet Member for Health and Social Care to:	Cabinet Member for Health and Social Care	
	a) Encourage Sport Birmingham to develop a single assured website where people with disabilities may access the information which they need about physical activity opportunities. The information on this site should be in an accessible format, and with a clear plan how to make the website sustainable in the future.		April 2024
	b) Promote the new website to relevant services including Sports Service, Wellbeing Service and Adult Social Care.		April 2024
	c) Ensure information on the Birmingham City Council website is accurate and kept up to date.		July 2023



	Recommendation	Responsibility	Completion Date
R09	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <p>Deliver specific training programmes to improve disability awareness for all staff in Birmingham City Council leisure sites (Sports Service and Wellbeing Service including sites managed through commissioning arrangements), and supporting services (for example, strategy and policy, building teams). This training should be tailored to the specific needs of people with disabilities in a leisure setting.</p>	Cabinet Member for Health and Social Care	October 2024
R10	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <ul style="list-style-type: none"> a) Review all Birmingham City Council leisure centre sites (Sports Service and Wellbeing Service including those managed under commissioning arrangements) and identify feasible measures that can be implemented to exceed DDA compliance. This should consider both inside and outside the venue (i.e., including the car park). b) Ensure this review is informed by the cross-Council Insight Community outlined in Recommendation R02. 	Cabinet Member for Health and Social Care	<p>October 2024</p> <p>October 2024</p>
R11	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <p>Actively explore the introduction of free or discounted access for carers and Personal Assistants accompanying people with disabilities to leisure centre sites (Sports Service and Wellbeing Service including</p>	Cabinet Member for Health and Social Care	April 2024



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	Recommendation	Responsibility	Completion Date
	those managed under commissioning arrangements) with free access being the preferred option.		
R12	<p>Council asks the Cabinet Member for Health and Social Care to:</p> <p>Review the programme offered in leisure centre sites (Sports and Wellbeing Service sites including those managed under commissioning arrangements) for people with disabilities and how it is promoted, and actively look at how the programme can be made more inclusive for those with disabilities.</p>	Cabinet Member for Health and Social Care	April 2024
R13	<p>Tracking</p> <p>Council agrees that the Executive members report on progress towards achievement of these recommendations no later than October 2023. Subsequent progress reports will be scheduled by the Committee thereafter, until all recommendations are implemented.</p>	Cabinet Member for Health and Social Care	October 2023



Appendix 1: List of Contributors /Witnesses

Cllr. Mariam Khan, Cabinet Member for Health and Social Care

Graeme Betts, Director for Adults Social Care & Legacy Lead, Birmingham City Council

Megan Byrne, Health Delivery Programme Manager, The Active Wellbeing Society

Mike Chamberlain, Chief Executive, Sport Birmingham

Nikki English, Development Manager – Inclusion, Sport Birmingham

Maria Gavin, Assistant Director, Quality and Improvement, Adult Social Care, Birmingham City Council

Chris Jordan, Assistant Director, Neighbourhoods, Birmingham City Council

Erica Martin, Director, The Active Wellbeing Society

Cat Orchard, Head of Community Partnerships, Birmingham City Council

Dave Wagg, Head of Sport and Physical Activity / Alexander Stadium Redevelopment, Birmingham City Council

There were also 37 respondents to the on-line survey. This included Andy Craddock, Birmingham Wheelchair Basketball and Make Change Inclusive Sports Programme. He also attended a follow up session with the Task and Finish Group to explore his survey responses further.



Appendix 2: Public Survey Summary

3.3.11 Total number of responses received = 37

Equalities Information

3.3.12 Responses by Gender:

- 35% responders were male.
- 57% responders were female.
- 8% responders did not answer the question.

3.3.13 Table1: Responses by Age Group:

15-29	30-39	40-49	50-59	60-69	70-79	80+	Did Not Answer
3%	19%	22%	16%	24%	6%	5%	5%

3.3.14 Responses by Ethnic Group:

- 75% responders identified as White: English/Welsh/Scottish/Northern Irish/British.
- 11% responders identified as Black African/Caribbean/Black British.
- 11% responders preferred not to say.
- 3% responder identified as Asian/Asian British.

3.3.15 Responses by Sexual Orientation:

- 73% responders identified as heterosexual or straight.
- 21% responders either preferred not to say or did not answer the questions.
- 3% responder identified as bisexual.
- 3% responder identified as other.

3.3.16 Responses by Religion:

- 43% responders identified as Christian.
- 32% responders identified as no religion.
- 11% responders either preferred not to say or did not answer the question.
- 8% responders identified as Muslim.
- 3% responder identified as a Buddhist.
- 3% responder identified as other.



3.3.17 Responses by Disability:

- 76% responders identified as having a disability.
- 16% responders identified as not having a disability.
- 8% responders either preferred not to say or did not answer the question.

3.3.18 Of the 37 responders:

- 57% responded on their own experiences.
- 43% responded on behalf of a disabled person.

3.3.19 They had a range of disabilities / impairments – physical (including blindness, mobility, and breathing issues), mental health, autism, and learning disabilities, etc.

Participated in Physical Activity or Sport

- 46% participated in physical activity or sport and 54% did not.
- The types of physical activity or sport were swimming, aqua classes, tai chi, tennis, gym, Pilates, yoga, walking, hockey, running, football, exercise and dance at a day centre, ice skating, cycling, trampolining, and rock climbing.
- The benefits to those that undertook sport and physical activity included improved physical health (for instance, it helped with managing their condition, calming their condition, pain management, strength building, keeping fit and weight management), better mental wellbeing, improved quality of life and confidence, and socialising and making friends.
- 62% had previous negative experiences, 27% had not, and 11% did not answer the question.
- 30% had been involved with physical activity or sport outside Birmingham, and on the whole found they were better outside Birmingham.
- The reasons why respondents were not involved in physical activity or sport or did not attend sporting events, where not covered in the table 2 below, were because of their medical condition, mobility problems, lack of confidence and stigma.



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Table 2: The Biggest Challenges and What would Increase Participation

The Biggest Challenges and what would Increase Participation	
Cost	<ul style="list-style-type: none"> • Cost of provision. • Funding for carer/personal assistant. • Transport (taxis can be expensive). • Cost of living challenge.
Signposting & Marketing	<ul style="list-style-type: none"> • There is a need for signposting accessible opportunities / provision in mainstream. • Need to showcase what is available and what disabled people can do to get active.
The Provision	<ul style="list-style-type: none"> • Fully inclusive events. • The need for more sports centres that include all different types of activities. • Special times set aside for disabled people and their carers. • Free activities aimed solely at the disabled community. • Enable participation with able-bodied people and disabled people. • Times to suit disabled people. • Winter indoor activities as the weather can be a barrier. • Some activities can be pitched at a level which is too challenging for disabled people, and these could be broken down into small manageable chunks.
Location	<ul style="list-style-type: none"> • Needs to be relatively local, with suitable parking (includes problems with non-disabled people parking in disabled parking bays).
Venue	<ul style="list-style-type: none"> • Needs to be accessible with suitable equipment and adequate space between equipment to transfer and allow good physical spacing between participants for people with suppressed immunity. • Problem with broken lift.
Staff in Venues / those Running the Activity & Other Users	<ul style="list-style-type: none"> • Staff need to be supportive, have disability awareness and be understanding. • Attitudes of staff and other users was important.
Safety	<ul style="list-style-type: none"> • Staff need to be DBS checked. • There needs to be safety in green spaces and parks. • Parking along footpaths results in wheelchair / scooter users having to go into the road.

Commonwealth Games and Other Sporting Events

- 38% did attend sporting events during the Commonwealth Games.
- There were mixed experiences with some having excellent / good experiences. Things that could have been improved included:
 - Better communication when they booked disabled seats and requested disabled parking, issues with tickets and booking to ensure this suited their needs, the need for family seating near accessible seats which can be booked at the same time, and cost as they had to pay for the carer and themselves.
 - The need for enough accessible parking and more buggy transport from the car park to the Stadium.



- The distance to walk and the shuttle bus for disabled visitors dropped them off at an entirely different location on return.
- Better seats, in terms of comfort, more legroom, and less steps.
- Lack of food options and massive queues for food.
- They didn't get any help, and more help was needed.
- 30% had visited venues to watch sport (apart from the Commonwealth Games).
- 32% had watched sport outside of Birmingham and there were mixed answers as to whether they were better or worse in Birmingham (50/50).

Not Visited Venues to Watch Sport

3.3.20 The reasons for not visiting venues to watch sport and what would encourage them to do so included:

- Not interested in sport.
- Cost of tickets, accessible tickets go fast, and their disability may mean they have wasted the cost of a ticket if not able to go.
- Low confidence, they need a buddy, and motivation.
- Lack of provision and being unsure of the provision for disabled people in certain venues.
- Accessibility, including distance of toilets, and issues with steps and stairs.
- Sufficient and comfortable seating and carers and/or family can sit next to / with them.
- Transport and accessible parking issues.
- Most sports are at outdoor venues and some kind of enclosure would be ideal, lack of tolerance from other spectators, and safety when going out in green spaces.

Additional Information

3.3.21 Respondents were given the opportunity to expand on the information they had already provided. Cllrs. Jack Deakin, Mick Brown, Deborah Harries, and Rinkal Shergill attended an on-line meeting with Andy Craddock, Birmingham Wheelchair Basketball, and Make Change Inclusive Sport Programme, and the additional information provided included:

- He had told the Organising Committee about accessibility issues, which they took on board. However, he was aware of a young lad that went to watch wheelchair basketball but could not see because of the height of the barrier. He was offered a refund, or the option to return to watch another game.
- They were involved with 36 community roadshows and supporting the legacy.



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- A lot of their volunteers have disabilities, and they were phoned to check whether a volunteer could cope because of their disability. This was dealt with, but it should not have happened in the first place.
- The Games was a steppingstone to change things and it has been very positive.
- The Games helped raise their profile and that of wheelchair basketball.
- The Games was an amazing opportunity, and they need to maintain the momentum. However, they still do not know what the legacy will be and if they would be supported to continue to support the legacy.
- They were working with the community, trying to support events, and were still working on Bring the Power.
- There were a lot of organisations and groups that help people, but they do not all work together, and they may have different agendas.
- Make Change works in Leicester and Birmingham, and they were looking at inclusive sport in schools and universities.
- When they go into schools it breaks down barriers as pupils do not see disability, and the young people enjoy themselves.



Appendix 3: Inquiry Activities

Date	Session	Evidence
12 October 2022	Commonwealth Games, Culture and Physical Activity O&S Committee Meeting	<ul style="list-style-type: none"> The Council's Commonwealth Games Legacy Update
15 November 2022	Call for Evidence survey launched	
7 December 2022	Commonwealth Games, Culture and Physical Activity O&S Committee Meeting.	<ul style="list-style-type: none"> Cabinet Member for Health and Social Care The Council's Sports Service
11 January 2023	Commonwealth Games, Culture and Physical Activity O&S Committee Meeting	<ul style="list-style-type: none"> Sport Birmingham
13 January 2023	Call For Evidence survey closes	
23 January 2023	Call for Evidence Follow up Session	<ul style="list-style-type: none"> Birmingham Wheelchair Basketball and Make Change Inclusive Sport Programme
25 January 2023	Site Visit	<ul style="list-style-type: none"> Alexander Stadium
1 February 2023	Commonwealth Games, Culture and Physical Activity O&S Committee Meeting	<ul style="list-style-type: none"> The Active Wellbeing Society (TAWS) The Council's Adult Social Care Directorate

Birmingham City Council: Adult Social Care

3.3.22 Under the Care Act 2014, local authorities have duties to make sure that people who live in their areas⁷¹:

- Receive services that prevent their care needs from becoming serious or delay the impact of their needs.
- Can get the information and advice they need to make good decisions about care and support.
- Have a range of high quality, appropriate care services to choose from.

Birmingham City Council: Sports and Wellbeing Services

3.3.23 The Council's Sports Service is responsible for strategically positioning and leading Birmingham in all aspects of sport, driving partnerships to ensure residents benefits from the services on offer, delivering a wide range of leisure functions and creating an environment to re-position Birmingham at the forefront of sporting excellence for the United Kingdom.

3.3.24 Its key service priorities are:

- Improving the health and wellbeing of local communities through continued and increasing levels of participation.

⁷¹ [Care Act 2014 \(legislation.gov.uk\)](https://www.legislation.gov.uk)



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- Exploring and developing partnerships with other organisations where these will benefit the community and/or provide affordable and sustainable local sporting services.

3.3.25 Its service delivery is achieved via three core business areas:

- Strategy – the sports services strategy team are responsible for citywide strategy and sports development, overseeing the recovery of one of the country's most historic swimming pools in Moseley, and delivering an elite swimming and gymnastics programme.
- Operational – the sports service operational team are responsible for the direct management and delivery of three sports specific centres and support more than 10 facilities that have been asset transferred to local community organisations. The team oversee the Alexander Stadium, which has just undergone a £72 million renovation over almost three years to ensure it was Commonwealth Games ready.
- Contracts – the sports service contracts team are responsible for the contract management with the Council's externally operated sports and leisure services. This covers the operations of 11 leisure centres, seven golf courses and the delivery of a wellbeing service for residents across the city. Through partnership working, a total of five brand new leisure centres have been opened in the last five years, two of which have won national recognition.

3.3.26 The Council's Wellbeing Service consists of six wellbeing centres and three wellbeing hubs that remain in the direct management of the Council.

3.3.27 These facilities are located in the most deprived areas of the city where residents suffer the poorest health outcomes. The focus of the service remains on providing residents with local access to sport facilities, and support to engage in and increase their physical activity and maintain healthy lifestyles. Their service offer is a combination of 'pay and play' activities but in addition residents can access other activities free of charge every day through the Be Active scheme; this is possible due to £2.9 million funding from Public Health.

Sport Birmingham⁷²

3.3.28 This is the 'Active Partnership' for Birmingham, part of an England-wide network of 43 partnerships, significantly funded by Sport England as a 'System Partner' to help address inactivity and particularly inequalities that exist in the provision of sport and physical activity through partnership working⁷³.

3.3.29 Sport Birmingham's mission is to improve lives through sport and physical activity based on the values – Collaborative, Inclusive and Adaptable. Their strategy Uniting Birmingham 2021-2026 outlines their five priorities and how they are delivering them. These five priorities are:

- Improve physical and mental wellbeing by reducing inactivity.
- Grow and develop a workforce for the sport and physical activity sector.

⁷² [Sport Birmingham | Connect Sport](#)

⁷³ The Commonwealth Games, Culture and Physical Activity O&S Committee meeting on 11 January 2023



- Connect communities through sport and physical activity.
- Improve life skills and prospects through participation and engagement.
- Make sport and physical activity inclusive and accessible to all.

3.3.30 Sport Birmingham aims to collate and share best practice in disability equality across the city, and work with our various partners to find a collaborative way forward to improving and increasing opportunities for disabled people to access physical activity and sport.

The Active Wellbeing Society (TAWS)⁷⁴

3.3.31 The Active Wellbeing Society 'is a community benefit society and cooperative working to develop healthy, happy communities living active and connected lives.' It works with communities mainly in areas of high deprivation to tackle inequalities and promote community wellbeing. Originally from the West Midlands, they work with a range of partners across the UK, sharing what they know, working towards a kinder, more inclusive, and just society. Their goal is to collaborate with partners and communities, to rebuild the social fabric that is damaged by inequality and create the conditions for a society where everyone can thrive⁷⁵.

3.3.32 Examples of their projects include free activity programmes – learn to ride, group exercise, walking, running, growing and arts and craft; food support including distribution, community cafes, cooking skills and outreach services; community support and engagement – active travel, activating spaces and community conversations and health, social prescribing, and primary care-based services, Listen and Connect and Community Connect support services.

⁷⁴ [The Active Wellbeing Society – Happy Healthy People Living Active and Connected Lives \(theaws.co.uk\)](https://theaws.co.uk)

⁷⁵ The Active Wellbeing Society Prospectus



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‘Promoting Health and Wellbeing – a Commonwealth Games Legacy’ – Executive Commentary

I would like to thank the Commonwealth Games, Culture & Physical Activity Overview & Scrutiny Committee, and all those who contributed to this inquiry, for this inciteful piece of work into the inclusion of people with disabilities in all aspects of sports, from spectating to participating, from grassroots to elite level.

I still get goosebumps when I think about how proud I was of our city as we hosted the 22nd Commonwealth Games – a Games that goes down in history as the “Games for All”, setting the standard for accessibility at this and future major events. Seating for assistance dogs, Changing Places toilets, specialist quiet areas, charging points for wheelchairs and panel sessions with sign language interpreters were just some of the many things which illustrate the lengths to which accessibility was placed at the core of Birmingham 2022. A lot of the groundwork done for the events last summer will stand us as a city in good stead for future events, including informing what we ought to consider when creating the proposed Insight Community group to help us ensure all voices are heard, especially those that are seldom heard.

In fact, we realised some benefits of the Games through the legacy of the newly redeveloped Alexander Stadium and Perry Barr railway station, both with first class accessibility in-built as part of the design process, which is easier to do when building something from scratch. Whilst I can appreciate the aspirations set out in the recommendations to ensure we seek to make whatever changes we can to our own facilities and venues to “exceed DDA compliance”, we must be cautious on what we commit ourselves to financially when the ramifications are not specified. Like the Wellbeing Centres, 46% of our external leisure centres are historic buildings that likely won’t fully conform to current DDA standards without capital investment. There could therefore be potential contractual ramifications which we would need to be mindful of.

That said, the Executive is of course supportive of the stated aims of increasing physical activity for everyone and would seek to explore any methods which make physical activity more accessible, particularly for those who traditionally experience barriers to participation. I speak on behalf of my Cabinet colleagues also named in the recommendations when I say we would be happy to work with officers and Scrutiny colleagues to help bring this about.



Councillor Mariam Khan

Cabinet Member for Health and Social Care, Birmingham City Council

Birmingham City Council

City Council

18 April 2023



Subject: CHANGE FOR CHILDREN & YOUNG PEOPLE 2023-2028 - BIRMINGHAM CHILDREN & YOUNG PEOPLE'S PLAN.

Report of: Sue Harrison, Executive Director of Children & Families

Relevant Cabinet Member: Cllr Karen McCarthy, Children, Young People & Families

Relevant O & S Chair(s): Cllr Kerry Jenkins, Education & Children's Social Care

Report author: Colin Michel, Interim Strategy & Partnerships Lead
Email: colin.michel@birmingham.gov.uk

Are specific wards affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No – All wards affected
If yes, name(s) of ward(s):		
Is this a key decision?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If relevant, add Forward Plan Reference: 011129/2023		
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential:		

1 Executive Summary

- 1.1 Birmingham City Council has collaborated with partners to produce a five-year plan to improve outcomes for babies, children, and young people. Partners have agreed to call our plan, *Change for Children and Young People 2023-2028*, because we are committed to changing the conditions in which children and young people in Birmingham grow up.
- 1.2 The Birmingham Children and Young People's Partnership includes the Council, Birmingham Children's Trust, Birmingham and Solihull Integrated Care Board, West Midlands Police & Crime Commissioner, West Midlands Police Force, and Birmingham Voluntary Services Council.

- 1.3 Partners are taking a place-based approach, forging collaboration across the boundaries of department, organisation, sector, and professional discipline to understand the issues, interconnections, and relationships across our whole city.
- 1.4 The partnership ambition for all our babies, children and young people is: **Birmingham is a great place for us to grow up.**
- 1.5 Partners are committed to collaboration that improves the outcomes of babies, children, young people in the following interrelated areas: **We are safe, connected, confident, included, healthy, happy, and respected.**
- 1.6 Partners have agreed three collective strategic actions to achieve our ambition:
 - 1.6.1 **Joining up our offer in local places:** Children, young people and their families connect with help and support they trust throughout the life-course: preconception, through early years, childhood, and adolescence, and into young adulthood. Designing integrated systems, so professionals can work together effectively to improve outcomes. Improving our digital offer, so families can connect with digital information, advice, and support.
 - 1.6.2 **Building safety with children, young people, and families:** Taking a place-based and life-course approaches to connect children and young people with support, safeguarding and protection from harm. Designing structures so that children and young people can build enduring relationships and stay safe.
 - 1.6.3 **Creating an inclusive city:** Where all our children and young people can connect with meaningful opportunities and thrive. Connecting with meaningful things to do in inclusive places. Developing strong voices, influence decision-making, preparing for adulthood. Responding to needs of babies, children, and young people with SEND and additional needs. Creating inclusive cultures in all our organisations. Supporting our workforce to use relationship-based approaches.
- 1.7 A cross-cutting theme across all three of our collective actions is: **Acting together as partners to break down barriers of poverty and inequality faced by Birmingham's children, young people, families, and communities.**
- 1.8 The collective actions in our plan have been identified by listening to the views of over 4000 children and young people (2020 and 2021), needs analysis, workshops with professionals from across our partnership (March to August 2022), and a strategic workshop with our partnership Board (September 2022). In January 2023, we launched a survey to test our ambition (1.4), outcomes (1.5) and strategic actions (1.6) with children and young people. Feedback from children and young people has confirmed our thinking, and their voices and ideas are included throughout our plan.
- 1.9 Partners have agreed to join the UNICEF Child Friendly Cities and Communities initiative to support our commitment to the rights of children and young people. Birmingham will be the eleventh place in the United Kingdom to join this international initiative and we are committed to take an innovative approach to making change for and with our children and young people. We anticipate that our commitment to be formally approved by UNICEF during March 2023.

2 Recommendations

2.1 City Council is asked to:

- 2.1.1 Endorse and adopt Birmingham's Change for Children and Young People Plan 2023-2028.

3 Background

- 3.1 Section 10 of the Children Act 2004 sets out the requirement for the local authority to promote cooperation between partners to improve wellbeing of children and young people. Our local partnership of organisations in Birmingham have agreed to produce and deliver a five-year Children and Young People's Plan, which forges collaboration between partners to improve outcomes for children and young people.
- 3.2 Birmingham City Council is committed to collaboration with partners to produce and publish a Children and Young People's Plan as part of our formal Policy Framework.
- 3.3 In 2020, more than 4000 children and young people were consulted, and they shared the outcomes that were most important to them. During early 2022, following the far-reaching effects of the Covid-19 pandemic, partners agreed to develop a strategic plan to achieve these outcomes with and for children and young people.
- 3.4 During Spring and Summer 2022, partners analysed available data, and attended 'think tanks' to develop and refine priorities for the five-year plan.
- 3.5 In September and October 2022, partners refined values, principles, commitments, and drafted a framework for collective strategic action. The partnership Board agreed to take a whole place-approach to changing the conditions in which children and young people grow up, and to name the plan *Change for Children and Young People 2023-2028*.
- 3.6 On 7 December 2022, the framework, and a plan to launch on 19 April 2023, was shared with Extended Council Leadership Team and gained wide support. A report outlining the framework was presented at Children and Families Overview and Scrutiny Committee on 4 January 2023, and the Committee noted its support for the development of the partnership plan.
- 3.7 On 10 January 2023, the Birmingham Children and Young People's Partnership Board approved the framework for the plan. On 11 January 2023, an online survey was opened for children and young people to share their responses to the framework, and keep their voices are at the heart of our planning and delivery.
- 3.8 On 27 February 2023, a presentation was given to Council Leadership Team to secure support of the strategic framework (see 4 below), which was received.

4 Change for Children and Young People 2023-2028

- 4.1 The ambition for Birmingham's babies, children and young people agreed by the partnership is: **Birmingham is a great place for us to grow up.**

4.2 Values, principles, commitments, and outcomes have been agreed by the partnership and have informed the development of the plan.

4.2.1 **Values:** openness, integrity, boldness, collaboration, and learning. These values lay the foundation for everything we do together as a partnership.

4.2.2 **Principles:**

- Children and young people are at the heart of everything we do
- We are ambitious for every child and young person in Birmingham
- We are one partnership, with one set of priorities

4.2.3 **Commitments:**

- Provide bold, collective, system leadership
- Create a collaborative and integrated service system
- Hold each other to account with support, oversight, and challenge
- Base our offer to children and young people in the best available evidence
- Know the difference we are making

4.2.4 **Outcomes:** we, Birmingham's babies, children, and young people, are:

- **Healthy and nurtured** throughout our life-course
- **Safe** at home and in places outside of our families and homes
- **Connected** to meaningful opportunities and prepared for adulthood
- **Confident** to connect with help we can trust, right time, right place
- **Included:** we can get the best from home, education, and our communities
- **Happy and respected:** our voices and lived experiences matter

4.3 Using data analysis, insight on outcomes and performance, and listening to the voices of children, young people and families, partners have agreed three collective strategic actions to achieve our ambition and to improve outcomes:

4.3.1 **Joining up our offer in local places** so children, young people and their families connect with help and support they trust throughout the life-course.

- Offering help and support to close to where children, young people and families live, such as in early years settings, schools, in children's centres, family hubs, libraries or community buildings.
- Connecting families to help and support that improves outcomes for babies, children, and young people, from preconception, through early years, childhood, and adolescence, and into young adulthood.

- Designing integrated service systems, so professionals from different services can work together effectively, and families can connect with help and support they trust when and where they need it.
- Improving our digital offer, so that children, young people, and families can connect with digital information, advice, and support.

4.3.2 **Building safety with children, young people, and families** at home, and in places outside of home.

- Taking place-based and life-course approaches to building safety with children, young people, families in physical and virtual spaces.
- Helping children and young people to connect with support, safeguarding and protection from harm, wherever and whenever harm is happening.
- Designing structures across our partnership so that children, young people, and families can build enduring relationships that help to keep them safe.
- Building safety with children, young people, and families where there is harm from domestic abuse and substance misuse
- Helping young people to connect with support as they transition to adulthood including those with SEND and additional needs

4.3.3 **Creating an inclusive city** where all our children and young people can connect with meaningful opportunities and thrive.

- Connecting our families, babies, children, and young people with meaningful things to do, such as arts, heritage, sport, and leisure.
- Creating safe, happy, welcoming, and inclusive places to learn and grow.
- Supporting and empowering children and young people to develop strong voices, get involved, influence decision-making, setting them up as confident adults.
- Responding effectively to babies, children, and young people with SEND and to those with additional needs, identifying those needs at the earliest possible point.
- Creating inclusive cultures in our organisations and services, and reducing exclusion from our education settings.
- Supporting our workforce to use relationship-based approaches in their work with babies, children, young people, and their families.

4.4 A cross-cutting theme across all three of our collective actions is: **Acting together as partners to break down barriers of poverty and inequality faced by Birmingham's children, young people, families, and communities.**

4.5 To support delivery of all collective strategic actions, our partnership is committed to:

- Implementing relationship-based and restorative practice across all our settings and services,
- Developing a joint commissioning strategy to improve outcomes for babies, children, and young people, and
- Developing integrated locality working across our city.

4.6 Delivery and progress against the strategic actions of the plan will be overseen by the Birmingham Children and Young People's Partnership Board at quarterly meetings. An annual report, including a 'you said, we did' section prepared for and with children and young people, will be published to report on progress made every year, throughout the duration of the plan to 2028. Progress reports will also be monitored by Birmingham's Health and Wellbeing Board, with quarterly written reports, and an annual verbal update.

5 Recommended Proposal

5.1 Cabinet Members are asked to:

5.1.1 Recommend the strategic framework of Birmingham's *Change for Children and Young People Plan 2023-2028* to progress to adoption by the Full Council.

5.2 Cabinet Members are asked to note:

5.2.1 Change for Children and Young People 2023-2028 is the overarching plan for our partnership, which will provide the strategic context for further programme development and transformation activity.

5.2.2 Additional delivery and performance plans will be developed within the oversight of Birmingham Children and Young People's Partnership Board, including detailed partnership plans and performance measures for our collective strategic actions.

6 Consultation

6.1 The ambition and outcomes of our plan were informed by consultation with over 4000 children and young people in 2020 and 2021. We have shared the framework of our plan and received further feedback to inform its development, including a survey responded to by a further 899 children and young people. We have included views and feedback from children and young people in the text of our plan. We will continue to seek the views of children, young people, their families, and partners to inform planning, delivery, monitoring, and evaluation throughout the life of our plan, as part of our commitment to the UNICEF Child Friendly Cities and Communities initiative.

7 Risk Management

7.1 Having considered the risks associated with this decision, the current level of risk is identified as low.

8 Compliance Issues:

8.1 How are the recommended decisions consistent with the City Council's priorities, plans and strategies?

- 8.1.1 The outcomes, priorities and strategic actions within this plan are purposefully aligned to the Council's Corporate Plan 2022-2026 Be Bold Outcomes.

8.2 Legal Implications

- 8.2.1 No legal implications have been identified.
- 8.2.2 Birmingham Children and Young People's Partnership will fulfil the requirement under Section 10 of the Children Act 2004 for the local authority to promote cooperation between partners to improve wellbeing of children and young people.

8.3 Financial Implications

- 8.3.1 The total cost of the programme is approximately £300k per year, the funding of this amount has been agreed in principle by members of the Birmingham Children and Young People's Partnership Board.
- 8.3.2 BCC's contribution will be approximately £100k per year and will be funded through confirmed contributions from across the Council and the growth that has been allocated to the Children & Families Directorate for 2023/24 onwards.

8.3.1 Public Sector Equality Duty

- 8.3.3 A draft Equalities Impact Assessment has been completed.

8.4 Environmental and Sustainability Implications

- 8.4.1 No implications.

9 Appendices

- 9.1 **Appendix 1** - DRAFT Change for Children and Young People 2023-2028 10 March 2023.

- 9.2 **Appendix 2** - Equality Impact Assessment.

Background Documents

- 9.3 Report to Cabinet 7 June 2022: Children and Families Directorate: improvement programme updates and resources requirement.

Appendix 1

BIRMINGHAM CHILDREN & YOUNG PEOPLE'S PARTNERSHIP**CHANGE FOR CHILDREN & YOUNG PEOPLE 2023-2028****ABOUT THIS DRAFT – FRIDAY 10 MARCH 2023**

This draft text for the Birmingham's Children and Young People's Plan for 2023 to 2028 ('our plan') has been written by drawing upon:

- **Ongoing conversations and scoping workshops** ('Think Tanks') undertaken with Birmingham Children and Young People's Partnership Board and with professionals from across our partnership agencies between April 2022 and March 2023.
- **Conversations undertaken with young people** between November 2022 and March 2023 about the framework we have proposed for our plan.
- **A survey, codesigned with children and young people**, was open for six weeks until Friday 17 February 2023, and gathered further views from 899 children and young people about the framework for our plan. Direct comments from this survey have been added to our plan.

Our plan is proposed as a living document that will grow and adapt over the next five years. We will continue to test and learn as we put our plan into action with children, young people, and their families. We aim to make continuous improvement, year on year, based on feedback from children and young people, which forms a core part of our commitment to joining the UNICEF Child Friendly Cities and Communities Initiative [subject to signing an MOU]. We will produce annual 'you said, we did' reports about our learning from children and young people, while putting the plan into action.

Young people and professionals recommended that we change our title to Birmingham Children **and Young People's** Partnership to emphasise our commitment to young people, and to the distinctness of adolescence from childhood as a phase of growing up. We recognise that a child-first approach is essential in our work with 11–18-year-olds, and we take seriously the harm of adultification, especially its impact on Black children and young people. However, we also recognise the benefits in recognising adolescent development and adolescent identities in referring to both children **and young people** in our partnership and our plan, while also making a full commitment to become an anti-racist and inclusive city.

Young people and professionals have also recommended that we refresh the visual identity the partnership to reflect our strong focus on relationships, collaboration, and place. We will publish graphic, digital, and child and young person-friendly versions of this plan with an introduction written by young people [in a workshop to complete this during March]. We anticipate that the final versions will be ready for adoption by partner governance during April 2023, ready to launch our plan on Wednesday 19 April 2023.

CHANGE FOR CHILDREN & YOUNG PEOPLE: 2023-2028

We are delighted to share Birmingham's five-year Children and Young People's Plan. This plan sets out the strategic actions we will take together to achieve our bold ambition: to make Birmingham a great place to grow up for all our children and young people.

We want all our children and young people to be healthy, safe, confident, included, happy, respected, and connected to meaningful opportunities so they can thrive as they prepare for adulthood.

We will only achieve our ambition if we put Birmingham's children and young people at the heart of everything we do. Our plan has been developed in collaboration with children and young people and contains hopes and challenges that matter most to them.

[We are proud to join the UNICEF Child Friendly Cities and Communities programme, committing to put the rights of children and young people at the heart of our plan, and to design and deliver our action plans with children and young people – this text will be confirmed subject to signing an MOU with UNICEF]

Our plan is based on analysis of our successes and opportunities, as well as our understanding of the challenges we face together. Birmingham is a city with boundless potential, but too many of our children and young people face significant disadvantages, and do not benefit from the opportunities our city has to offer.

We know that we must tackle together these deep-seated structural inequalities if we are to improve life chances for our most vulnerable groups of children and young people. As we continue to improve our insight from data analysis and best available evidence, our plan will focus on improving the help we offer to children, young people and families who face significant disadvantage.

INTRODUCTION FROM BIRMINGHAM CHILDREN & YOUNG PEOPLE'S PARTNERSHIP

Birmingham Children and Young People's Partnership includes the Council, NHS, Police, and Birmingham Voluntary Service Council (BVSC), and we work with the education sector, the wider public sector, the private sector, and with our families and communities.

We believe in the power of relationships. Our plan is about building and sustaining good quality relationships with children, young people, their families, and communities. It's about compassionate, inclusive leadership, and forging effective collaboration between professionals.

As a partnership, we are committed to combining our skills and resources across organisations and sectors to better understand and tackle the issues across our city.

Together, we will build trust and overcome deep-rooted challenges.

Together, we will lead a collaborative learning approach to make real system change happen.

Together, we will make Birmingham a great place to grow up for all our children and young people.

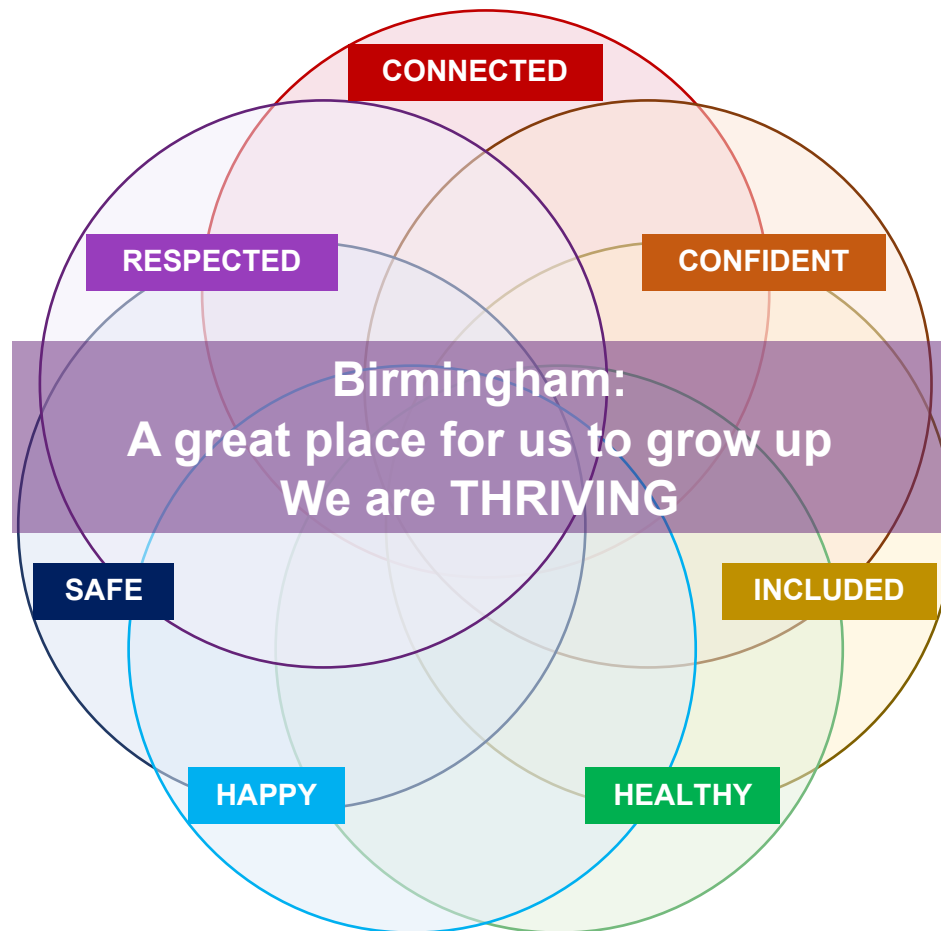
Signed by the members of the Birmingham Children & Young People's Partnership Board:

INTRODUCTION FROM CHILDREN & YOUNG PEOPLE

What children and young people have told us matters to them [NOT ACTUAL DIAGRAM – MOCK-UP ONLY]

A GREAT PLACE FOR US TO GROW [Final draft will include an introduction from children & young people, devised at workshops during March 2023]	SAFETY “Safer streets are very important. Crime rates are very high, for anyone at all, going out alone seems like a dangerous journey and many may not be allowed to go out alone because of the danger. Improved safety would also save many lives.”	CONNECTION “We need more free activities and places to go that are closer to where we live, so we don’t have to travel far.” “Create more work experience and job opportunities for young people.”	INCLUSION “Help more children and young people feel included in opportunities and events.” “Tackle racism!”
	RESPECT “No more bullying at school” “Take children and young people’s views seriously and support us to get involved in decisions.”	CONFIDENCE “Professionals that we can go to for help with our problems.” “Reduce stigma about getting support for at school.”	HEALTH “More help for mental health before our problems get worse.” “More young people are realising that they are neuro-divergent – we need support.”

OUR AMBITION & OUTCOMES [NOT ACTUAL DIAGRAM – MOCK-UP ONLY]



We are THRIVING, because we are...

CONNECTED to meaningful opportunities and we are prepared for adulthood.

CONFIDENT to connect with help we can trust at the right time, right place.

INCLUDED and get the most we can from our home, school, and community.

HEALTHY as possible and nurtured throughout our life course.

SAFE at home, and in places and spaces outside of our families and schools.

HAPPY and RESPECTED Our voices and lived experience matter.

BIRMINGHAM'S ACHIEVEMENTS [INFOGRAPHIC]

We think that Birmingham has lots to be proud of in what we have achieved with and for children and young people

<p>What make Birmingham a great place to grow up?</p> <p><i>Things that children and young people have told us about our city</i></p> <p><i>“Range of different cultures living side by side, mostly getting along well. The range of leisure activities from shopping centres, sports, parks, and activity centres”</i></p> <p><i>“It is a very happy and fun community to live in”</i></p> <p><i>“A super-diverse city!”</i></p> <p><i>“It’s a welcoming city. Not as crowded as London. There are some nice places. Lots of fun activities for children. Great museums and places to go.”</i></p> <p><i>“The city is alive!”</i></p>	<p>We are SAFE.</p> <p><i>Improvements in the Children and Young People’s Travel Service</i></p> <ul style="list-style-type: none"> • Since September 2021 when the percentage of eligible students accessing Transport support was 88.25%, significant improvements have been made in the way students are identified as needing transport and added to routes and our figures are now consistently above 99% each month. <p>Source: BCC</p>	<p>We are CONFIDENT.</p> <p><i>Young people make educational progress</i></p> <p>In 2021, 51.20% of 15-year-old pupils from state funded schools entered higher education. 6.8% above the England average.</p> <p>61.70% of young people studying at the age of 16 attained a Level 3 qualification by the age of 19. 2.2% above the England average.</p> <p>Source: Department for Education</p>
	<p>We are INCLUDED.</p> <p><i>Secondary Phase Transfers</i></p> <p>The rate of Secondary Phase Transfers completed by the 15 February deadline has significantly increased:</p> <ul style="list-style-type: none"> • 0% in 2021, • 98.82% February 2022 • 99.4% in February 2023. <p>These transfers are when children with special education needs, and their families know what secondary school they are going to attend at the next stage of their education.</p> <p>Source: BCC</p>	<p>We are RESPECTED.</p> <p><i>UNICEF RIGHTS RESPECTING SCHOOLS AWARD</i></p> <p>210 of Birmingham’s education settings have achieved the Bronze, Silver, and Gold Award</p> <p>More than 103,800 children and young people have benefited from attending a school involved in the RRSA programme.</p> <p>Source: UNICEF</p>

WHAT WE KNOW [INFOGRAPHIC]

Here are some data about what we know about children and young people in Birmingham:

287,461

Children and young people ages 0-17

419,030

Children and young people ages 0-24

66%

School-age population is Black, Asian, Mixed or another global majority group

Source: Census 2021, Office of National Statistics.

446

State-funded education settings: maintained schools, academies, free schools, and colleges

186

Post-16 settings

Data for number of languages spoken in our schools to follow

95,447

Children and young people (under 17) living in relative poverty

Source: provisional data from Department for Work and Pensions

7585

Children and young people with an Education, Health and Care Plan for special education needs and disabilities

29,615

Children and young people with Special Education Needs support

Source: Department for Education 2021/2022 Education Statistics

240

Number of our children and young people permanently excluded in 2021/2022

9657

Approximate number of children and young people in a family with an early help plan in 2022

5956

Children and young people with a social worker in 2022 (Child in Need and Child Protection)

2665

Looked after children

1153

Care leavers ages 18 to 25

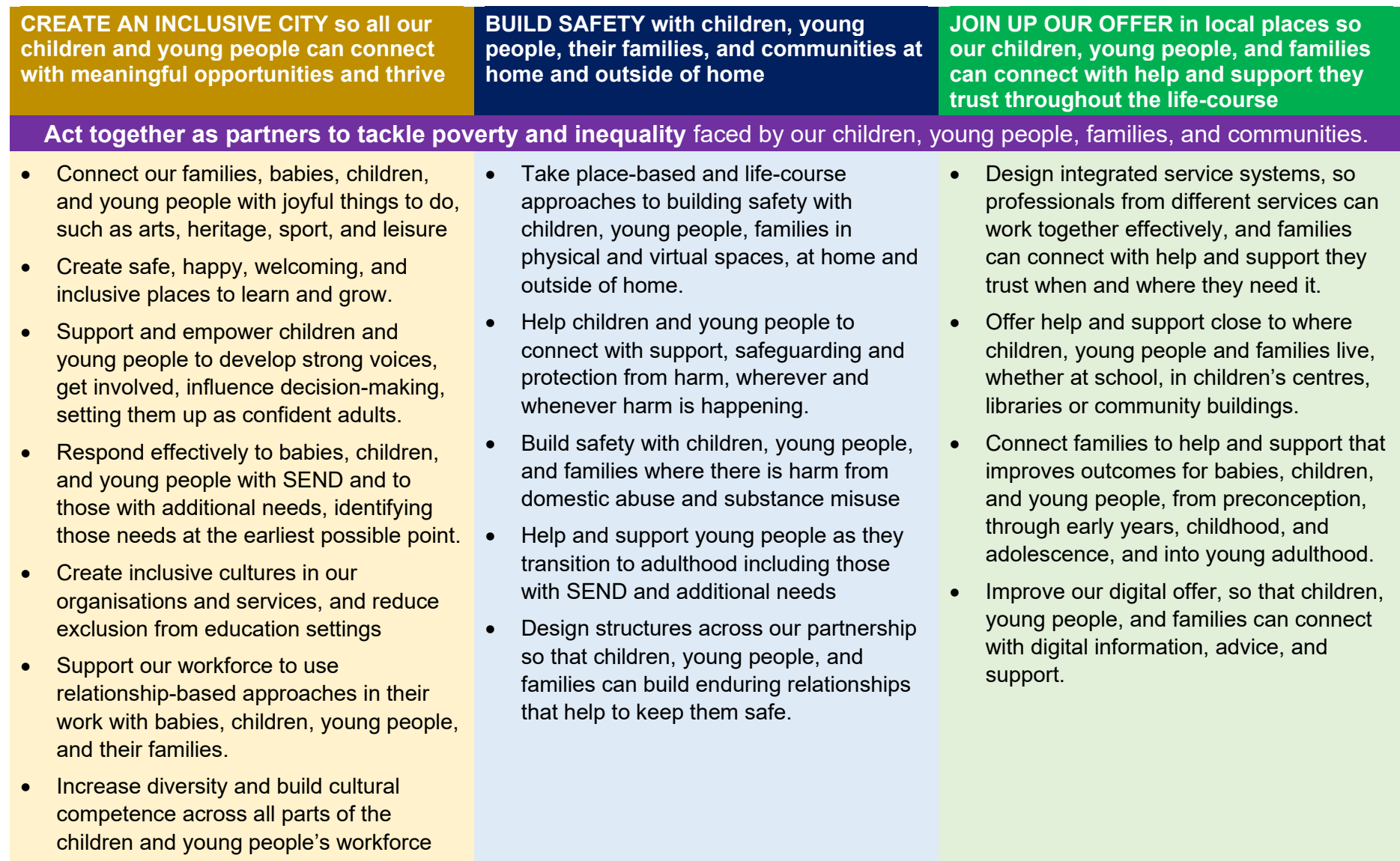
Source: Birmingham Children's Trust

HOW WE WILL WORK [DIAGRAM]

As a partnership, all our work together is underpinned by our shared values and principles.



OUR COLLECTIVE STRATEGIC ACTIONS [DIAGRAM]



KNOW THE DIFFERENCE WE ARE MAKING [SAMPLE INDICATORS TO BE REFINED]

CREATE AN INCLUSIVE CITY so all our children and young people can connect with meaningful opportunities and thrive	BUILD SAFETY with children, young people, their families, and communities at home and outside of home	JOIN UP OUR OFFER in local places so our children, young people, and families can connect with help and support they trust throughout the life course
<ul style="list-style-type: none"> • 2-year-old children benefitting from funded early education • 3- and 4-year-old taking up some free education • Children achieving a Good Level of Development at Foundation Stage (including FSM and SEN) • Children achieving expected standard across all early learning goals at foundation stage • Percentage of new educational health care plans (EHCP) issued within 20 weeks, excluding exceptions • KS2 attainment - attaining at least the expected level against Reading, Writing and Maths • Attainment and Progress 8 (all, disadvantaged and SEN pupils) • Overall absence rate Primary and Secondary • Fixed period exclusions – Primary, Secondary, Special School, and LAC and CIN • Attainment of level 2 and 3 qualifications by the age of 19 • KS4 pupils with SEN support going to, or remaining in education and employment / training 	<ul style="list-style-type: none"> • Vaccinations and immunisations • Prevalence of obesity – Reception and Year 6 • Percentage of physically active children and young people • Access to parks and greenspaces (distance from home) • Re-referral to children's social care within 12 months • Children who become the subject of a Child Protection plan for a second or subsequent time within the last 2 years • Children in care experiencing three or more moves within a year • Children in need subject to a Child Protection Plan who are persistent absentees (6 half term) • Number of children who have been adopted in year or who leave care • Average time between a child coming into care and being placed with an adoptive family (A2) • First time entrants to the youth justice system (per 100,000 children) • Youth violence crime exploitation location count in Birmingham • Domestic Abuse rate over 16 • Under 18s conception rate 	<ul style="list-style-type: none"> • Infant mortality rate • Children aged 2-2 1/2 years receiving AQA-3 • Hospital admissions for asthma under 19 years • Hospital admissions - substance misuse, self-harm, mental health, alcohol-specific conditions • Total numbers of families in Bed and Breakfast over 6 weeks • Care levers in suitable accommodation • Early Help Plans • Number of children and young people with EHCP awaiting specialist placements for more than 12 weeks • Workless households • 19- to 21-year-old care leavers in education, employment, or training • NEET and NEET rate (ages 16-17) Unknown • Youth unemployment levels 18 to 24 • Proportion of people with a learning disability living in their own home or with family • Long-term support needs of younger adults (aged 18-64) met by admission to residential and nursing care home

OUR PARTNERSHIP COMMITMENTS [DIAGRAM]

We will provide bold system leadership.

Our children, young people and families face complex change and challenges. To respond effectively alongside them, and to make Birmingham a great place to grow up, we will work together as leaders across our disciplines and sectors.

In this way, we will set the example for colleagues across all our organisations to collaborate in decisions and actions that will improve outcomes. We will provide bold system leadership that changes the conditions of our children and young people.

We will base our offer to children and young people in the best available evidence.

We know that the effects of disadvantage and adversity in early life can be negative, but we also know that these effects are not universal or irreversible.

We will draw on available evidence, and we will test programmes of support, and learn from the findings.

We will hold each other to account with support, oversight, and challenge.

We will be driven in all our work by our determination to improve outcomes for children and young people, to tackle the system conditions faced by families and communities, especially in relation to poverty and structural inequalities.

As partners we will actively support and challenge each other to collaborate on the practical steps we need to take to achieve the change.

We will know what difference we make.

We believe that help and support can substantially improve the life changes of our children and young people, if it is delivered to the highest standard with the families who need it most.

We will make use of data, evidence and seek the voice and lived experience of children, young people, and families to understand whether and how our offer has been effective in improving outcomes. We will use this information to influence future decisions and to refine our plan.

GOVERNANCE & ALIGNMENT

[Diagrams will show governance arrangements, and strategic alignment]

- Birmingham & Solihull Integrated Care Board – Place Board
- Birmingham Health & Wellbeing Board
- Birmingham Safeguarding Children Partnership
- Birmingham Community Safety Partnership
- Birmingham Safeguarding Adults Board
- Birmingham Reducing Violence Board
- West Midlands Violence Reduction Partnership

- Birmingham City Council Corporate Plan 2022-2026
- Birmingham and Solihull Integrated Care System Ten Year Masterplan
- Learning Disabilities and Autism 10 Year Framework for Change
- Birmingham SEND Strategy 2023-2028 – link when available
- Birmingham Inclusion Strategy 2023-2028 – link when available
- Birmingham Domestic Abuse Strategy



CHANGE FOR CHILDREN & YOUNG PEOPLE: 2023-2028



**BIRMINGHAM
CHILDREN &
YOUNG PEOPLE'S
PARTNERSHIP**

CHANGE FOR CHILDREN & YOUNG PEOPLE:

Introduction from Birmingham Children and Young People's Partnership

We are delighted to share Birmingham's five-year Children and Young People's Plan. This plan sets out the strategic actions we will take together to achieve our bold ambition: to make Birmingham a great place to grow up for all our children and young people.

We want all our babies, children, and young people to be healthy, safe, confident, included, happy, respected, and connected to meaningful opportunities so they can thrive as they prepare for adulthood.

We will only achieve our ambition if we put Birmingham's children and young people at the heart of everything we do. Our plan has been developed in collaboration with children and young people and contains hopes and challenges that matter most to them.

We are proud to join the UNICEF Child Friendly Cities and Communities programme, committing to put the rights of children and young people at

the heart of our plan, and to design and deliver our action plans with children and young people. Our plan is based on analysis of our successes and opportunities, as well as our understanding of the challenges we face together. Birmingham is a city with boundless potential, but too many of our children and young people face significant disadvantages, and do not benefit from the opportunities our city has to offer.

We know that we must tackle together these deep-seated structural inequalities if we are to improve life chances for our most vulnerable groups of children and young people. As we continue to improve our insight from data analysis and best available evidence, our plan will focus on improving the help we offer to children, young people and families who face significant disadvantage.



Birmingham Children and Young People's Partnership includes the Council, NHS, Police, and Birmingham Voluntary Service Council (BVSC), and we work with the education sector, the wider public sector, the private sector, and with our families and communities.

We believe in the power of relationships. Our plan is about building and sustaining good quality relationships with children, young people, their families, and communities. It's about compassionate, inclusive leadership, and forging effective collaboration between professionals.

As a partnership, we are committed to combining our skills and resources across organisations and sectors to better understand and tackle the issues across our city.

Together, we will build trust and overcome deep-rooted challenges.

Together, we will lead a collaborative learning approach to make real system change happen.

Together, we will make Birmingham a great place to grow up for all our children and young people.

Signed by the members of the Birmingham Children & Young People's Partnership Board:



INTRODUCTION FROM CHILDREN & YOUNG PEOPLE

BIRMINGHAM: A GREAT PLACE TO GROW UP

CONFIDENCE

“Professionals that we can go to for help with our problems.”

“Reduce stigma about getting support for at school.”

SAFETY

“Safer streets are very important. Crime rates are very high, for anyone at all, going out alone seems like a dangerous journey and many may not be allowed to go out alone because of the danger. Improved safety would also save many lives.”

CONNECTION

“We need more free activities and places to go that are closer to where we live, so we don’t have to travel far.”

“Create more work experience and job opportunities for young people.”

RESPECT

“No more bullying at school”

“Take children and young people’s views seriously and support us to get involved in decisions.”

HEALTH

“More help for mental health before our problems get worse.”

“More young people are realising that they are neuro-divergent – we need support.”

INCLUSION

“Help more children and young people feel included in opportunities and events.”

“Tackle racism!”

As young people living in Birmingham, we believe that feeling safe, respected, and included in our city is crucial. In this plan, we want to share our perspectives, which have been gathered from different groups of young people. We strongly believe that confidence is vital for us to thrive. We should not be degraded or questioned in our right to be included and respected by others.

Safety is a big concern for us. We should feel safe and comfortable when accessing services that can provide us with help. We should not fear violence or harm when going outside, as it impacts our physical and mental health.

Inclusion is another big idea for us. We want to feel like we belong in our city and are part of something. This could be through youth groups or other opportunities to get involved. We also think it’s important to have easy access to health services.

We know that the challenges of the pandemic, cost of living crisis, and impact on our education have affected our well-being, including our mental health. We urge professionals, families, and the city to work together in addressing these issues and offering more opportunities for us to progress. We want to be actively involved in decision-making processes that affect our lives. This plan emphasises the need for collective efforts to make Birmingham a safe and inclusive city for all children and young people.

We hope that the plan will help make Birmingham a great place for all children and young people to grow up. We want our voices to be heard, and we hope that our ideas will be taken seriously.



ONE PARTNERSHIP
WITH ONE SET OF
PRIORITIES

OUR AMBITION & OUTCOMES



We are **THRIVING**,
because we are...



CONNECTED to meaningful opportunities and we are prepared for adulthood.



CONFIDENT to connect with help we can trust at the right time, right place.



INCLUDED and get the most we can from our home, school and community.



HEALTHY as possible and nurtured throughout our life course.



SAFE at home, and in places and spaces outside of our families and schools.



HAPPY and **RESPECTED** Our voices and lived experience matter.

BIRMINGHAM'S ACHIEVEMENTS

We think that Birmingham has lots to be proud of in what we have achieved with and for children and young people



We are RESPECTED.

UNICEF RIGHTS RESPECTING SCHOOLS AWARD

210 of Birmingham's education settings have achieved the Bronze, Silver, and Gold Award

More than 103,800 children and young people have benefited from attending a school involved in the RRSA programme.

Source: UNICEF



We are CONFIDENT.

Young people make educational progress

In 2021, 51.20% of 15-year-old pupils from state funded schools entered higher education.

6.8% above the England average.

61.70% of young people studying at the age of 16 attained a Level 3 qualification by the age of 19.

2.2% above the England average.

Source: Department for Education



WHAT MAKE BIRMINGHAM A GREAT PLACE TO GROW UP?

Things that children and young people have told us about our city

"Range of different cultures living side by side, mostly getting along well. The range of leisure activities from shopping centres, sports, parks, and activity centres"

"It is a very happy and fun community to live in"

"A super-diverse city!"

"It's a welcoming city. Not as crowded as London. There are some nice places. Lots of fun activities for children. Great museums and places to go."

"The city is alive!"

Source: survey with 899 children and young people 2023



We are INCLUDED.

Secondary Phase Transfers

The rate of Secondary Phase Transfers completed by the 15 February deadline has significantly increased:

0% in 2021,
98.82% February 2022
99.4% in February 2023.

These transfers are when children with special education needs, and their families know what secondary school they are going to attend at the next stage of their education.

Source: Birmingham City Council and Department for Education



We are SAFE.

Improvements in the Children and Young People's Travel Service

Since September 2021 when the percentage of eligible students accessing Transport support was 88.25%, significant improvements have been made in the way students are identified as needing transport and added to routes and our figures are now consistently above 99% each month.

Source: BCC

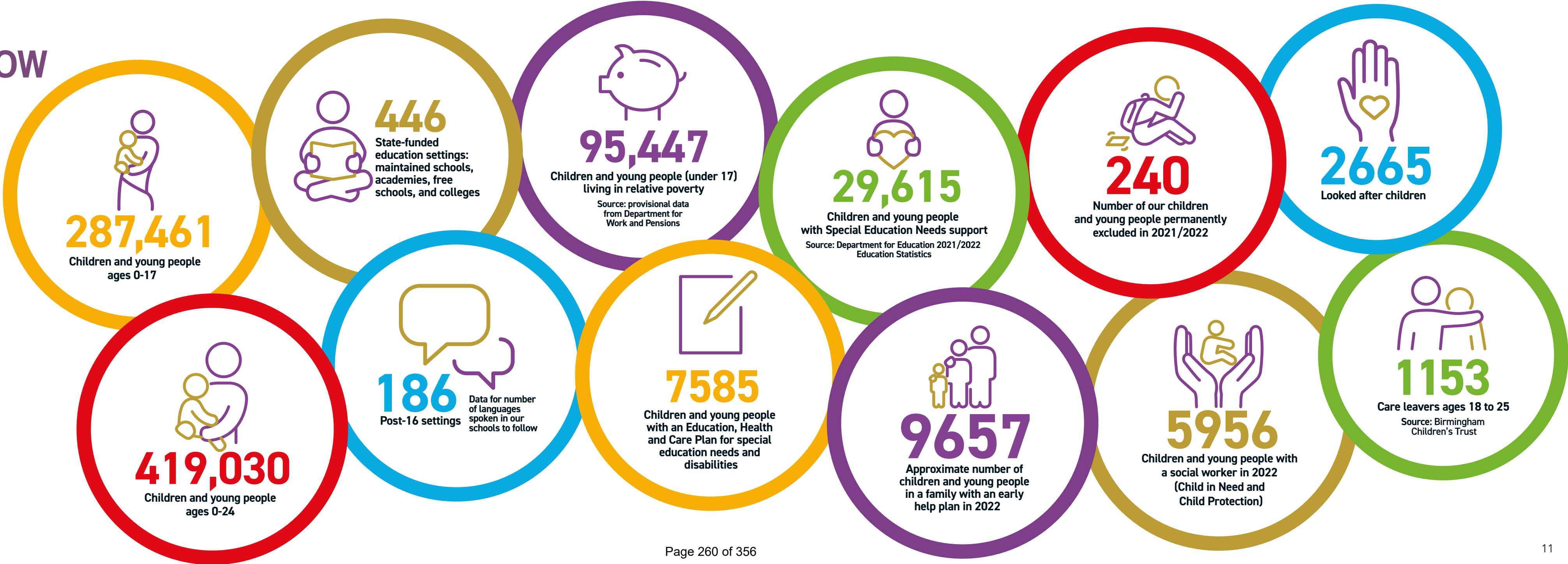
Stronger Families

Birmingham Children's Trust Stronger Families programme is a collection of services designed to support children to stay in, or return to, their families. In the year, 62 children have returned from care to their families, and 370 children have been supported to stay with their families when there was a risk of harm or family breakdown, and they have gone on to need lower levels of support than had been the case

Source: Birmingham Children's Trust

WHAT WE KNOW

Here are some data about what we know about children and young people in Birmingham:



OUR VALUES



OPENNESS

We are open and honest as with each other, and with children, young people, families, and communities



INTEGRITY

We take responsibility for our actions, and we keep the commitments we make to partners and to children, young people, and their families



BOLDNESS

We support and challenge each other to take risks and we committed to action, and making things happen



COLLABORATION

We value the contribution made by all our partners, we build and maintain good quality relationships with children, young people, and families



LEARNING

Our partnership will achieve the best possible outcomes for children and young people if we create opportunities to learn together as a system

HOW WE WILL WORK

As a partnership,
all our work together is
underpinned by our shared
values and principles.

Children and young people are at the heart of everything we do

We are committed to creating opportunities for children, young people, and families to participate fully in the codesign of services throughout everything we do. We will continue to refine and adapt our plan in response to views and lived experience of children and young people.

We are ambitious for every child and young person in Birmingham

We will work together to improve universal help and early support. We know we must tackle inequalities and improve outcomes for our vulnerable groups. We will make use of the best available data and evidence. Our plan will focus on children and young people who face outcome inequalities, and we will tackle racism and disproportionality.

We are one partnership, with one set of priorities.

The shared ambition of our plan is to make Birmingham a great place to grow up. We are taking a place-based approach to deliver this ambition, and we know as system leaders that we must forge effective cross-sectoral and multi-disciplinary collaboration around agreed and collective strategic actions. Our organisations have different transformation plans, but we work in unison toward our shared ambition.

We are relationship based & restorative in our approach.

We invest in relationships. We work with respect and compassion with children, young people, families, communities, and professionals.

We create inclusive organisational cultures. We are proactive in reaching out to children, young people and families who need support.

We are aware of and responsive to trauma & adversity. We use restorative responses to conflict and harm.



OUR PARTNERSHIP COMMITMENTS

We will provide bold system leadership.

Our children, young people and families face complex change and challenges. To respond effectively alongside them, and to make Birmingham a great place to grow up, we will work together as leaders across our disciplines and sectors.

In this way, we will set the example for colleagues across all our organisations to collaborate in decisions and actions that will improve outcomes. We will provide bold system leadership that changes the conditions of our children and young people.

We will hold each other to account with support, oversight, and challenge.

We will be driven in all our work by our determination to improve outcomes for children and young people, to tackle the system conditions faced by families and communities, especially in relation to poverty and structural inequalities.

As partners we will actively support and challenge each other to collaborate on the practical steps we need to take to achieve the change.

We will base our offer to children and young people in the best available evidence.

We know that the effects of disadvantage and adversity in early life can be negative, but we also know that these effects are not universal or irreversible.

We will draw on available evidence, and we will test programmes of support, and learn from the findings.

We will know what difference we make.

We believe that help and support can substantially improve the life changes of our children and young people, if it is delivered to the highest standard with the families who need it most.

We will make use of data, evidence and seek the voice and lived experience of children, young people, and families to understand whether and how our offer has been effective in improving outcomes. We will use this information to influence future decisions and to refine our plan.



CONNECTED



RESPECTED



CONFIDENT



INCLUDED



HEALTHY



HAPPY



SAFE

OUR COLLECTIVE STRATEGIC ACTIONS

JOIN UP OUR OFFER

in local places so our children, young people, and families can connect with help and support they trust throughout the life-course

CREATE AN INCLUSIVE CITY

so all our children and young people can connect with meaningful opportunities and thrive

BUILD SAFETY

with children, young people, their families, and communities at home and outside of home

Act together as partners to tackle poverty and inequality faced by our children, young people, families, and communities.



CREATE AN INCLUSIVE CITY

so all our children and young people can connect with meaningful opportunities and thrive

What we will do

- Connect our families, babies, children, and young people with joyful things to do, such as arts, heritage, sport, and leisure
- Create safe, happy, welcoming, and inclusive places to learn and grow.
- Support and empower children and young people to develop strong voices, get involved, influence decision-making, setting them up as confident adults.
- Respond effectively to babies, children, and young people with SEND and to those with additional needs, identifying those needs at the earliest possible point.
- Create inclusive cultures in our organisations and services, and reduce exclusion from education settings.
- Support our workforce to use relationship-based approaches in their work with babies, children, young people, and their families.
- Increase diversity and build cultural competence across all parts of the children and young people's workforce.



“Safer streets are very important. Crime rates are very high, for anyone at all, going out alone seems like a dangerous journey and many may not be allowed to go out alone because of the danger. Improved safety would also save many lives.”

BUILD SAFETY

with children, young people, their families, and communities at home and outside of home

What we will do

- Take place-based and life-course approaches to building safety with children, young people, families in physical and virtual spaces, at home and outside of home.
- Help children and young people to connect with support, safeguarding and protection from harm, wherever and whenever harm is happening.
- Build safety with children, young people, and families where there is harm from domestic abuse and substance misuse.
- Help and support young people as they transition to adulthood including those with SEND and additional needs.
- Design structures across our partnership so that children, young people, and families can build enduring relationships that help to keep them safe.
- Vaccinations and immunisations.



JOIN UP OUR OFFER

in local places so our children, young people, and families can connect with help and support they trust throughout the life-course

What we will do

- Design integrated service systems, so professionals from different services can work together effectively, and families can connect with help and support they trust when and where they need it.
- Offer help and support close to where children, young people and families live, whether at school, in children’s centres, libraries or community buildings.
- Connect families to help and support that improves outcomes for babies, children, and young people, from preconception, through early years, childhood, and adolescence, and into young adulthood.
- Improve our digital offer, so that children, young people, and families can connect with digital information, advice, and support.





INCLUSIVE CITY

How we will know we are making a difference

- 2-year-old children benefitting from funded early education
- 3- and 4-year-old taking up some free education
- Children achieving a Good Level of Development at Foundation Stage (including FSM and SEN)
- Children achieving expected standard across all early learning goals at foundation stage
- Percentage of new educational health care plans (EHCP) issued within 20 weeks, excluding exceptions
- KS2 attainment - attaining at least the expected level against Reading, Writing and Maths
- Attainment and Progress 8 (all, disadvantaged and SEN pupils)
- Overall absence rate Primary and Secondary
- Fixed period exclusions – Primary, Secondary, Special School, and LAC and CIN
- Attainment of level 2 and 3 qualifications by the age of 19
- KS4 pupils with SEN support going to, or remaining in education and employment / training

BUILD SAFETY

How we will know we are making a difference

- Prevalence of obesity – Reception and Year 6
- Percentage of physically active children and young people
- Access to parks and greenspaces (distance from home)
- Re-referral to children’s social care within 12 months
- Children who become the subject of a Child Protection plan for a second or subsequent time within the last 2 years
- Children in care experiencing three or more moves within a year
- Children in need subject to a Child Protection Plan who are persistent absentees (6 half term)
- Number of children who have been adopted in year or who leave care
- Average time between a child coming into care and being placed with an adoptive family
- First time entrants to the youth justice system (per 100,000 children)
- Youth violence crime exploitation location count in Birmingham
- Domestic Abuse rate over 16
- Under 18s conception rate

OUR OFFER

How we will know we are making a difference

- Total numbers of families in Bed and Breakfast over 6 weeks
- Care levers in suitable accommodation
- Early Help Plans
- Number of children and young people with EHCP awaiting specialist placements for more than 12 weeks
- Workless households
- 19- to 21-year-old care leavers in education, employment, or training
- NEET and NEET rate (ages 16-17) Unknown
- Youth unemployment levels 18 to 24
- Proportion of people with a learning disability living in their own home or with family
- Long-term support needs of younger adults (aged 18-64) met by admission to residential and nursing care home
- Infant mortality rate
- Children aged 2-2 1/2 years receiving AQA-3
- Hospital admissions for asthma under 19 years
- Hospital admissions - substance misuse, self-harm, mental health, alcohol-specific conditions



GOVERNANCE & ALIGNMENT

Birmingham Children and Young People’s Partnership Board will oversee the progress made in the delivery of our plan, so that we know the difference we are making.
An annual report will be published in each year to report on the progress made throughout the duration of plan.
This report will include a ‘you said, we did’ section in response to the views of children and young people.
The plan has been developed in alignment with the following Boards, strategies and plans:

- | | |
|---|--|
| Birmingham & Solihull Integrated Care Board – Place Board | Birmingham City Council Corporate Plan 2022-2026 |
| Birmingham Health & Wellbeing Board | Birmingham and Solihull Integrated Care System Ten Year Masterplan |
| Birmingham Safeguarding Children Partnership | Learning Disabilities and Autism 10 Year Framework for Change |
| Birmingham Community Safety Partnership | Birmingham SEND Strategy 2023-2028 – link when available |
| Birmingham Safeguarding Adults Board | Birmingham Inclusion Strategy 2023-2028 – link when available |
| Birmingham Reducing Violence Board | Birmingham Domestic Abuse Strategy |
| West Midlands Violence Reduction Partnership | |

Contacts details



**BIRMINGHAM
CHILDREN &
YOUNG PEOPLE'S
PARTNERSHIP**

Birmingham City Council

City Council

18 April 2023



Subject: City of Birmingham Medal
Report of: Council Business Management Committee
Report Author: Robert Connelly
 Assistant Director for Governance
robert.connelly@birmingham.gov.uk

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential:

1 Executive Summary

- 1.1 On 13 February 2023 Council Business Management Committee (CBMC) agreed to recommend to City Council, that a further civic award, to be known as the City of Birmingham Medal, be created.
- 1.2 Currently the City has two types of civic awards; the first is the Freedom of the City which can be conferred on both individuals and organisations. The second is the Lord Mayor awards which are bestowed by the Lord Mayor.
- 1.3 It is proposed that the City of Birmingham Medal will compliment both the Freedom of the City and the Lord Mayors award as a way to recognise outstanding achievement and contribution to the City and its citizens.

2 Recommendation(s)

- 2.1 To agree the creation of City of Birmingham Medal.
- 2.2 To agree the criteria and process for submitting a nomination.

3 Background

- 3.1 Currently the Council has two types of awards that recognise citizens, and organisations, for outstanding achievement or exceptional service/contribution to the City and the people of Birmingham.

- 3.2 Section 249 (5) of the Local Government Act 1972 enables the Council, at an extraordinary meeting called specifically for the purpose, to confer Freedom of the City and any such resolution must be passed by at least two thirds of members present and voting.
- 3.3 The Freedom of the City is the highest honour which the Council can bestow and this is reflected by the fact that it is used sparingly and should not be given too often to preserve its status and value.
- 3.4 Since 2010 the freedom of the City has only been award four times. Of those four occasions only one was to an individual (Peter Hollingworth in 2011).
- 3.5 In a similar way the Lord Mayor's award is based on merit and seeks to recognise "*outstanding achievement or exceptional service to the City*"
- 3.6 It should also be noted that the Lord Mayor's award will not be made simply for a "job well done" or because an individual has reached a particular level in their career.
- 3.7 The Lord Mayor's award is determined by the Lord Mayor in consultation with former Lord Mayors.
- 3.8 In order to consider how best to compliment both the awarding of the Freedom of the City and the Lord Mayors award, CBMC established a working group of members to consider options.
- 3.9 The recommendation to CBMC was to create the City of Birmingham Medal.

4. Nominations

- 4.1 Any person or organisation can be nominated for the City of Birmingham Medal by:
 - A minimum of 10 elected members, which must consist of members from at least 2 political groups represented on the Council .
 - Any individual or organisation
- 4.2 Former Councillors should not ordinarily be considered as there is a separate statutory provision for conferring the title of 'Honorary Alderman'" on former Councillors.

5. Criteria

- 5.1 When a nomination is submitted, those submitting will need to set out how any individual or organisation meets the following criteria:
 - Any person, or organisation that has:
 - Brought distinction to the City.

- Enhanced the City's reputation either nationally or internationally
 - Contributed in a way to improve the lives of those within the City who need assistance
 - Demonstrated vision and entrepreneurship which is delivering results in the City.
- This can include significant contributions in any of the following areas:
- Artistic and cultural endeavours
 - Business, economic growth and prosperity
 - Charitable work
 - Improvement to the built and natural environment
 - Religious and spiritual life
 - Sports activities
 - Civic service

5.2 Wherever possible any nomination should be accompanied by supporting information.

6. Nomination process

- 6.1 All nominations are to be submitted, in the first instance, to the City Solicitor. The City Solicitor, in consultation with the Group Leaders, will thereafter prepare a report for CBMC to consider.
- 6.2 CBMC will then consider the nomination against the criteria set out in paragraph 5 above.
- 6.3 CBMC can then:
- Make a recommendation to Full Council to make an award.
 - Reject the application.
 - Seek further information prior to making a decision.
- 6.4 Similar to the conferring of the Freedom of the City, the meeting of City Council must pass a resolution agreed by at least two thirds of members present and voting.
- 6.5 Again, as per the conferring the Freedom of the City, and to reflect its status, the bestowing of the City of Birmingham Medal must be done by an extraordinary meeting upon a motion agreed by CBMC.

7. The City of Birmingham Medal

- 7.1 To recognise the awarding of the City of Birmingham Medal, it is proposed that a specially designed medal be commissioned, the design of which will be agreed in due course by CBMC.

- 7.2 To recognise the nature of the award, and to replicate the process for the other awards, the presentation of the medal should be by the Lord Mayor.
- 7.3 It should be a matter for CBMC on a case-by-case basis on the format of the presentation.

8. Legal Implications

- 8.1 There are no legal implications arising from this report.

9. Financial Implications

- 9.1 There are no financial implications arising from this report.

10. Public Sector Equality Duty

- 10.1 There are no equality implications arising from this report.

11. Background Papers

- 11.1 Report to Council Business Management Committee 13 February 2023

Birmingham City Council

City Council

18 April 2023



Subject: Hackney Carriage and Private Hire Policy

Report of: Sajeela Naseer Director of Regulation and Enforcement

Report author: Emma Rohomon, Licensing Manager

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential :

1 Executive Summary

- 1.1 The Department for Transport Statutory Taxi and Private Hire Vehicle Standards require the City Council to publish a standalone Hackney carriage and Private Hire Policy.
- 1.2 This Policy is the result of a consolidation of existing policies and a regularisation of those policies with the Statutory requirements.

2 Recommendation

- 2.1 That City Council consider and approve the Policy.

3 Background

- 3.1 In July 2020 the Department for Transport published the Statutory Taxi and Private Hire Vehicle Standards document.
- 3.2 The document sets out certain standards which Licensing Authorities are expected to comply with. These standards have been drawn up as a result of

discussions with the trade, regulators and safety campaign groups. They focus on protecting children and vulnerable adults.

- 3.3 Paragraph 1.3 of the document clearly states: “The Department...expects these recommendations to be implemented unless there is a compelling reason not to do so.” (emphasis added)
- 3.4 One of the main recommendations is the implementation of a standalone policy which can be subject to regular review. Other recommendations have required a change in internal processes within the licensing service and others will require amendments to licence conditions.
- 3.5 In previous years, policies regarding hackney carriage and private hire matters have been incorporated into the body of the Policies Procedures and Delegations report, which is presented to Licensing and Public Protection Committee annually.

4. The Policy

- 4.1 This draft policy (Appendix 1) has been produced by consolidating the pre-existing policies into a single document, incorporating links to the relevant web pages and other information to provide a practical and useful means of demonstrating the Council’s approach to the licensing of the hackney carriage and private hire trade.
- 4.2 The document consolidates existing policies and makes the necessary updates to ensure compliance with the statutory guidance, recent legislation and to reflect the new licensing system.
- 4.3 Incorporating this information into a single document allows for greater transparency and clarity for the trade and the public. The document will be published on the website and will be subject to regular review.
- 4.4 Following the ‘*Electric Hackney Carriage Vehicle Conversions*’ report presented to Licensing and Public Protection Committee on 21 September 2022, an additional paragraph to section 3.11 of the policy is proposed to address these issues:
TX type hackney carriage full conversions (complete power-train replacement to fully electric) will be licensed up to a maximum of 18 years from the date of conversion (rather than date of first registration)
- 4.5 In recognition of the significant cost incurred, and the inherent longevity of design of the vehicles, in cases where a purpose built (TX type) hackney carriage vehicle has had a complete replacement power-train to become a fully electric vehicle, the vehicle age will be taken to be that of its conversion rather than the date of first registration.
- 4.6 The MOT and supplementary tests are designed to address any issues concerning mechanical and cosmetic standards.
- 4.7 The supplementary test includes (but is not limited to) the following reasons for failure:

- Corrosion or damage to the vehicle body or structure, which adversely affects the appearance and / or safety of the vehicle.
- Generally poor damaged paintwork to the vehicle.
- Two-tone paintwork, which is not to manufacturers specification.
- Paintwork dirty/dull/ /faded/mismatched/crazed/
- Peeling or badly re-sprayed
- Visible rust/bubbled paintwork
- Visible dents/creasing/scratches
- Unrepaired, or poorly repaired damage
- Exterior trim missing, damaged or mismatched

- Upholstery dirty/stained/badly worn
- Upholstery holed/ripped/poorly repaired
- Carpets/mats improperly fitted/loose/danger of trip hazard
- Carpets/mats dirty/stained/ badly worn
- Carpets/mats holed/ripped/poorly repaired
- Headlining holed/ripped/poorly repaired
- Headlining dirty/stained
- Arm rests missing/damaged/mismatched
- Interior trim/door panels missing/damaged/mismatched
- Evidence of damp or strong, or unpleasant odours
- Faulty interior light fitting, faulty interior light switch, or faulty door switch

4.8 As this amendment relates to a fully electric replacement power train it will have no detrimental impact on the Clean Air Zone.

4.9 The final version of the Policy document will be formatted in a manner suitable for online publication, with appropriate links to appendices rather than reproducing the documents in their entirety within the document.

5 Legal Implications

5.1 In July 2020 the Department for Transport published the Statutory Taxi and Private Hire Vehicle Standards document.

5.2 This Statutory Guidance sets out certain standards which Licensing Authorities are expected to comply with. These standards have been drawn up as a result of discussions with the trade, regulators and safety campaign groups. They focus on protecting children and vulnerable adults.

5.3 Paragraph 1.3 of the document clearly states: “The Department...expects these recommendations to be implemented unless there is a compelling reason not to do so.” (emphasis added).

5.4 Failure to implement the Statutory Guidance could lead to challenge to the existing policies in place.

6 Financial Implications

- 6.1 There are no financial implications for the Council. The work is undertaken by existing officer resource and no additional budget is required for this. The cost of administering the hackney carriage and private hire licence service is funded wholly through licence fee income on a cost recovery basis, with no corporate budget allocation for the service.

7 Public Sector Equality Duty

- 7.1 Under the Duty we must have regard to the need to:
- Eliminate unlawful discrimination, harassment, and victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
- 7.2 The recommendations contained in this report will not have any effect on any of our duties under the Equality Act 2010. Any future changes to policy will be subject to separate consideration of this duty.
- 7.3 For the reasons set out in paragraph 4, it is considered an initial Equality Analysis is not deemed appropriate or necessary.

8 Other Implications

8.1 How are the recommended decisions consistent with the City Council's priorities, plans and strategies?

The Council's vision is to be a City of growth where every child, citizen and place matters – It wants to make a positive difference, every day, to people's lives. This aim underpins everything we do, whether that's setting our priorities, making decisions or delivering services. There are eight outcomes to achieve that vision.

8.2 Outcome 4 - Birmingham is a great, clean and green city:

The provision of a hackney carriage and private hire transport offers reduced personal car use. Use of hackney carriages and private hires increases the safety of lone travellers especially at night.

9. Background Papers

[DfT Statutory Standards](#)

10. Appendices

Appendix 1 – Draft Policy Document

Appendix 2 - Environment and Sustainability Assessment

(Draft) Hackney Carriage and Private Hire Licensing Policy.

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DRAFT

0.1. Purpose and scope

As the Licensing Authority Birmingham City Council is responsible for regulating the hackney carriage and private hire trades ('the trade') operating in the district under both the Town Police Clauses Act 1847 and the Local Government (Miscellaneous Provisions) Act 1976.

Over the years the council has developed various bylaws, policies, conditions and guidelines all relating to these subject areas. The purpose of this document is to unify all elements relating to the hackney carriage and private hire trade into a single document.

Subjects covered by this document include: the suitability of applicants (vehicles and people); the application process; requirements such as training and medicals; licence conditions and bylaws; the expectations we have in terms of the standards demonstrated by licence holders and dealing with any matters arising during the course of the licence.

This policy does not seek to replicate or supersede the primary or secondary legislation, it has been devised with reference to existing policies conditions and bylaws as well as the applicable statutory guidance and other best practise guidance available.

The primary objective of the licensing authority is to ensure public safety. By consistent, fair, and transparent procedures and processes, the licensing authority endeavours to ensure that the public can feel confident and safe when using either a hackney carriage or a private hire vehicle.

Every application every decision and every decision regarding enforcement action will be considered on its own merits.

The licensing authority may depart from the policy but only following careful consideration of the circumstances and will provide clear and detailed reasons for any such departure.

Decisions of the licensing authority are made on the balance of probability, and in accordance with the Scheme of Delegations at Annex A.

This policy relates to the following licence types:

- Private hire driver
- Private hire vehicle
- Private hire operator
- Hackney carriage driver
- Hackney carriage vehicle

This Policy is the Council's Hackney Carriage and Private Hire of Licensing Policy. It will be reviewed, updated and modified as and when the Council considers appropriate.

Technical amendments to correct errors brought about by legislative or other administrative change (such as change of address details or references to Guidance), and to update document links will be effected by officers of the Licensing and Public Protection Committee and tracked by way of version control.

0.2. Consultation

This initial document seeks to amalgamate a number of pre-existing policies and incorporate them into a single document. At this time no wider consultation has been carried out. However, when considering the implementation of future policies the licensing authority will seek to carry out meaningful consultation with interested parties. The question of who would be considered an interested party may vary according to the subject in issue. Those consulted would not be limited to licence holders but may also include representatives from customers the night-time economy disability access groups etc. Consultations will be posted on [BeHeard¹](http://www.birminghambeheard.org.uk/), the Council's consultation hub.

0.3. The Licensing Function.

The licensing function of Birmingham City Council is delegated to the Licensing and Public Protection Committee through the constitution. The licensing and public protection committee comprises 15 members. The constitution delegates certain functions to the committee and also to the officers of the licensing service.

0.4. Public Sector Equality Duty.

Under this Duty, the council must, in exercising our functions, have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Act.
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

It is important that the council considers how its decisions advance equality, inclusion, and diversity by removing or minimising disadvantages experienced by people because of their protected characteristics.

The protected characteristics covered by the Equality Act 2010 are: age, race, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion, or belief (including lack of belief), sex, sexual orientation.

1. Information Sharing

1.2 Sharing information - with the trade.

The licensing service has recently procured a new software system which will facilitate communications with licence holders and applicants via email, although it will take some time before email addresses are on file for all.

The email address an applicant/licence holder provides on their application will be used to communicate with them about all aspects of their licence/application. Those who do not have their own email address are advised to look at the many providers who can provide a free account such as

¹ www.birminghambeheard.org.uk/

Gmail, Outlook, AOL, or Yahoo. Applicants/ licence holders who change email address MUST let the licensing service know as soon as possible including their new and previous email addresses to enable the records to be updated.

The licensing service has a 'blog' page on the website, where updates and useful information can be found, [Taxi and private hire bulletin²](#) as well as a twitter account @BCCLicensing

1.3 Sharing information – Privacy Notice

The Council is the Data Controller of the information provided as part of the licence process and we have a statutory duty to collect and process this information to be compliant with the Local Government (Miscellaneous Provisions) Act 1976. This is as part of our obligations as a Local Authority to ensure whether a person is 'fit & proper' to hold a taxi and/ or private hire licence. This also includes processing information on medical checks, DBS checks and DVLA and HMRC checks etc. If necessary, the Council may pass details to the Home Office in order to make further enquiries regarding your immigration status and right to work in the UK. In addition, the Home Office may request that we supply them with copies of your documentation in relation to immigration and right to work enquiries. Applicants who cannot produce the necessary evidence should be aware that their details may be passed to the Home Office and that the Home Office may also pass your details to other Government bodies such as the DVLA in relation to immigration matters. We may also share information with other third parties where required by law for the detection and prevention of crime. The personal information you provide will be held for the duration of your licence from the date of receipt, after which it will be securely destroyed 6 years after the expiry, surrender or revocation of your final licence, in line with our retention policy (except in the event of an appeal or judicial inquiry, in which case it will be retained for as long as is required to determine these matters). The Council's [corporate privacy notice³](#), includes details of the authority's Data Protection Officer, and your Information Rights.

Certain information is required by law to be published in a PUBLIC REGISTER. The registers will be available either by publication online, or upon request. The public registers can be found [online⁴](#).

1.4 Sharing information – disclosures by the applicant/licensee

The application process requires the applicant to make disclosures concerning previous convictions, cautions or fixed penalty notices, as well as demonstrating their medical fitness, right to work, tax compliance and evidence of suitably completing certain pre-requisite tests.

The purpose of these declarations is to assist the licensing authority in their duty to ensure any person to whom they grant a taxi or private hire vehicle driver's licence is a 'fit and proper' person to be a licensee.

All existing licence holders shall notify the licensing authority of any motoring or criminal convictions or cautions received during their licence period by submitting a report within 72 hours.

² www.birmingham.gov.uk/blog/tph-bulletin

³ www.birmingham.gov.uk/privacy

⁴ <https://licensing.birmingham.gov.uk/>

Failure to inform the licensing authority of any convictions, cautions and fixed penalty notices during the licensing period may result in suspension or revocation of the licence.

2 People (Drivers and Operators)

2.1 Previous convictions/relevant information

In considering an individual's criminal record, licensing authorities must consider each case on its merits, but they should take a particularly cautious view of any offences against individuals with special needs, children, and other vulnerable groups, particularly those involving violence, those of a sexual nature and those linked to organised crime. To achieve consistency, and to mitigate the risk of successful legal challenge, licensing authorities should have a clear policy for the consideration of criminal records. This should include, for example, which offences would prevent an applicant from being licenced regardless of the period elapsed in all but truly exceptional circumstances. In the case of lesser offences, a policy should consider the number of years the authority will require to have elapsed since the commission of particular kinds of offences before they will grant a licence. ([DfT Statutory Taxi and Private Hire and Vehicle Standards 2020](#)⁵, para 5.15)

Licensing authorities must make difficult decisions but (subject to the points made in paragraph 5.4) the safeguarding of the public is paramount. All decisions on the suitability of an applicant or licensee should be made on the balance of probability. This means that an applicant or licensee should not be 'given the benefit of doubt'. If the committee or delegated officer is only "50/50" as to whether the applicant or licensee is 'fit and proper', they should not hold a licence. The threshold used here is lower than for a criminal conviction (that being beyond reasonable doubt) and can take into consideration conduct that has not resulted in a criminal conviction. (DfT Statutory Taxi and Private Hire and Vehicle Standards 2020, para 5.15)

The Rehabilitation of Offenders Act 1974 (as amended) does not apply to hackney carriage and private hire drivers in terms of considering offences to be 'spent'. However, there will be certain offences which will become 'protected' convictions. These include certain older or minor offences.

Protected convictions cannot be considered by the Licensing Authority when determining suitability. Further information on protected convictions can be found on [gov.uk](#)⁶

Existence of a conviction or other information does not automatically lead to a determination an applicant is not 'fit and proper'. The Licensing Authority must be satisfied that a person is fit and proper – but, similarly, there must be a justifiable reason as to why someone would be determined unsuitable. If a person fails to provide satisfactory evidence they are 'a fit and proper person' or if there is good reason to question or doubt the evidence provided, then this can amount to good reason to refuse, revoke, or suspend a licence.

Where a licence is revoked, suspended or refused renewal, the licensing service will inform any Operator of this change in status. The REASON for any status change will NOT be disclosed.

The licensing authority may share personal information internally (including the Birmingham Children's Trust) and to check the information an individual provides for accuracy and to detect

⁵ www.gov.uk/government/publications/statutory-taxi-and-private-hire-vehicle-standards

⁶ www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide.gov.uk

criminal activity. The licensing authority may share personal information with other statutory/regulated authorities or if it is required by law. Other parties may include the Department for Work and Pensions, Home Office, Police, National Crime Agency, DVLA, HM Revenues and Customs, and other local authorities.

The licensing authority reserve the right to use any information available to assist in reaching a decision whether to grant or renew a licence, this includes previous complaints or concerns as to conduct dealt with by the enforcement team.

The convictions policy is attached at Appendix 1

2.2 National Register of Refusals and Revocations (NR3)

NR3 was commissioned by the Local Government Association (LGA) as a voluntary register. Licensing authorities are responsible for adding basic details of drivers who have had applications for a licence either refused, revoked, or suspended.

When a licensing authority receives an application for a licence, the applicant's details will be checked on the register to confirm that there is no record of them having been revoked or refused elsewhere. Details contained on the register will be limited to information that will help to identify an individual to a certain degree of accuracy but will not give a reason why actions were taken. It will be up to individual authorities to follow up on any searches they make which come back with a match.

Birmingham City Council Licensing Service is committed to engaging with the NR3 system (subject to relevant data protection considerations). Information received through this system will be considered as part of an applicant/licence holder's suitability determination.

2.3 Police Disclosures – Common Law Police Disclosures (CLPD)

Where the police determine there is a 'pressing social need' they will disclose information to a licensing authority. This may be information relating to an arrest, a charge, conviction, or any other information deemed to be relevant for the consideration of the person's fitness to hold a licence.

Upon receipt of this information, the Licensing Authority will take urgent steps to ensure the information is followed up appropriately.

2.4 Disclosure and Barring Service Checks (DBS) etc

Hackney carriage and private hire drivers (and applicants) are required to have an ENHANCED DBS, carried out against the 'OTHER WORKFORCE taxi/ private hire driver' workforce, including the CHILD and ADULT barred lists.

We cannot accept DBS checks carried out for any other purpose (such as those against the 'CHILD workforce'.

These disclosures include, not only all relevant convictions (live and spent - - subject to protected status as stated above) but also other non-conviction data as provided by the police.

An applicant for the grant of or renewal of an operator's licence will be asked to disclose details of any (non-protected) previous convictions and to provide a basic DBS. Applicants for the grant of an

operator's licence will also be asked for details of any previous experience working within the private hire industry including any other licences held, either currently or previously and whether any such licence has ever been revoked, refused, or suspended for any reason.

All applicants must subscribe to the DBS update service. The cost of subscribing is the responsibility of the applicant.

The licence holder must give permission for the licensing authority to undertake checks of their DBS status should the licensing authority consider it necessary to do so. The licensing authority uses the update service to monitor the criminal record of licence holders. The update service can be used when a licence is renewed – if there are no changes recorded on the DBS certificate then a full DBS check will not be required. In all other cases a full enhanced DBS check will be required before a licence is renewed.

Applicants who do not have the correct enhanced certificate that is less than 3 months old, or an automatic update certificate must [go online](#)⁷ to complete the DBS application:

and click on Start Application, enter ORGANISATION REFERENCE...PHTAXIDRIVERS and ORGANISATION CODE taxi2017

All new applicants who have been resident abroad as adults must produce evidence of good conduct in that country or the equivalent of a DBS disclosure before their application can be considered. Any matters revealed will be dealt with in the same way as any revealed by the DBS check.

Information on how to obtain an overseas criminal record check can be found [here](#)⁸:

An applicant who has fled an oppressive regime or has other reasonable grounds to believe that obtaining such documentation would be impossible or dangerous may apply for an exemption and should support that application with a Statutory Declaration and a verifiable character reference from an individual employed in a Prominent 'Regulated Occupation'. Further details in this respect are available on request. [Statutory Declaration List](#)⁹

2.5 Driver and Vehicle Licensing Agency (DVLA)

The applicant must be authorised to drive a car in the UK (e.g., held a full driving licence issued by a state in the European Economic Area) for a minimum of two years.

Consideration of penalty points and driving offences will be made in accordance with the relevance of convictions/cautions in relation to current licensing policy. See Appendix 1.

As part of the grant and renewal application officers of the licensing authority will undertake an online DVLA check for the applicant's status and any endorsements. To this end, at application and on renewal, applicants are required produce their (valid) photocard AND a check code issued by DVLA. www.gov.uk/view-driving-licence¹⁰

⁷ <https://disclosure.capitarvs.co.uk/schoolshr/>

⁸

www.cpni.gov.uk/system/files/documents/71/a2/How_To_Obtain_An_Overseas_Criminal_Record_Check_May_2018.pdf

⁹ www.birmingham.gov.uk/downloads/file/4215/statutory_declaration_list

¹⁰ www.gov.uk/view-driving-licence

The licensing authority can request an additional DVLA check is performed at any point during the lifetime of the licence and failure to provide this permission may result in enforcement action being taken.

2.6 Right to Work

All applicants are required to produce a current UK or EU passport, a UK or EU birth certificate/identity card, or a valid certificate showing their status issued by the UK Border Agency.

They must also produce documentation to prove their National Insurance number.

Any document produced must be an original in an undamaged and unaltered condition.

2.7 Tax Compliance

Since April 2022 applicants for hackney carriage driver, private hire driver, or private hire operator licences must show they are aware of their tax responsibilities if a brand-new applicant or complete a tax check where they are renewing an existing licence or applying for an additional licence with another authority.

New applicants must [confirm they are aware of their tax responsibilities](#)¹¹ when they apply for a taxi driver, private hire driver, private hire vehicle operator licence for the first time.

Applicants must complete a [tax check](#)¹² when renewing their hackney carriage, private hire or operator licence, or to apply for the same type of licence with a different licensing authority.

A licence will not be granted/renewed without this requirement being satisfied.

2.8 Medicals

All drivers are required to undergo regular medical checks to ensure that they are safe to drive in what can sometimes be tiring and stressful conditions.

Birmingham City Council sets the standard as required by drivers of large goods and passenger carrying vehicles. This is known as [Group 2](#)¹³ test.

A medical is required at first application, and then in accordance with the Group 2 frequency, in that, they must be renewed every 5 years or at age 45, whichever is the earlier, until the age of 65 when they are renewed annually without an upper age limit. Shorter licences may be issued for medical reasons.

In some circumstances, the medical examiner may require the applicant to undergo extra tests and or produce documentation about their condition from a consultant. This is done at the applicant's cost and is not included in the cost of the screening medical.

¹¹ www.gov.uk/view-driving-licenceuk

¹² www.gov.uk/view-driving-licence.UK

¹³ www.gov.uk/guidance/general-information-assessing-fitness-to-drive

Qualified doctors at the council's occupational health department conduct all medical examinations. Applicants are advised not to pay for an independent examination or certificate unless specifically requested by a council official.

Further information on how to [book a medical](#)¹⁴:

2.9 Training

Appropriate training is essential to ensure drivers are up to date with relevant legislative changes and to serve as a regular reminder to drivers of their role and responsibilities with respect to the carriage of passengers with disabilities. Training will also ensure drivers understand their responsibilities with respect to safeguarding children and vulnerable adults, as well as making them aware of current issues.

All new applicants for the grant of a driver's licence must undergo the **initial** training appropriate to their licence type.

Fees covering the cost of all training are payable by the applicant to the training provider.

2.9.1 Driving test:

Applicants for a hackney carriage or private hire driver's licence must pass the approved driving test before a licence can be granted. The current test is arranged and conducted by qualified examiners based at the Birmingham City Council driving school. The driving test is only required for initial grant applications, but licence holders can be required to repeat the test in the event of concerns regarding their driving standards.

2.9.2 Knowledge tests:

The knowledge tests ensure any prospective driver can communicate in English to a reasonable standard and is aware of the rules governing how licensed drivers work.

Hackney Carriage: applicants for a new hackney carriage (dual) driver licence must pass the Hackney Carriage Knowledge Test. See Appendix 2

To book a hackney carriage test email licensing@birmingham.gov.uk

Private hire: applicants for a private hire driver licence must pass the Private Hire Suitability Test (formerly known as the private hire knowledge test) See Appendix 3

To book a private hire test – email birminghamcityprivatehire@ttc-uk.com

2.9.3 Disability and Safeguarding:

Applicants for a hackney carriage or private hire driver's licence must pass the approved Disability and Safeguarding Training before a licence can be granted.

[Booking Form - Private Hire Disability Awareness Training](#)¹⁵

¹⁴ www.birmingham.gov.uk/xfp/form/728

¹⁵ www.birmingham.gov.uk/downloads/file/826/booking_form_-_private_hire_disability_awareness_training

2.10 Applying for a different type of licence

If a driver already holding a private hire driver's licence applies for a dual hackney carriage and private hire driver's licence (dual licence), this is an application for a NEW licence, and as such the applicant must undergo all the relevant tests and checks, which were either not applicable, not in force, or which have been updated since the first licence was granted.

Where a medical or DBS check on the original licence is more than 12 months old, an applicant will be required to undertake another, the new check becoming current for both licences. This is the issue of a new licence under a different Act and the Licensing Service must take the appropriate steps to ensure the applicant is fit and proper to hold the licence.

2.11 Applicant/Licence Holder Conduct

Applicants (for both grant and renewal) are expected to comply fully with all aspects of the application process- completing forms, satisfying training requirements etc and making all relevant disclosures with absolute honesty.

Applicants found to be withholding information or providing misinformation will call into question their suitability to hold a licence.

Deliberately withholding or providing false information as part of the licence process may be a criminal offence, and any instances discovered will be referred to the Enforcement Team for investigation and consideration. (see also – compliance & enforcement section later)

2.12 Conditions attached to private hire driver licences

The licensing authority is empowered to impose such conditions as considered reasonably necessary in relation to the granting of a Private Hire Drivers licence. These are set out in Appendix 4 [Private Hire Combined Driver & Vehicle Licence Conditions](#)¹⁶

2.13 Hackney Carriage byelaws

Birmingham City Council has also made byelaws that are specifically applicable to hackney carriage drivers and or proprietors. The existing Hackney Carriage byelaws are set out in Appendix 5 [Hackney Carriage Byelaws](#)¹⁷

2.14 Grant of licences

This licensing authority issues both Dual (Hackney Carriage and Private Hire) Or Private Hire Only driver licences. These licences are issued for a standard period of **3 years**, although the licensing authority can grant licences for a lesser period if deemed appropriate. Driver licences and badges remain the property of the licensing authority and must not be transferred to another person.

¹⁶

www.birmingham.gov.uk/downloads/file/821/private_hire_combined_driver_and_vehicle_licence_conditions

¹⁷ www.birmingham.gov.uk/downloads/file/818/hackney_carriage_byelaws

Applications for driver licences shall be made on the prescribed form, together with the appropriate fee.

It is the licence holder's responsibility to ensure all elements of their application are completed correctly and in good time.

If a driver licence expires before renewal, they will be unlicensed and cannot work as a licensed driver or drive a licensed vehicle.

If a licence has expired, a new application will be required, and all relevant tests, standards and fees for a new licence application must be met.

3. Vehicles

Licensing authorities have a wide range of discretion over the types of vehicle that they licence as hackney carriage or private hire vehicles. Upon both new and renewal applications for vehicles, proprietors will be expected to show that a vehicle meets the relevant requirements used by this authority and permitted by the Town Police Clauses Act 1847 and Local Government (Miscellaneous Provisions) Act 1976. Applications for vehicle licences shall be made on the prescribed form, together with the appropriate fee.

3.1 Vehicle Types:

Applicants must ensure any vehicle can meet the requirements **BEFORE** purchasing or attempting to licence a vehicle. There are a number of similar looking vehicles which have different specifications. Applicants should not assume a vehicle is suitable without having checked the specifications carefully.

Specific information relating to the type and specification of suitable vehicle and associated conditions can be found here:

- [Approved Vehicle Types for Private Hire¹⁸](#) (Appendix 6)
- [Approved Vehicle Types for Hackney Carriage¹⁹](#) (Appendix 7)
- [Hackney Carriage Vehicle Licence Conditions²⁰](#) (Appendix 8)
- [Private Hire Combined Driver & Vehicle Licence Conditions²¹](#) (Appendix 4)

3.2 Private Hire Signage

All private hire vehicles must comply with the Signage Policy. (see Appendix 9)

3.3 Advertising

Restrictions on the type of advertising and the manner of display are set out in the relevant conditions. These must be checked before entering into any advertising agreements.

3.4 Grant of Vehicle Licences

A vehicle licence can only be granted for a maximum of 12 months.

¹⁸ www.birmingham.gov.uk/downloads/file/817/approved_vehicle_types_for_private_hire

¹⁹ www.birmingham.gov.uk/downloads/file/13692/approved_vehicle_types_for_hackney_carriage

²⁰ www.birmingham.gov.uk/downloads/file/820/hackney_carriage_vehicle_licence_conditions

²¹ www.birmingham.gov.uk/downloads/file/821/private_hire_combined_driver_and_vehicle_licence_conditions

Incomplete applications will not be accepted. All the necessary information must be provided at the time of application. Applications for renewal must be submitted in plenty of time to ensure the transaction can be completed prior to the expiry of the licence. Failure to submit a complete application, or late submission of an application may result in a licence expiring before renewal can be completed.

It is the vehicle proprietor's responsibility to ensure all elements of the application are completed correctly and in good time.

If a vehicle licence expires before renewal, the vehicle will be unlicensed and cannot be used for hire and reward.

If a licence has expired, a new application will be required, and all relevant tests, standards and fees for a new licence application must be met.

3.5 Restrictions on Numbers

The main aim of the licensing authority's licensing of hackney carriage and private hire trade is the protection of the public. The licensing authority is aware that the public should have reasonable access to hackney carriage and private hire services because of the part they play in local transport provision. Disabled people are particularly reliant on hackney carriages as a means of transport.

The licensing authority is permitted to restrict the number of hackney carriage licence plates issued if satisfied that there is no significant unmet demand for taxi services in the district.

Historically, there has been a restriction on the issuance of new hackney carriage licences as there was no evidence of any unmet demand. At the time of drafting this report, there was no evidence to support the continuance of any moratorium on the issuing of new hackney carriage licences. The number of licensed hackney carriages has fallen considerably since the previous research survey was carried out.

There is no legal provision by which the number of private hire vehicles can be restricted. This branch of the trade relies on market forces to regulate the numbers.

3.6 Accessibility:

All hackney carriage vehicles are required to be wheelchair accessible. A list of wheelchair accessible vehicles is published on the website: [Wheelchair accessible vehicles listing²²](#)

The licensing authority welcomes applications from private hire vehicle proprietors seeking to licence wheelchair accessible vehicles, although care must be taken to ensure after market modifications to vehicles have been done by a competent body accompanied by the required certification. Anyone seeking to licence a non-standard vehicle is advised to contact the licensing service before making any financial commitments

3.7 Duty to assist:

The Taxis and Private Hire Vehicles (Disabled Persons) Act 2022 amends the Equality Act 2010. The legislation extends the duty to carry disabled passengers to all Hackney carriage and private hire drivers, not just those driving a designated vehicle. The new act also places pre booked hackney carriage and private hire drivers under a duty to assist the passenger to identify the vehicle, provided they are aware that a passenger is disabled.

²² www.birmingham.gov.uk/downloads/file/8616/wheelchair_accessible_vehicles_listing

Drivers who are unable to provide mobility assistance for medical reasons will be able to apply for an exemption certificate however the exemption will only relate to the providing of assistance it is not an exemption from carrying a disabled passenger in their vehicle.

Drivers are also able to apply for an exemption certificate if they are unable to carry assistance dogs due to an allergy.

Such medical exemption certificates will be provided upon confirmation from the occupational health service.

3.8 Vehicles registered to another keeper

Where an applicant for a vehicle licence provides a registration document indicating that the registered keeper is another individual, or legal entity, the applicant will be required to provide a letter from the registered keeper indicating that use of the vehicle as a hackney carriage or private hire vehicle by the applicant, is done with their full knowledge and consent.

Where an applicant for a vehicle licence provides a registration document indicating that the registered keeper is another individual, or legal entity, the applicant will be required to provide a letter from the insurers indicating that they are aware of the arrangement and content to provide appropriate insurance cover in those circumstances.

3.9 Vehicles licensed by other licensing authorities.

We will not licence vehicles already holding a licence from another licensing authority (this includes suspended licences). Applicants wishing to licence a vehicle which is already licensed elsewhere will be required to surrender the other licence, and provide evidence, before any will be issued by Birmingham City Council.

3.10 Clean Air Zone (CAZ) and Age Limits

A Clean Air Zone is an area where targeted action is taken to improve air quality, in particular by discouraging the most polluting vehicles from entering the zone. No vehicle is banned in the zone, but vehicles that do not meet the emission standards for the zone are subject to a daily fee. Various funding packages have been made available to encourage the replacement of high emission and high pollution vehicles with ULEVs.

As part of the process of improving the fleet of hackney carriage and private hire vehicles, the age limits for new and renewal licences were reduced, from 1 January 2020.

Imposing an age policy not only improves the emissions profile of the fleet, but also ensures the vehicles are able to maintain an acceptable standard of interior and fittings, ensuring passengers can continue to travel in comfort.

3.11 Age Limits

No hackney carriage vehicle over the age of 15 years will be granted a licence.

No hackney carriage vehicle over the age of 15 years will have its licence renewed

ULEV hackney carriages will be licensed until they are 18 years old (This was agreed in April 2019 with effect from 2020)

TX type hackney carriage full conversions (complete power-train replacement to fully electric) will be licensed up to a maximum of 18 years from the date of conversion (rather than date of first registration)

No private hire vehicle over the age of 8 years will be granted a licence.

No private hire vehicle over the age of 12 years will have its licence renewed

3.12 Hackney Carriage Meters

The taximeter fitted to the vehicle shall be of an approved type, and shall be subject to an annual test to be carried out by the Council to ensure that it is calibrated to the fare table currently in force at the time.

The current fare table can be found [online](#)²³, and at Appendix 11.

3.13 Vehicle Inspections

All vehicles are subject to a standard MOT test to determine mechanical fitness and a more stringent supplementary test dealing with the vehicle's condition, appearance(internally and externally), and suitability prior to licensing.

An MOT certificate presented for the purpose of licensing a vehicle, or the renewal of a licence must be less than ten weeks old at the time of the transaction. Such time period to be calculated from the date of inspection.

The law provides that a private hire vehicle cannot, in its type, design or identification, lead anyone to believe that it is a hackney carriage.

Proprietors are encouraged to keep vehicles well maintained and serviced throughout the year.

The MOT stations authorised to undertake this testing for hackney carriage and private hire can be found on the [licensing web page](#)²⁴.

Where a licensed vehicle fails an authorised inspection and is deemed unsafe and or unsuitable as a passenger vehicle by the vehicle examiner, the vehicle proprietor or driver may be issued with a suspension notice to prevent the vehicle being used to carry passengers until the defect(s) is/are remedied. Statutory legislation permits the licensing authority to inspect a vehicle at most three times in any 12-month period.

3.14 Accidents/ Damage to vehicles

Proprietors and drivers of licensed vehicles must inform this licensing authority as soon as possible, and in any event within 72 hours, of any accident or road collision that causes damage which materially affects the safety, performance or appearance of the vehicle or the comfort or convenience of passengers. Failure to report an accident or road collision may result in suspension or revocation of both vehicle and driver licences.

²³ https://www.birmingham.gov.uk/downloads/file/11462/hackney_carriage_fare_table

²⁴

www.birmingham.gov.uk/downloads/file/816/approved_mot_station_list_for_hackney_carriage_and_private_hire

The driver involved in the accident or road collision must provide details to the Licensing service of how, where and when the collision occurred. The damage to the vehicle may be required to be assessed by a vehicle examiner, the vehicle and/or evidence of the damage and/or repair work must be presented to this licensing authority on request. If it is felt necessary, a vehicle suspension notice will be issued.

3.15 Suspension of licences

Once a vehicle licence is granted, the vehicle is deemed to be licensed until such time as it expires, is revoked, or is suspended, and the licence plate must be securely affixed to the vehicle. Only the licensing authority and the police can suspend a vehicle licence.

3.16 CCTV

CCTV in licensed vehicles could act as a deterrent against possible problems and a source of evidence in the case of disputes between drivers and passengers, other incidents, and accidents.

Properly installed and operated CCTV can be a valuable tool in the prevention and detection of crime and can provide valuable evidence.

Drivers, proprietors, and operators are advised to gain the approval of this licensing authority prior to installation of any CCTV system. They **must** be registered with the ICO (Information Commissioners Office) if required and comply with all aspects of data protection and CCTV Codes of Practice, including clear signage that the vehicle uses CCTV.

Further information can be found on the ICO [website](#)²⁵

Internal facing dashcams **CANNOT** be used as a substitute for CCTV.

3.17 Security Screens/ partitions

If drivers wish to install a partition or safety screen, vehicles will need to comply to government and industry regulations and the city council's requirements as the licensing authority. This means home-made screens, non-approved screens and temporary plastic sheeting are not acceptable.

If partitions or screens are used, they should be cleaned regularly, including between passenger journeys and changes of driver. Details of approved installers can be found on the [website](#)²⁶. Any alterations to the vehicle by a non approved supplier would require prior approval. Anyone seeking to make **any** modification to their vehicle should seek advice from the licensing team prior to committing to any works or purchases.

²⁵ <https://ico.org.uk/for-organisations/sme-web-hub/whats-new/blogs/installing-cctv-things-you-need-to-do-first/>

²⁶ www.birmingham.gov.uk/blog/tph-bulletin/post/461/security-screens-covid-19

4. Private Hire Operators

Applications for Operator licences shall be made on the prescribed form, together with the appropriate fee. The licensing authority will then decide if the applicant is a 'fit and proper person' to hold an Operator licence.

Standard conditions which relate to the granting of a Private Hire Operator's licence can be found in Appendix 10

This licensing authority will grant Private Hire Operator licences for a period of 5 years, this remains the property of the licensing authority and must not be transferred until the licensing authority is satisfied.

All Birmingham licensed operators must operate from premises within the City boundaries.

Operators' fares are not regulated but each operator is required to ensure that their particular charges are displayed or available on request to each person travelling in a private hire vehicle.

An applicant for the grant of or renewal of an operator's licence will be asked to disclose details of any previous convictions and to provide a basic DBS. Applicants for the grant of an operator's licence will also be asked for details of any previous experience working within the private hire industry including any other licences held, either currently or previously and whether any such licence has ever been revoked, refused or suspended for any reason.

Planning permission must be obtained for the premises where the operation is to be based, unless the applicant can provide confirmation from the Planning Department that such permission is not required.

The records to be maintained include records of all journeys undertaken, and information and documentation relating to the vehicles and drivers operated, together with their "call signs".

The fee payable for an operator's licence reflects the structure of the operation and the number of drivers and vehicles managed, in that it is set according to the officer time afforded to the licence. This fee is payable at the time the application is submitted.

Where a licensed operator increases the size of their fleet to a point where it falls into a new charging bracket, then the operator must contact the licensing service to discuss how to process the variation.

Renewal applications for operator licences must be submitted to the Licensing Office **at least 14** days before expiry, fully completed and with all necessary accompanying paperwork

Failure to comply with this requirement may prevent a new licence from being issued on or before the expiry of the old licence.

4.1 Operator Door Signs

Operators must provide a pair of appropriate door signs for each vehicle operated by their company and take steps to ensure drivers fix the signs in the centre of the front doors of their private hire vehicles, whenever employed on a job or available for dispatch.

Operator Door signs may be of such design as the operator deems appropriate, subject to compliance with the following requirements.

- The sign must include the company name as displayed on the licence certificate.
- The sign must include the phrase BE BOOKED, BE INSURED, in block capital letters using as a minimum 120 point Arial font (30mm in height) in a contrasting colour, so as to be easily seen.
- The sign must not be designed either in colour or style, to mimic the sign used by another operator in Birmingham or any surrounding authority
- Any new sign must be approved by in accordance with the delegations before being issued for use on vehicles. As such it is recommended a draft copy be submitted for approval before signs are printed.
- A sign considered inappropriate by officers, will not be approved, and must not be issued to drivers.

Before an application for a Private Hire Operator's licence is issued, the applicant must produce evidence they have appropriate public liability insurance for the premises to be licensed. Where necessary, Operators must also hold Employers Liability insurance

The operator is responsible for all vehicles and people employed, contracted, or otherwise working as part of their business. To that end the operator must undertake sufficient checks to satisfy themselves that only suitable drivers, administrative staff and vehicles are used (and continue to be used) during their business. The failure of an operator to ensure appropriate checks are carried out may call into question the operator's fitness and propriety. In addition, a failure to take appropriate action in relation to drivers that persistently breach licence conditions will also be detrimental to the continued fitness and propriety of the operator.

5. Enforcement and Compliance

A well-directed, risk-based approach to enforcement activity by the licensing authority benefits not only the public but also the responsible members of the hackney carriage and private hire trades.

Legislation relating to a licensing regime and the conditions of licence designed to protect public safety are of no value unless they are correctly enforced by the licensing authority. In pursuance of the objective to encourage responsible hackney carriage and private hire businesses, the licensing authority operates a firm but fair disciplinary and enforcement regime. To balance the promotion of public safety with the need to permit individuals to safeguard their livelihood without undue interference, the licensing authority only intervenes where it is necessary and proportionate to do so. Where defects are such that a vehicle or driver's licence needs to be suspended, interference with livelihood is unavoidable.

5.1 Enforcement policy

The licensing authority has adopted an enforcement policy as part of the wider Regulation and Enforcement Directorate in line with the Government's Better Regulation Unit Enforcement Concordat and Regulators Code of Practice. This policy is available on our [website](#)²⁷.

The licensing authority shares information with other agencies in respect of potential illegal activities and enter joint enforcement operations with other agencies and authorities.

²⁷ www.birmingham.gov.uk/downloads/file/405/regulation_and_enforcement_-_enforcement_policy

5.2 Enforcement Action

The licensing authority may take informal action to secure compliance with legislation, conditions and policy which include offering written advice, verbal advice, guidance notes, the use of written instructions or notices and the undertaking of inspections.

Formal action to secure compliance with a breach of any condition, law or byelaw will be exercised in accordance with the enforcement policy.

The licensing authority may take any of the steps below upon receipt of evidence that an offence has been committed in relation to a Hackney Carriage or Private Hire Licence. A breach of condition amounts to an offence in this context:

- Suspension of the Licence.
- Revocation of the Licence.
- Refusal to Renew.
- Issuing of Warnings.

In relation to an offence committed for breach of a statutory obligation, the licensing authority may take one of the following steps in addition to the above:

- Issuing of Simple Cautions.
- Prosecution of offenders
- Requirement to undertake additional training.

5.3 Authorised Officers

Officers of this licensing authority are authorised to fulfil the statutory enforcement and compliance duties for the day-to-day operation of the Hackney Carriage and Private Hire Vehicle licensing policy, and enforcement of conditions which derive from the 1847 and 1976 Acts.

'Authorised officers' have the right to do the following:

- Require drivers to produce licences and insurance certificates.
- Require operators to produce records.
- To remove plates and other signage from vehicles.
- Suspend vehicles from use.

Obstruction of an authorised officer is a criminal offence.

5.4 Immediate Action on the grounds of Public Safety:

Where information is received regarding a licensed driver which indicates there may be an **immediate risk to public safety**, that information will be shared with the Chair of the Licensing and Public Protection Committee to consider the immediate suspension or revocation of the driver's licence.

Such action to be reported to the next available Licensing and Public Protection Committee as part of the Actions Taken by the Chair between Meetings report.

Any decision to suspend or revoke will be communicated to the driver as soon as is reasonably practicable by way of a letter, ordinarily hand delivered by Enforcement Officer(s).

It is not possible to reinstate a licence after revocation without a successful appeal. In the event that the allegations are found to be completely unproven, i.e. a case of mistaken identity or other verified information which exonerates the driver completely, the matter will be put forward as a 'fast-track' grant application, in order to grant a 'new' licence, for the duration of the remainder of the previous licence, and negating the requirement for additional tests etc. This negates the need for a costly and time-consuming appeal, and enables the driver to be back on the road in the shortest possible time. Matters which are less definitive will be referred for consideration in accordance with the scheme of delegations, notwithstanding the driver's right to appeal to the courts.

6. Complaints

Members of the public who wish to make a complaint or comment or submit a compliment about licensed drivers and operators can do so directly to the [licensing service](#)²⁸.

The licensing authority uses a clear and systematic process by which members of the public can seek redress for any failures in service provision by members of the hackney carriage or private hire trade.

Complaints identifying or alleging sexually inappropriate behaviour, violence, theft, drugs, or alcohol will be treated as a high priority.

²⁸ <https://www.birmingham.gov.uk/hcphcomplaint>

Annex A : SCHEME OF DELEGATIONS

Hackney Carriage / Private Hire	Decision to be made by:		
Matter to be dealt with:	Full Committee	Sub-Committee	Officers (Senior Licensing Officer or above)
Setting of Fees and charges	All Cases		
Agree standard conditions i.e. vehicle / driver/operator etc.	All Cases		Individual requests for exemption or deviation from standard conditions may be considered by an officer panel
When a hackney carriage vehicle licence has expired and more than one calendar month has elapsed			any attempt to re-licence the vehicle
Where a private hire vehicle is converted to LPG (Liquid Petroleum Gas)			Providing the installation is conducted by a UKLPG approved installer or has been inspected and approved by a UKLPG installer, so that the vehicle details are listed on the UKLPG Register.
AUTHORITY TO SUSPEND, REVOKE OR REFUSE TO RENEW OR REFUSE TO GRANT ANY LICENCE OR APPLICATION:			
in the case of a licensed vehicle being found to be in contravention of legislation,			Officers delegated this authority are those authorised for the purpose of the LGMPA 76 and TPCA 1847
if the officer is not satisfied as to the fitness of the vehicle, or			Officers delegated this authority are those authorised for the purpose of the LGMPA 76 and TPCA 1847
if the officer is not satisfied as to the accuracy of the taximeter, or			Officers delegated this authority are those authorised for the purpose of the LGMPA 76 and TPCA 1847
if the vehicle does not have adequate insurance cover, or			Officers delegated this authority are those authorised for the purpose of the LGMPA 76 and TPCA 1847
if the vehicle is unroadworthy or in a dangerous condition.			Officers delegated this authority are those authorised for the purpose of the LGMPA 76 and TPCA 1847
if an officer is not satisfied as to the fitness of a driver following a medical report from the Occupational Health Service.			Officers delegated this authority are those authorised for the purpose of the LGMPA 76 and TPCA 1847. Where appropriate, such decision will be with immediate effect

Hackney Carriage / Private Hire	Decision to be made by:		
Matter to be dealt with:	Full Committee	Sub- Committee	Officers (Senior Licensing Officer or above)
Where the applicant has 11 points on their DVLA licence or a conviction or caution for an offence that does not fall within the category of drugs, violence, dishonesty or of a sexual nature.			All
Where an applicant has cautions over two years old, such application will be granted.			All Cases
Where an applicant has a conviction(s) for dishonesty, whatever the sentence, including a prison sentence, then such application will be granted provided at least ten years has lapsed since the last conviction for dishonesty.			All Cases
Where an applicant has an absolute discharge for any offence, with no other offences, such application will be granted.			All Cases
Where an applicant has previously been refused or his/her licence revoked, whether by Birmingham City Council or another Local Authority, any further application will be refused within a 12 month period starting from the date of the refusal/revocation of the previous licence.			Ops Manager Panel
Where a private hire driver is convicted for plying for hire (first offence), then their private hire driver's licence will normally be suspended for a minimum period of 6 months.			Ops Manager Panel
Where a private hire driver is convicted for plying for hire and no insurance, then their private hire driver's licence will normally be revoked.			Ops Manager Panel
Grant/renewal of a licence where a driver is convicted of a drink/drug related driving offence or has been subject to a driving ban			Ops Manager Panel
Renewal of a drivers licence after the late renewal period where the circumstances for the lateness are on medical grounds only. (late renewal fee applies)			All cases

Hackney Carriage / Private Hire	Decision to be made by:		
Matter to be dealt with:	Full Committee	Sub- Committee	Officers (Senior Licensing Officer or above)
When confirmation is received to the effect that the holder of the licence has been banned from driving by a Court of Law and is no longer in possession of a valid DVLA driving licence.			All Cases
Approval of the installation of safety screens in private hire vehicles, where MIRA testing and approval, or an equivalent European test certificate can be produced for the proposed screen			All Cases
Approval of certain standard exemptions to the current licence conditions for private hire operators and vehicles, where the applicant can demonstrate that the exemption is justified (limousines, stretched and special event vehicles carrying out private hire work within the city)			All Cases
Grant of licence where the applicant has 6 points on their DVLA licence or a conviction or caution for an offence that does not fall within the category of drugs, violence, dishonesty or of a sexual nature.			Licensing officer and above
Consideration of suitability of evidence as to good character where applicant is from a failed state and cannot comply with requirement to provide a DBS.			All cases
Approval of operator door signs			Principal LO or above

Appendices

Appendix 1- DFT Convictions Policy

Annex – Assessment of Previous Convictions

Legislation specifically identifies offences involving dishonesty, indecency or violence as a concern when assessing whether an individual is 'fit and proper' to hold a taxi or private hire vehicle licence. The following recommendations to licensing authorities on previous convictions reflect this.

Authorities must consider each case on its own merits, and applicants/licensees are entitled to a fair and impartial consideration of their application. Where a period is given below, it should be taken to be a minimum in considering whether a licence should be granted or renewed in most cases. The Department's view is that this places passenger safety as the priority while enabling past offenders to sufficiently evidence that they have been successfully rehabilitated so that they might obtain or retain a licence.

Crimes resulting in death

Where an applicant or licensee has been convicted of a crime which resulted in the death of another person or was intended to cause the death or serious injury of another person they will not be licensed.

Exploitation

Where an applicant or licensee has been convicted of a crime involving, related to, or has any connection with abuse, exploitation, use or treatment of another individual irrespective of whether the victim or victims were adults or children, they will not be licensed. This includes slavery, child sexual abuse, exploitation, grooming, psychological, emotional or financial abuse, but this is not an exhaustive list.

Offences involving violence against the person

Where an applicant has a conviction for an offence of violence against the person, or connected with any offence of violence, a licence will not be granted until at least 10 years have elapsed since the completion of any sentence imposed.

Possession of a weapon

Where an applicant has a conviction for possession of a weapon or any other weapon related offence, a licence will not be granted until at least seven years have elapsed since the completion of any sentence imposed.

Sexual offences

Where an applicant has a conviction for any offence involving or connected with illegal sexual activity, a licence will not be granted.

In addition to the above, the licensing authority will not grant a licence to any applicant who is currently on the Sex Offenders Register or on any barred list.

Dishonesty

Where an applicant has a conviction for any offence where dishonesty is an element of the offence, a licence will not be granted until at least seven years have elapsed since the completion of any sentence imposed.

Drugs

Where an applicant has any conviction for, or related to, the supply of drugs, or possession with intent to supply or connected with possession with intent to supply, a licence will not be granted until at least 10 years have elapsed since the completion of any sentence imposed.

Where an applicant has a conviction for possession of drugs, or related to the possession of drugs, a licence will not be granted until at least five years have elapsed since the completion of any sentence imposed. In these circumstances, any applicant may also have to undergo drugs testing for a period at their own expense to demonstrate that they are not using controlled drugs.

Discrimination

Where an applicant has a conviction involving or connected with discrimination in any form, a licence will not be granted until at least seven years have elapsed since the completion of any sentence imposed.

Motoring convictions

Hackney carriage and private hire drivers are professional drivers charged with the responsibility of carrying the public. It is accepted that offences can be committed unintentionally, and a single occurrence of a minor traffic offence would not prohibit the granting of a licence. However, applicants with multiple motoring convictions may indicate that an applicant does not exhibit the behaviours of a safe road user and one that is suitable to drive professionally.

Any motoring conviction while a licensed driver demonstrates that the licensee may not take their professional responsibilities seriously. However, it is accepted that offences can be committed unintentionally, and a single occurrence of a minor traffic offence may not necessitate the revocation of a taxi or private hire vehicle driver licence providing the authority considers that the licensee remains a fit and proper person to retain a licence.

Drink driving/driving under the influence of drugs

Where an applicant has a conviction for drink driving or driving under the influence of drugs, a licence will not be granted until at least seven years have elapsed since the completion of any sentence or driving ban imposed. In the case of driving under the influence of drugs, any applicant may also have to undergo drugs testing at their own expense to demonstrate that they are not using controlled drugs.

Using a hand-held device whilst driving

Where an applicant has a conviction for using a held-hand mobile telephone or a hand-held device whilst driving, a licence will not be granted until at least five years have elapsed since the conviction or completion of any sentence or driving ban imposed, whichever is the later.

Appendix 2 – Hackney Carriage Knowledge Test

The knowledge test ensures that any prospective driver can communicate in English to a reasonable standard and is aware of the rules governing how licensed drivers work.

You are allowed 2 hours for a verbal test, which most successful candidates complete with time to spare, or 3 hours for a written test. Statistically about 50% of candidates fail to complete the written test and about 10% fail to gain marks because their handwriting is illegible.

If you take a written test, you must also complete a verbal communication test.

An average of 65% of candidates pass the test on the first attempt with an average study time of 18 months.

Legal questions

Hackney carriage drivers are required to answer in detail six questions about the law and conditions of licence. The questions are drawn randomly from a bank of questions in the knowledge folder.

All six questions must be answered correctly.

Geographical questions

To pass the test, you must answer at least 90 of the 100 questions selected.

The test can be taken verbally, where the examiner asks the questions and records the answers, or in a written form where you are required to write out all the questions and answers.

Route questions

You will be asked to describe in detail from memory, the shortest possible route between two locations in or near the city. The route must be the shortest distance route, not the quickest or easiest to follow.

Twenty routes will be selected randomly from a bank of 342 contained in the folder.

Two-point location questions

You will be required to describe in detail 80 premises in or near the city, from memory, and giving a minimum of two points of reference. These are known as 'two-point locations.'

The questions will be drawn randomly from a bank of 1680 contained in the knowledge folder.

Appendix 3 Private Hire Suitability Test

The private hire test consists of three elements.

Please note: the A-to-Z element of the test was removed as of 20 June 2018.

1. Legal questions

You will be asked six questions about private hire driver and vehicle legislation. You must answer the questions accurately, especially where numbers or time limits are involved. You will be given the option of four answers in a multiple-choice format. The answers to all the questions are included in the [private hire legal information document](#).

2. Licence conditions

You will be asked six questions about conditions imposed on private hire drivers by the council. The questions must be answered accurately, especially regarding time limits. You will be given the option of four answers in a multiple-choice format. The answers to all the questions are included in the text of the documents:

- [Private hire combined driver & vehicle licence conditions](#)

3. Plying for hire questions

You will be asked six questions where you have the opportunity to demonstrate to the tester that you have a sound, in-depth knowledge of the consequences of carrying out work that has not been properly booked and passed to you by your operator. You will be given the option of four answers in a multiple-choice format.

You must answer all these questions correctly. The answers to these questions are contained in the documents you will have used to answer the first two sets of questions.

You may make up to four mistakes in sections 1 and 2 provided you do not get more than two wrong in any one section.

How do I book a Private Hire Knowledge Test?

Private hire knowledge tests are now being organised and conducted by TTC Driver Solutions.

To book a private hire knowledge test, please contact TTC Driver Solutions by e-mail:

birminghamcityprivatehire@ttc-uk.com

Appendix 4 PRIVATE HIRE DRIVER AND VEHICLE CONDITIONS OF LICENCE

This licence is granted subject to the following conditions. Failure to comply with these conditions could lead to a criminal prosecution and/or your licence being suspended, revoked or not renewed.

If you are aggrieved by any of the conditions attached to this licence you may make an application for exemption from them and attend a hearing before the Licensing Sub Committee, alternatively you can appeal to a Magistrates Court within 21 days of the service of this licence on you.

If you have any difficulty in understanding or complying with any of the conditions below, please let the Licensing Office know immediately so that arrangements can be made to assist you in that respect.

These conditions are attached to your licence in addition to any other legal requirements to which you are required to comply. These include, but are not restricted to, the Local Government (Miscellaneous Provisions) Act 1976, the Health and Safety at Work etc. Act 1974

GENERAL CONDITIONS

DETAILS TO BE REPORTED

1. You must notify the Licensing Office, in writing, within **7 days** if you,
 - a) are convicted of any criminal or motoring offence
 - b) are cautioned for any criminal or motoring offence (by the Police or any other agency)
 - c) receive a Magistrates' Court summons
 - d) receive a fixed penalty notice for any criminal or motoring offence
 - e) receive a police warning or court order in relation to harassment or any other form of anti-social behaviour
 - f) receive a civil or family law injunction
 - g) are arrested for any offence (whether or not charged)
 - h) are charged with any criminal offence.
 - i) are refused any type of licence by any other regulatory authority or any such licence is suspended, revoked or not renewed and provide the following information:
 - a. The name of the council.
 - b. The licence number(s) of the licence(s) suspended or revoked.
 - c. The date of the decision.
 - d. A copy of the decision notice issued by the other council giving the grounds for the action taken.
 - j) change your home address
 - k) keep the vehicle when it is not in use at an address that is not specified on your licence
2. If any of your vehicle's identity plates are lost or stolen you must report the loss or theft in writing to the Licensing Office within **3 days**.

3. Mobile phones are not allowed to be used, installed, fitted to or carried in any private hire vehicle for the purpose of inviting or accepting bookings for that vehicle.

The only exception to this is where a phone is installed specifically to host an app. designed for the acceptance of bookings from your operator.

LOST PROPERTY

4. You must immediately after the termination of any hiring, or as soon as practicable thereafter, carefully search the private hire vehicle for any property which may have been accidentally left therein.

5. Any property accidentally left in a private hire vehicle must be handed in to a West Midlands Police Station as soon as possible, and in any event, within 72 hours of the property being found and a receipt for such property obtained. A copy of the receipt must be provided to the Licensing Office within 3 days of its issue.

CONDITIONS SPECIFIC TO DRIVERS

6. If you have any illness or medical condition that prevents you from driving or requires you to notify the DVLA, you must notify the Licensing Office, in writing, within **3 days**.

7. If you decide to work for an operator different from that supplied at the time of your licence application, then before commencing work with the new operator, you must notify the Licensing Office, in writing, with details of your previous operator, new operator, new call sign and start date and provide a valid signed operators form.

8. Your private hire driver's badge remains the property of the Council and should your licence expire, be suspended, revoked or not renewed, you must return your private hire driver's badge within **7 days**.

9. You must not wilfully obstruct or refuse any person from viewing your private hire badge or taking the number of your badge.

10. If your private hire driver's badge is lost or stolen, you must inform the Police and obtain a Police report number, which must be reported to the Licensing Office within **3 days**.

11. The operator identification door signs must be displayed on the two front doors of the vehicle.

12. Your private hire vehicle must **display** the Fare Table issued by the private hire operator in a prominent position inside the vehicle so as to be clearly visible to any passenger.

13. You must not respond to any booking from your operator unless you are given:

- a) The passenger's name.
- b) The time and point of pick up.
- c) The destination.
- d) The fare (if applicable).

14. You must not, via any means, pass details of any booking or passenger you have agreed to carry to your operator.

15. You must not accept a return booking directly from a passenger. COMBINED PRIVATE HIRE

16. You must not park in such a position or location to be in the vicinity of premises such as bars, restaurants, takeaways, public houses, clubs, hotels, hospitals, casino's, gaming and amusement arcades, which could give the appearance of being available for hire unless you have been allocated a booking by your operator.

17. You must:-

- a) Have a good standard of personal hygiene, be clean and respectable in your appearance and behave in a civil and orderly manner at all times whilst your vehicle is in use or available for hire.
- b) Not congregate with more than 2 other private hire drivers/vehicles in residential areas and cause a nuisance by your parking, noise or activities whilst waiting to be allocated a booking.
- c) Convey a reasonable quantity of luggage and afford reasonable assistance in loading and unloading, including assistance in moving luggage to and from the entrance of any premises where you collect or set down your passenger(s).
- d) Take all reasonable steps to assist with and ensure the safety of your passenger(s) when entering, being conveyed in and alighting from your vehicle.
- e) Unless otherwise directed by your passenger(s), proceed to the destination by the shortest possible route.
- f) Not eat or drink in your vehicle whilst carrying a passenger.
- g) Not without the express consent of your passenger(s) play any radio or sound producing instrument or equipment in the vehicle other than for the purpose of sending or receiving messages in connection with the operation of the vehicle.
- h) Not cause or permit the noise emitted by any radio or previously mentioned equipment in the vehicle which you are driving to be a source of nuisance or annoyance to any person, whether inside or outside the vehicle.
- i) Not demand a fare in excess of any previously agreed for that hiring. If no fare has been previously agreed then you must not demand a fare in excess of that prescribed by your operator's fare table displayed in the vehicle. If the vehicle is fitted with a meter and no fare has been previously agreed then you must not demand a fare in excess of that shown on the meter.
- j) If requested to do so by your passenger(s), provide a written receipt for any fare paid, on stationery bearing the name of your operator, which includes your call sign, details of the journey and the fare paid.

CONDITIONS SPECIFIC TO VEHICLES

VEHICLE IDENTITY PLATES & SIGNAGE

18. The only plates and signs that may be displayed on or in a private hire vehicle are those prescribed by the City Council's Vehicle Signage Policy

19. Vehicles granted exemption not to display an identification plate or sign must carry and be able to produce the letter confirming the exemption and the licence plate issued by the Licensing Office to an authorised officer of the Licensing Authority or a Police Constable on request.

20. The rear identity plate must be fitted externally on the rear of the vehicle in such a place and manner to ensure that all of the information displayed on the identity plate is clearly visible at all times.

21. The rear identity plate must be securely attached to the vehicle in such a manner so that it cannot be removed without the use of tools. It must not be affixed using string, tape, magnets, Velcro or any other similar material. If a securing bracket is not used the identity plate must be fixed to the vehicle using bolts, rivets or screws.

MAINTENANCE OF VEHICLES

22. The vehicle and all its fittings and equipment shall at all times when the vehicle is in use or available for hire be kept in an efficient, safe, tidy and clean condition. In particular all data boxes, radios, PDA's or any other equipment installed in the vehicle must be affixed to the vehicle by use of secure fittings so they cannot be easily removed, to prevent injury or harm to the driver or passengers.

23. Once a vehicle has been inspected by one of the Licensing Office's approved MOT stations and a licence has been granted it must be maintained in that form and condition. No change in the specification, design or appearance of the vehicle or addition of any body work accessories shall be made within the duration of the licence without the prior written approval from the Licensing Office.

24. Only tinted and anti-glare windows fitted by the vehicle's manufacturer are acceptable.

25. No private hire vehicle licensed by this authority may be licensed in any other authority as a private hire or hackney carriage vehicle.

DOCUMENTATION TO BE MAINTAINED FOR VEHICLE & DRIVER(S)

26. Only a licensed private hire driver can drive a licensed private hire vehicle. If you propose to allow someone else to drive your vehicle at any time, before doing so you must obtain from the driver the following documents:

- a) A copy of their current Birmingham City Council Private Hire Driver's Licence, and
- b) A copy of their insurance documentation covering them to use the vehicle for the purpose of private hire.

You must ensure that the driver's Private Hire Driver's Licence and insurance remain current for the duration of the period they have your vehicle.

27. If there are exceptional reasons which prevent you from maintaining or ensuring continuous insurance cover, for whatever reason, throughout the duration of the licence you must attend and notify the Licensing Office, in writing, within 72 hours following the insurance cover expiring or lapsing. At the same time you must return the vehicle identification plates as the vehicle will be liable to suspension until insurance cover is produced.

28. You must retain the above documents for a period of 12 months following their expiry and these documents must be available for inspection at any time to an authorised officer.

TAXIMETERS

29. Should a taximeter be fitted to any private hire vehicle, you must ensure that it has been tested, sealed and certified to have been calibrated and set to your operator's tariff(s) before it can be used for calculating fares for passengers.

30. A copy of the taximeter calibration certificate shall be kept in the vehicle at all times and shall be made available for inspection on request by an authorised officer of the Licensing Authority or a Police Constable

31. If technology is provided by the operator to enable route planning and fare calculation they should ensure that drivers proceed to the destination by shortest possible route, through the programming of any technology provided by the operator, which is designed to assist drivers in route planning and calculation of fares.

Deviating from the shortest possible route is only allowed when the driver obtains the agreement of the passenger to do so.

32. You must not tamper with or permit any other person to tamper with the meter, its fittings, connections or seal without the written approval of the Licensing Office.

ADVERTISING

33. No advertisement may be placed upon a private hire vehicle unless in accordance with Birmingham City Council's Vehicle Signage Policy.

MISCELLANEOUS

34. A copy of these conditions must be kept in the vehicle at ALL times and shall be made available for inspection on request by an authorised officer of the Licensing Authority or a Police Constable.

Appendix 5 Hackney Carriage Byelaws

BYELAWS

Made under Section 68 of the Town Police Clauses Act 1847 and Section 171 of the Public Health Act 1875, by the Council of the City of Birmingham with respect to hackney carriages in the City of Birmingham.

INTERPRETATION

1. Throughout these Byelaws:

"authorised officer" means any officer of the Council authorised in writing by the Council for the purposes of the Town Police Clauses Act 1847 (the Act of 1847).

"the Council" means Birmingham City Council.

"driver's badge" means the badge issued to a driver by the Council in exercise of its powers under section 68 of the Act of 1847.

"driver's licence" means the licence issued under section 46 of the Act of 1847.

"hackney carriage" has the same meaning as in the Act of 1847.

"Licensing Office" means the Council Office from where the hackney carriage driver and vehicle licences are issued.

"proprietor" includes a part-proprietor and, in relation to a vehicle which is the subject of a hiring agreement or hire-purchase agreement, means the person in possession of the vehicle under that agreement.

"stand" means a taxi rank, this being an area of carriageway appointed for use by hackney carriages to wait and pick up passengers.

"taximeter" means a device for calculating the fare to be charged in respect of any journey in a hackney carriage by reference to the distance travelled or time elapsed since the start of the journey, or a combination of both.

"vehicle identity plate" means the plate issued to a proprietor by the Council and referred to in section 38 of the Act of 1847.

"vehicle licence" means the hackney carriage licence issued by the Council in exercise of its powers under section 37 of the Act of 1847.

DRIVERS' BADGES

2. When issued with a driver's badge by the Council, the driver of a hackney carriage shall at all times when standing, plying for hire or when hired, either wear or display their driver's badge in such a position and manner so that it would be plainly and distinctly visible.
3. The driver of a hackney carriage when standing, plying for hire or when hired, shall not wilfully obstruct any person from taking the number of their badge.

VEHICLE IDENTITY PLATE

4.
 - a) The proprietor of a hackney carriage shall cause the vehicle identity plate issued to him by the Council to be affixed on the outside at the rear of the carriage so as to be plainly and distinctly visible with legible particulars at all times.
 - b) A proprietor or driver of a hackney carriage shall:
 - i) not wilfully or negligently cause or suffer the concealment or removal of the vehicle identity plate; and
 - ii) not cause or permit the vehicle identity plate to be defaced, altered or obliterated.
5. A proprietor or driver of a hackney carriage shall not retain, sell, transfer or otherwise dispose of the vehicle identity plate separately from the carriage in respect of which it has been issued, nor permit such plate to be retained, sold, transferred or otherwise disposed of.

TAXIMETERS

6. The proprietor of a hackney carriage shall ensure:
 - a) that the vehicle is fitted with a taximeter, which has been tested, sealed and certified by an authorised officer;
 - b) that when the machinery of the taximeter is in action there shall be recorded on the face of the taximeter in clearly legible figures, a fare not exceeding the rate or fare which the proprietor or driver is entitled to demand and take for the hire of the carriage as prescribed by the Council and displayed on the current fare table, and
 - c) that the taximeter shall be so placed that all letters and figures on the face thereof may be at all times plainly and distinctly visible to any person being conveyed in such carriage, and for that purpose the said letters and figures shall be capable of being suitably illuminated during any period of hiring.
7. a) Subject to the provisions of paragraph (b) of this byelaw, the proprietor or driver of a hackney carriage:
 - i) shall not tamper with or permit any other person to tamper with the taximeter or its fittings or connections after it has been fitted to the carriage and sealed by an authorised officer; and
 - ii) shall not wilfully break or tamper or permit any other person to break or tamper with any seal or mark placed on the taximeter or its connections.
- b) If a taximeter affixed to a hackney carriage is found to be defective or inaccurate the proprietor of the carriage may (or may authorise another person to) break the seals of the taximeter for the purpose of effecting the necessary repairs, provided that:
 - i) the proprietor shall within 72 hours after breaking the seals give or cause to be given notice of the action taken in writing to the Council's Licensing Office (specifying the number of the licence of the carriage, the maker's name and number of the taximeter); and

- ii) nothing in this byelaw shall be deemed to authorise a hackney carriage to be used or continue in use as such after the seals on any taximeter with which the hackney carriage is provided have been broken as aforesaid and before the taximeter has again been tested, sealed and certified as correct by an authorised officer.
- 8. The driver of a hackney carriage shall only set the taximeter in action when the carriage is hired. Immediately on the completion of a hiring the driver shall cause the taximeter or apparatus to cease recording, but to continue to show the fare recorded until the hirer has had a reasonable opportunity of seeing that fare.
- 9. The proprietor of a hackney carriage shall not cause or suffer such carriage to be used for the purpose of standing, plying or driving for hire and a driver of a hackney carriage shall not stand, ply or drive for hire if the seal on the taximeter is broken.

FARE TABLE

- 10. The proprietor of a hackney carriage shall ensure that the Fare Table provided by the Council, bearing a number corresponding with the number of the licence of such carriage setting forth the rate or fare fixed for the use of such carriage by the Council, is displayed in a prominent position within the vehicle so as to be plainly and distinctly visible and the particulars legible.
- 11. The proprietor or driver of a hackney carriage shall not wilfully or negligently cause or suffer the concealment or removal of the Fare Table, nor alter or obliterate any letters or figures on the Fare Table.

HIRING OF A HACKNEY CARRIAGE

- 12. a) The proprietor of a hackney carriage shall ensure the vehicle is fitted with a roof sign at the front of the vehicle bearing the word "TAXI" in plain letters and such a sign shall be capable of being suitably illuminated indicating that the vehicle is available for hire.

- b) The driver of a hackney carriage shall ensure that the roof sign bearing the word "TAXI" is illuminated when the vehicle is available for hire and extinguished whilst a hiring is taking place or if the vehicle is not available for hire.
- 13. The proprietor or driver of a hackney carriage shall be entitled to demand and take for the hire of the carriage the rate or fare prescribed by the Council, the rate or fare being calculated by a combination of distance and time unless the hirer express at the commencement of the hiring his desire to engage by time.
- 14. Where a hackney carriage furnished with a taximeter is hired by distance and time the proprietor or driver thereof shall not be entitled to demand and take a fare greater than that recorded on the taximeter, save for any extra charges authorised by the Council, which it may not be possible to record on the face of the taximeter.

CARRIAGE OF PASSENGERS

- 15. The proprietor or driver of a hackney carriage shall not suffer or allow any person to ride in the front of the carriage, if the design does not permit such use.
- 16. A proprietor or driver of a hackney carriage shall not convey or permit to be conveyed in such carriage any greater number of persons than the number of persons specified on the vehicle identity plate displayed at the rear of the carriage.

CARRIAGE OF LUGGAGE

- 17. The driver of a hackney carriage so constructed as to carry luggage shall, when requested by any person hiring or seeking to hire the carriage -
 - a) convey a reasonable quantity of luggage;
 - b) afford reasonable assistance in loading and unloading; and

- c) afford reasonable assistance in removing it to or from the entrance of any building, station or place at which he may take up or set down such person.

REPORTING CONVICTIONS, CAUTIONS & ENDORSEMENTS

- 18. If a proprietor or driver of a hackney carriage is found guilty, cautioned or convicted of any offence, or he receives an endorsement for a motoring offence, including a fixed penalty, he must report the details, in writing to the Licensing Office within 7 days. In case of a motoring endorsement he does not need to wait for the return of his licence from the DVLA, Swansea.

PUNCTUAL ATTENDANCE WHEN PREVIOUSLY HIRED

- 19. The proprietor or driver of a hackney carriage who has agreed or has been hired to be in attendance with the carriage at an appointed time and place shall, unless he has reasonable excuse, punctually attend with such carriage at such appointed time and place.

HACKNEY CARRIAGES TO BE KEPT IN GOOD ORDER

- 20. The proprietor of a hackney carriage shall:
 - a) provide sufficient means by which any person in the carriage may communicate with the driver;
 - b) cause the roof or covering to be kept watertight;
 - c) provide any necessary windows and means of opening and closing not less than one window on each side;
 - d) cause the seats to be properly cushioned or covered;
 - e) cause the floor to be provided with a proper carpet, mat or other suitable covering;

- f) cause the fittings and furniture generally to be kept in a clean condition, well maintained and in every way fit for public service;
- g) provide means for securing luggage if the carriage is so constructed as to carry luggage;
- h) provide an efficient fire extinguisher, which shall be carried in such a position as to be readily available for use; and
- i) provide at least two doors for the use of persons conveyed in such carriage and a separate means of ingress and egress for the driver.

APPOINTED STANDS AND ORDER OF WORKING.

- 21. A driver of a hackney carriage shall, when plying for hire and not actually hired:
 - a) proceed to and station the carriage on one of the stands appointed by the Council;
 - b) if a stand, at the time of his arrival, is occupied by the full number of carriages authorised to occupy it, proceed to another stand;
 - c) on arriving at a stand not already occupied by the full number of carriages to occupy it, station the carriage immediately behind the carriage(s) on the stand and so as to face in the same direction; and
 - d) when the carriage(s) immediately in front drive off or move forward cause his carriage to be moved forward so as to fill the place previously occupied by the carriage driven off or moved forward.

LOST PROPERTY TO BE SEARCHED FOR

- 22. The proprietor or driver of a hackney carriage shall immediately after the termination of any hiring, or as soon as practicable

thereafter, carefully search the carriage for any property which may have been accidentally left therein.

23. The proprietor or driver of a hackney carriage shall, if any property accidentally left therein be found by or handed to him, as soon as possible and in any event within 72 hours either -
 - a) return the property to its owner or someone acting on behalf of the owner and obtain a receipt for such property; or
 - b) deposit the property at a West Midlands police station and obtain a receipt for such property.

COMPLIANCE WITH AND THE PRODUCTION OF THE BYELAWS

24. The driver of a hackney carriage shall not knowingly or recklessly drive a hackney carriage for hire which does not comply with any of the requirements of these byelaws.
25. The driver of a hackney carriage shall at all times have a clean copy of these byelaws in good order ready to produce and upon request produce the same for perusal and inspection to any person who shall hire such carriage or to any authorised officer or Police Officer.

PENALTIES

26. Every proprietor or driver of a hackney carriage vehicle who shall offend against any of the foregoing byelaws shall be liable upon summary conviction for every such offence to a fine not exceeding level 2 of the standard scale and in the case of a continuing offence to a further fine not exceeding two pounds for each day during which the offence continues after conviction therefor.

REPEAL

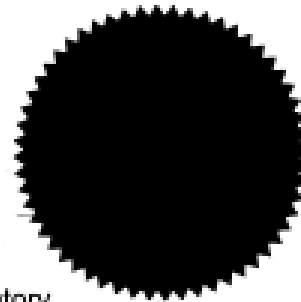
27. These Byelaws shall be known as the Birmingham City Council Hackney Carriage Byelaws 2008 and shall repeal:

- a) The Byelaws relating to Motor Hackney Carriages, which were made by the Council on the third day of July 1925 and confirmed by the Minister of Health on the eighth day of September 1925, and
- b) the Byelaws relating to Motor Hackney Carriages, which were made by the Council on the twentieth day of March 1951 and confirmed by one of His Majesty's Principal Secretaries of State on the twenty-fifth day of May 1951.

THE COMMON SEAL of
BIRMINGHAM CITY COUNCIL
Was hereunto affixed in the
presence of




Authorised signatory



90606

The foregoing byelaws are hereby confirmed by the
Secretary of State and shall come into force on the
~~5th~~ day of ~~April~~ 26 June 2002



29/5/02

Signed by the Secretary of the Secretary of State.

Appendix 6 - Approved Vehicle Types – Private Hire

Approved Vehicle Types – Private Hire	LGMPA 76 s48(1)
The private hire licensing provisions apply to a variety of vehicles ranging from four-door saloon vehicles to people carriers, however, those vehicles should be:	
<ul style="list-style-type: none"> • built to M1 specification. 	Policy PHVSpec1
<ul style="list-style-type: none"> • be capable of carrying a minimum of four average sized adults in comfort. 	Policy PHVSpec3
<ul style="list-style-type: none"> • All vehicles must be right hand drive and must not have fewer than four road wheels. 	Policy PHVSpec4
<ul style="list-style-type: none"> • Cars must have a minimum of four doors giving adequate access to and egress from the vehicle. The design of the car can be saloon, hatchback or estate. 	Policy PHVSpec5
<ul style="list-style-type: none"> • Larger vehicles (MPV, minibus, or people mover types) must have sufficient doors of sufficient size to allow passengers to get in and out quickly and safely. 	Policy PHVSpec6
<ul style="list-style-type: none"> • Where exit from the rear seats in vehicles equipped with three rows of seats requires operation of a tip seat mechanism, passengers must be able to exit from either side of the vehicle and the tip seats at either end of the middle row must be capable of independent operation. 	Policy PHVSpec7
<ul style="list-style-type: none"> • Where a vehicle is equipped with pop-up, or auxiliary seats intended for occasional use only, those seats must not be included in the licensed capacity of the vehicle. 	Policy PHVSpec8
<ul style="list-style-type: none"> • Where the vehicle configuration requires a whole bench seat to slide and/or tip for access/egress to the rear seats, the rear seats should not be included in the seating capacity and should be removed to avoid pressure from passengers to carry numbers in excess of the licensed capacity. 	Policy PHVSpec9
<ul style="list-style-type: none"> • All vehicles must have a wheelbase (when measured from the centre of the front wheel to the centre of the rear wheel) of at least 2540mm (100 inches). 	Policy PHVSpec10
<ul style="list-style-type: none"> • Cars must have a back seat width (when measured in a continuous line from edge to edge) of at least 1220mm (48 inches). 	Policy PHVSpec11
<ul style="list-style-type: none"> • Larger capacity vehicles (MPV, minibus, or people mover types) which are fitted with individual seats, or which do not have full width bench seats, must have a minimum 407mm (16 inches) of seat space per passenger across the width of the seat. 	Policy PHVSpec12
<ul style="list-style-type: none"> • Seat belts must be provided for all passengers according to the licensed capacity of the vehicle. 	Policy PHVSpec13
<ul style="list-style-type: none"> • Vehicles equipped with soft tops, removable hard tops and people carriers (MPV types) described as black on the log book, will not be licensed for the purpose of private hire. 	Policy PHVSpec14
<ul style="list-style-type: none"> • Vehicles fitted with darker tints and privacy glass can be licensed where the glass is to factory standard and vehicles are presented to licensing in an unmodified state, vehicles fitted with films, foils, or any other aftermarket tinting will be refused a licence, unless the tinting is removed and the vehicle returned to the manufacturer's standard specification. 	Policy PHVSpec15

Revised Sept 2018 – Engine size restriction removed by Committee 19/09/2018 Policy PHVSpec2

Appendix 7 Approved Vehicle Types – Hackney Carriage

CITY OF BIRMINGHAM

SPECIFICATIONS FOR VEHICLES TO BE LICENSED AS WHEELCHAIR ACCESSIBLE HACKNEY CARRIAGES

1. Vehicle Type

1.1 Any vehicle that has been modified to accommodate a wheelchair user shall have been tested, or retested after modification, to meet the European Community Whole Vehicle Type Approval standards in the M1 category. As evidence of this, upon first licensing of any new type of vehicle, the manufacturer must supply an entire copy of the European Community Whole Vehicle Type Approval Certificate and the first vehicle, and all future vehicles of that type, must carry a second stage manufacturers VIN plate displaying the number shown on the certificate. Vehicle registration documents must also show the same type approval number, the vehicle category must be shown as M1 and the body type must be shown as TAXI.

1.2 All vehicles shall be subject to the following additional requirements:

- a. 4 doors (excluding rear doors/tailgate unless accessible without the need to move seats);
- b. right hand drive;
- c. vehicles must conform to the Council livery scheme;
- d. vehicles with seating for more than 5 passengers will only be accepted for licensing following prior inspection of the actual vehicle for compliance and for suitability of seating layout and access.

1.3. Once a vehicle has been approved it must remain in that form and no change in the specification, design, condition or appearance of the vehicle shall be made throughout its licensing life without prior written approval from the Council.

1.4. Notwithstanding that the requirements of 1.1 and 1.2 above are fulfilled, the vehicle may not be approved for licensing by the Council until it has been inspected by individuals/groups nominated from time to time by the Council to comment on accessibility of the vehicle by wheelchair users and those with other disabilities.

2. Seating Capacity

2.1 The vehicle shall have a minimum seating capacity of 5 passengers up to a maximum of 8 passengers to be accommodated in the rear compartment and be capable of accommodating at least 1 wheelchair user. A vehicle where a wheelchair user reduces the overall capacity shall be permitted, subject to fulfilling all other requirements.

2.2 Only forward and/or rearward facing passenger seats shall be fitted.

2.3 All passenger seats and the devices used to secure them to the vehicle shall comply with the relevant M1 standards contained in European Directive 74/408 EC (as amended).

2.4. All passenger seats shall be permanently fixed to the vehicle. Demountable seats that are capable of being removed for the purpose of providing space for wheelchair user shall not be allowed. Fold-away tip-up type seats, shall be permitted providing they remain attached to the vehicle and comply with the requirements of 2.3 above.

2.5 All seats shall have a minimum cushion size of 350mm front to rear and 400mm side to side.

2.6. Every passenger seat should preferably have the forward edge highlighted in a contrasting colour so as to assist passengers with visual impairment.

2.7 The front passenger seat area shall be reserved for the carriage of luggage. Where a seat is fitted, it will not be considered suitable for passenger use and will not be taken

into account when determining the maximum passenger capacity of the vehicle for licensing purposes.

3. Seat Belts

3.1 All passenger seats shall be provided with a lap and diagonal 3 point seat belt appropriate to the type and position of the seat which complies with the strength requirements specified in European Directive 77/541/ EC as amended and Regulations 46 and 47 of the Road Vehicle (Construction and Use) Regulations 1986, whether or not those Directives or Regulations apply to that particular seat or the vehicle.

3.2. Each wheelchair user shall be provided with a disabled persons seat belt which fastens to the structure of the vehicle either permanently or temporarily by use of approved fixings appropriate to the position of the wheelchair as laid down in European Directive 76/115 EC as amended and Regulations 46 and 47 of the Road Vehicle (Construction and Use) Regulations 1986, whether or not those Directives or Regulations apply to that particular seat or the vehicle.

3.3 All seat belts fitted and available for use shall comply with European Directive 77/541/EC (as amended).

3.4 All seat belts shall be fitted to the vehicle with the number of anchorage points appropriate to the type of seat belt. All anchorage points shall comply with M1 standards laid down in European Directive 76/115 EC (as amended by Directive 96/38 EC) or ECE Regulation 14 whether or not those requirements apply to that particular anchorage or vehicle.

4. Wheelchair Restraint(s)/Passenger Safety Equipment

4.1 A system for the effective anchoring of wheelchairs shall be provided within the vehicle for all spaces designated as wheelchair spaces. The system and the devices used to secure the wheelchair to the vehicle shall comply with the strength requirements for M1 standards laid down in European Directive 76/115 EC whether or not those directives apply to those devices or vehicle. Wheelchair(s) must only face forward or rearward when the vehicle is in motion.

4.2. A full set of restraints shall be available in the vehicle for each wheelchair capable of being carried as permitted by the vehicle license.

5. Wheelchair Space

5.1 The vehicle shall have a designated space capable of accepting a reference wheelchair, of at least 1200mm by 700mm (measured front to back and side to side) with a minimum headroom of 1300mm measured from the floor of the vehicle for each wheelchair user. The space(s) shall be immediately adjacent to a vehicle door fitted with the wheelchair access equipment (see 6 below) so as to allow the wheelchair user to board the vehicle and use the anchoring equipment with the minimum of manoeuvring.

6. Wheelchair Access Equipment

6.1 The vehicle shall be fitted with the following form of wheelchair access equipment.

RAMP: A purpose-designed wheelchair single-plate access ramp which must be permanently installed in the vehicle and be lightweight and easy to deploy, An add-on removable section would be deemed to meet this requirement. The ramp must provide a continuous surface of not less than 700mm in width and shall not exceed 1900mm in length when fully deployed. On level ground the ramp shall have a maximum gradient of no more than 33% in the fully deployed position. The installed ramp must have a minimum safe working load of 300kgs and shall be tested to 25% overload and a certificate obtained from the manufacturer installer. By 2010 all new vehicles with ramps and fittings must comply with British Standards 6109.

6.2 The wheelchair access equipment shall be fitted such that it terminates at the interior floor level so as to allow for smooth ingress/egress without the need to negotiate any step etc.

6.3. The aperture of the door into which the access equipment is fitted shall have minimum clear headroom in its central third of 1200mm. The measurement shall be taken from the upper centre of the aperture to a point directly below on the floor of the vehicle.

6.4 The aperture of the door into which the access equipment is fitted shall have a minimum width of 750mm at and below window height so as to allow the easy ingress/egress of a wheelchair.

6.5 A mechanism shall be fitted that positively holds the access door in the open position whilst in use and that requires a deliberate effort to close.

7. Bulkhead/Drivers Safety Screen

7.1 All vehicles shall have a bulkhead/drivers safety screen fitted, it shall be a full width, and full height screen fitted in the vehicle directly behind the driver's seat. The upper section of the bulkhead/safety screen shall consist of a clear vision panel sufficient for the driver to be able to see a substantial amount of the passenger compartment which must include vision of all access doors. A means of passing payment shall be incorporated into the screen to enable payment to be made from within the vehicle.

7.2 The vision panel section of the bulkhead/safety screen shall be constructed of safety glass without tint to the standard required for windscreens laid down in Regulations 30, 31 & 32 of The Road Vehicles (Construction and Use) Regulations 1986 or any clear material with at least the same impact resistance and safety qualities as that of safety glass.

7.3 Any bulkhead/safety screen system must allow verbal communication between the driver and passenger by way of an intercom system which can be operated by the passenger.

8. Hearing facility

8.1 An induction loop facility must be installed and clearly signed for the use of passengers with hearing aids.

9. General Entry and Exit Requirements

9.1 The vehicle shall have a minimum of 2 means of exit from the passenger compartment behind the driver for use in emergency situations. The means of exit shall be free of any obstructions, reachable from all parts of the rear passenger compartment. Any gap through which a passenger can be expected to pass shall be of a minimum width of 400mm through which an adult can pass freely in a normal manner without undue difficulty.

9.2 Where a tailgate/rear door(s) are included as an exit, they shall be clearly marked "Emergency Exit" together with clear instructions relating to the means of opening. All markings shall be on the inside of the vehicle in a minimum lettering size of 25mm.

9.3 All vehicles must be side passenger loading. Rear passenger loading vehicles are not permitted.

10. Floor Height, Steps and Handrails

10.1 At the main access door into the passenger area of the vehicle, steps shall be provided to aid ingress/egress as follows:

a. Where the internal floor height of the vehicle exceeds 380mm an intermediate step shall be fitted every 300mm from road level up to the internal floor height. All steps must be capable of supporting a minimum weight of 150kg.

- b. The tread area of all steps must have a minimum depth of 150mm and shall have a slip / resistant surface. All steps, both internally and externally, shall have all open edges highlighted in a contrasting high-visibility colour to match handrails and seat markings.
- c. Handrails must be fitted in appropriate positions in all passenger access doors so as to assist (intending) passengers and to facilitate the use of steps where provided. All handrails fitted shall be highlighted in a contrasting high-visibility colour to match seat markings as shown at 2.6 above and be of a non-slip finish.

11. Windows/Ventilation

11.1 The vehicle shall have windows fitted throughout on both sides of the vehicle and to the rear of the passenger compartment. A minimum of one window on each side shall be capable of being opened for the purpose of ventilation and passenger comfort.

11.2 All windows shall comply with European Directive 92J22/EC (as amended).

11.3 Only original manufacturers approved glazing shall be permitted. No aftermarket additions, e.g. film or spray coatings, shall be permitted other than clear additions which are intended to improve driver/passenger safety. All windows and glazing with or without additions designed to improve driver/passenger safety must achieve a minimum of 70% light transmission except where otherwise required by the Road Vehicle (Construction and Use) Regulations 1986.

12. Floors and Passageways

12.1 All floor areas and passageways between seats through which passengers may be expected to pass shall be free of all steps, encumbrances or trip hazards and shall have a slip resistant surface securely fitted to the floor. Integral step(s) at doorways will not count towards this requirement.

12.2 Any gap through which a passenger can be expected to pass shall be of a minimum width of 400mm through which an adult can pass freely in a normal manner without undue difficulty.

13. Interior Lighting

13.1 The vehicle shall have interior lighting fitted in the passenger compartment sufficient to illuminate the whole of that compartment. The light(s) shall be switched such that they may be turned on and off from both the driving and passenger compartments and shall operate automatically when a door is opened.

13.2 A means of illuminating the entrance steps at all access doors into the passenger compartment shall be fitted and switched such that they operate automatically when a door is opened.

14. Luggage Space

14.1 There shall be a luggage compartment situated at the front or rear of the vehicle. If at the front it must be forward of a bulkhead/safety screen and on the opposite side of the driving compartment. The luggage compartment must be divided off by a barrier capable of preventing any luggage from entering the driving compartment or rear passenger compartment.

14.2 The luggage compartment shall have sufficient capacity to accommodate a reasonable amount of luggage for each of the maximum number of passengers that can be carried.

14.3 Unoccupied wheelchairs etc carried as luggage shall be securely loaded outside of the main passenger compartment.

14.4 A suitable restraint system shall be provided so as to minimise any movement of luggage whilst in transit.

14.5 The luggage compartment shall have a permanently fitted light for illumination which operates automatically on opening the door boot lid.

15. Taximeter and Fare Card

15.1 The vehicle shall be equipped with a taximeter of an approved type that is fully activated and calibrated to the current fare card (as amended) so as to be capable of charging no more than the permitted rate of fare at anytime.

15.2 The taximeter shall be securely fitted in a position such that the fare can be easily and clearly read by any passenger inside the vehicle.

15.3 The current fare card shall be displayed in the vehicle so as to be easily and clearly read by any passenger. Where a bulkhead is fitted, an additional fare card shall be displayed in the rear passenger compartment so as to be easily and clearly read by any passenger.

15.4 Proper provision shall be made for the display of the fare card to accommodate at least an A5 size fare table.

15.5 Proper provision shall be made for the display of the vehicle license plate on the rear of the vehicle.

NOTES:

Any vehicle approved and licensed by the Council, in addition to the above requirements, will also be subject to conditions attached to licences (as amended) and to byelaws in respect to hackney carriages (as amended).

Appendix 8 – Hackney carriage vehicle conditions.

The Hackney Carriage Vehicle Licence is granted subject to the following conditions. Failure to comply with these conditions could lead to a criminal prosecution and/or your licence being suspended, revoked or not renewed.

If you are aggrieved by any of the conditions attached to this licence you may make an application for exemption from them and attend a hearing before the Licensing Sub Committee, alternatively you can appeal to a Magistrates Court within 21 days of the service of this licence on you.

If you have any difficulty in understanding or complying with any of the conditions below, please let the Licensing Office know immediately so that arrangements can be made to assist you in that respect.

These conditions are attached to your licence in addition to any other legal requirements to which you are required to comply. These include, but are not restricted to, the Local Government (Miscellaneous Provisions) Act 1976, the Health and Safety at Work etc. Act 1974

CONDITIONS

No front seat passengers are permitted to travel in any Hackney Carriage Vehicle

DETAILS TO BE REPORTED

1. You must notify the Licensing Office, in writing, within **7 days** if you,
 - a) are convicted of any criminal or motoring offence
 - b) are cautioned for any criminal or motoring offence (by the Police or any other agency)
 - c) receive a Magistrates' Court summons
 - d) receive a fixed penalty notice for any criminal or motoring offence
 - e) receive a police warning or court order in relation to harassment or any other form of anti-social behaviour
 - f) receive a civil or family law injunction
 - g) are arrested for any offence (whether or not charged)
 - h) are charged with any criminal offence.
 - i) are refused any type of licence by any other regulatory authority or any such licence is suspended, revoked or not renewed and provide the following information:
 - i. The name of the council.
 - ii. The licence number(s) of the licence(s) suspended or revoked.
 - iii. The date of the decision.
 - iv. A copy of the decision notice issued by the other council giving the grounds for the action taken.
 - j) change your home address
 - k) keep the vehicle when it is not in use at an address that is not specified on your licence
2. If any of your vehicle's identity plates are lost or stolen you must report the loss or theft in writing to the Licensing Office within **3 days**.

DOCUMENTATION TO BE MAINTAINED FOR VEHICLE & DRIVER(S)

3. Only a licensed hackney Carriage driver can drive a licensed Hackney Carriage vehicle. If you propose to allow someone else to drive your vehicle at any time, before doing so you must obtain from the driver the following documents:

- a) A copy of their current Birmingham City Council Hackney Carriage Driver's Licence, and
- b) A copy of their insurance documentation covering them to use the vehicle for the purpose of public hire.

You must ensure that the driver's Hackney Carriage Driver's Licence and insurance remain current for the duration of the period they have your vehicle.

4. You must retain the above documents for a period of 12 months following their expiry and these documents must be available for inspection at any time to an authorised officer. If you let the vehicle to a driver you must ensure that the driver's licence is deposited with you first. The vehicle cannot ply for hire in Birmingham unless it is driven by a Birmingham licensed Hackney Carriage Driver.

5. If the driver(s) details change at any time from the details notified at the time of application, in addition to the preceding condition, you must notify the Licensing Section, in writing within 7 days and forward a copy of the revised insurance documentation at the same time.

6. You must ensure that there is a current certificate or policy of insurance in force for the vehicle throughout the duration of the licence, whether it is being driven or not at the time.

7. If there are exceptional reasons which prevent you from maintaining or ensuring continuous insurance cover, for whatever reason, throughout the duration of the licence you must attend and notify the Licensing Office, in writing, within 72 hours following the insurance cover expiring or lapsing. At the same time you must return the vehicle identification plates as the vehicle will be liable to suspension until insurance cover is produced.

LOST PROPERTY

8. You must immediately after the termination of any hiring, or as soon as practicable thereafter, carefully search the Hackney Carriage vehicle for any property which may have been accidentally left therein.

9. Any property accidentally left in a Hackney Carriage Vehicle must be handed in to the nearest West Midlands Police Station as soon as possible, and, in any event, within 3 days of the property being found.

VEHICLE IDENTIFICATION PLATES & SIGNAGE

10. The vehicle identification plate issued to you remains the property of the Council and must not be sold or transferred separately from the Hackney Carriage.

11. Should your Hackney Carriage Vehicle Licence expire, you must return the vehicle identification plate to the Licensing Office within 7 days.

12. The rear identity plate must be fitted externally on the rear of the vehicle in such a place and manner to ensure that all of the information displayed on the identity plate is clearly visible at all times.

13. The rear identity plate must be securely attached to the vehicle in such a manner so that it cannot be removed without the use of tools. It must not be affixed using string, tape, magnets, Velcro or any other similar material. If a securing bracket is not used the identity plate must be fixed to the vehicle using bolts, rivets or screws.

14. You must ensure that the vehicle licence number and a copy of the approved fare table are displayed in a prominent position within the vehicle so as to be clearly visible to passengers at all times.

ADVERTISING

15. No advertisement shall be displayed upon the interior or exterior of a Hackney Carriage which contains, promotes or involves drugs, alcoholic drinks, politics, nudity (partial or otherwise) or sex (including articles or products associated with birth control) without the permission of the City Council.

16. No advertisement which has been prohibited by the Advertising Standards Agency shall be displayed upon the exterior or interior of any Hackney Carriage.

17. No advertisement shall be displayed in such a manner so as to contravene the Road Traffic Acts or the Road Vehicle (Construction and Use) Regulations.

18. Any advertisement displayed upon the exterior of a Hackney Carriage shall be located either upon:-

a) The whole vehicle (whole livery);

b) Each side of the vehicle;

c) The rear windscreen provided that an advertisement shall only be displayed upon the rear windscreen if the advertisement is printed upon a transparent screen which does not obscure the driver's view.

d) The roof of the vehicle as an approved "taxitop" installation

e) With the exception of c) above, advertisements on windows are not allowed.

19. Only those companies approved by Birmingham City Council may install "taxitop" advertising units and installation or removal of units, must be carried out by the company's nominated installer.

20. No additional advertising media of any description is to be displayed or installed in or on the vehicle, at the same time as the roof top advertising unit. Taxi radio circuit or app booking service logos may be displayed in a single location on both sides of the vehicle, but must not be larger than 30 cm².

NB - Only one advertisement is allowed in any one location on the vehicle. For this purpose, both doors on each side of the vehicle constitute one location.

21. The proprietor shall maintain the advertisement in a clean and tidy condition and shall remove any advertisement, which is damaged, defaced or out-dated.

22. No advertisement shall be displayed within the interior of the vehicle unless it is located upon the underside of the tip-up seat within the vehicle or displayed via an electronic media system with the prior approval of the Licensing Committee.

23. Any advertisement, which, in the absolute discretion of the City Council, is considered to contravene these conditions shall be removed forthwith.

The following condition only relates to licences issued in respect of van derived vehicles e.g. Mercedes Eurocab, Peugeot Euro 7 Taxi and Fiat Eurocab:

24. The licence is granted on condition that the vehicle will not be allowed to carry whole livery or "taxi top" advertisements and that the colour of the vehicle must remain black throughout the period of the licence.

TAXIMETERS

25. The taximeter fitted to the vehicle shall be of an approved type, and shall be subject to an annual test to be carried out by the Council to ensure that it is calibrated to the fare table currently in force at the time.

26. The seal on the taximeter will not be tampered with at any time.

MAINTENANCE OF VEHICLES

27. The interior of the vehicle shall be kept clean and tidy at all times when in use as a Hackney Carriage Vehicle.

28. The exterior of the vehicle to be clean at all such times, having due regard to the weather conditions on the day.

29. The vehicle and all its fittings and equipment shall at all times when the vehicle is in use or available for hire be kept in an efficient, safe, tidy and clean condition. In particular all data boxes, radios, PDA's or any other equipment installed in the vehicle must be affixed to the vehicle by use of secure fittings so they cannot be easily removed, to prevent injury or harm to the driver or passengers.

30. Once a vehicle has been inspected by one of the Licensing Office's approved MOT stations and a licence has been granted it must be maintained in that form and condition. No change in the specification, design or appearance of the vehicle or addition of any body work accessories shall be made within the duration of the licence without the prior written approval from the Licensing Office.

31. Only tinted and anti-glare windows fitted by the vehicle's manufacturer are acceptable

MISCELLANEOUS

32. A copy of these conditions must be kept in the vehicle at ALL times and shall be made available for inspection on request by an authorised officer of the Licensing Authority or a Police Constable.

33. From 01/01/2020 no Birmingham licensed hackney carriage vehicle shall be used to carry passengers on a hire and reward basis, unless the means to process credit, debit and pre-loaded payment card transactions is carried on board.

GUIDANCE

The Equality Act 2010 brings together a number of existing laws into one place so that it is easier to use. It sets out the personal characteristics that are protected by the law and the behaviour that is unlawful.

Under the Act people are not allowed to discriminate, harass or victimise another person because they have any of the protected characteristics including disability. The act gives examples of unacceptable behaviour whilst the Equality Commission web site (www.equalityhumanrights.com) gives examples of best practice.

Smoke Free Legislation

Private Hire Vehicles and 'Taxis' are smoke free vehicles and nobody may smoke within these vehicles. Appropriate 'No Smoking' signage must be displayed in the vehicle.

Furthermore, any enclosed premise that is used as a workplace or is used by the public, for example, making bookings, must be smoke-free. Failing to prevent smoking in a smoke free place can lead to prosecution and a maximum fine of £2,500 being imposed on whoever manages or controls the smoke-free premises or vehicle. For further advice and guidance on this matter please go to www.smokefreeengland.co.uk

Appendix 9 Private Hire Signage Policy

- Unless specifically granted exemption to all or part of the private hire vehicle signage policy, all licensed private hire vehicles must display the full range of prescribed signage throughout the duration of the licence.
- The rear licence plate must be fixed to the exterior rear of the vehicle, in such a position as to be clearly visible. The plate should be attached using a purpose made bracket, or other appropriate fixing in order to render it impossible to remove without the use of tools.
- The Semi-permanent door signs must be applied to the centre of both rear passenger doors and must remain in place for the duration of the licence
- The double-sided front windscreen sign must be fixed inside the nearside bottom corner of the windscreen, in a position where it is visible to an observer outside the vehicle and to a front seat passenger.
- A Call Sign number, to be issued by the Licensed Operator, must be displayed in the upper nearside corner of the rear window and the upper nearside corner of the front windscreen.
- All plates and signage displayed on the vehicle must be kept clean, unobstructed and must not be altered or tampered with in any way.
- A private hire vehicle must not be driven or operated, unless it is displaying in the manner prescribed, the vehicle identification plates, which must remain continuously attached throughout the duration of the licence, unless the licence is surrendered, suspended, or revoked.
- No Smoking signage must be displayed in the vehicle and comply with current smoke free legislation.
- Private Hire Operator Door Signs must be displayed on the front doors of the vehicle whenever the vehicle is employed on a job or available for dispatch. Vehicles MUST display the door sign appropriate to the job on which they are employed and MUST NOT display more than one door sign at the same time or display the door sign for one operator, when undertaking work on behalf of another.
- The plates and signage may only be displayed on the Birmingham City Council licensed private hire vehicles for which they were issued. No one may cause or permit the plates or signs to be placed on any other vehicle.
- If a Private Hire Vehicle Licence expires, is suspended, revoked, or refused renewal, the vehicle identity plates issued by the Licensing Authority, must be returned to the Licensing Office within 7 days.
- Vehicles granted exemption from any of the requirements of the Private Hire Vehicle Signage Policy must carry the exemption letter at all times and it must be produced on request to a Police Officer or an authorised officer of Birmingham City Council or any other local licensing authority.

Appendix 10 Private Hire Operator Conditions

This licence is granted subject to the following conditions. Failure to comply with these conditions could lead to a criminal prosecution and/or your licence being suspended, revoked or not renewed.

If you are aggrieved by any of the conditions attached to this licence you may make an application for exemption from them and attend a hearing before the Licensing Sub Committee, alternatively you can appeal to a Magistrates Court within 21 days of the service of this licence on you.

If you have any difficulty in understanding or complying with any of the conditions below, please let the Licensing Office know immediately so that arrangements can be made to assist you in that respect.

These conditions are attached to your licence in addition to any other legal requirements to which you are required to comply. These include, but are not restricted to, the Local Government (Miscellaneous Provisions) Act 1976, the Health and Safety at Work etc. Act 1974

CONDITIONS

INFORMATION TO BE REPORTED TO THE LICENSING OFFICE

1. You must notify the Licensing Office, in writing, of the name and details of any individual to be nominated as a Responsible Person for managing your business in your absence at least **7 days** prior to their commencement in that role.
2. You must notify the Licensing Office, in writing, within **7 days** if you, or any individual or company named on the application form or a currently appointed Responsible Person
 - a) is convicted of any criminal or motoring offence
 - b) is cautioned for any criminal or motoring offence (by the Police or any other agency)
 - c) receives a Magistrates' Court summons
 - d) receives a fixed penalty notice for any criminal or motoring offence
 - e) receives a police warning or court order in relation to harassment or any other form of anti-social behaviour
 - f) receives a civil or family law injunction
 - g) is arrested for any offence (whether or not charged)
 - h) is charged with any criminal offence.
 - i) is refused any type of licence by any other regulatory authority or any such licence is suspended, revoked or not renewed
 - j) changes home address
 - k) if any company or limited liability partnership changes its registered office
 - l) if any changes are made in the ownership/management/partnership of the operation as specified in your application form.
 - m) If a Responsible Person ceases to be employed in this capacity

3. When notifying the Licensing Office of any matters required by Condition 2. You must provide full details of any such matter and if asked, provide any further information that might reasonably be asked for by an authorised officer.

4. You must provide the Licensing Office an updated Driver and Vehicle List on the first of every month. This list should include **all** drivers and vehicles operated by you for the purposes of private hire and their call signs.

5. When supplying information to the Licensing Office this **MUST** be in writing but can be provided by post, in person or via email.

DISPLAY OR PROVISION OF A COPY OF THE LICENCE

6. If the public have access to your premises your licence and the conditions attached to it must be prominently displayed in a position that is clearly visible.

7. If the public do not have access to your premises then upon request you must either provide a copy or permit any member of the public to view a copy of your licence and conditions attached to it.

8. If you have a website a copy of your licence and conditions attached to it must be available on your website.

9. In respect of these copies of your licence either on display, on request or online you may redact your personal address if shown on the licence.

STAFF

10. No person other than a director, partner, employee or contractor shall be engaged in any aspect of the business.

11. You must keep and maintain at the licensed premises a register of all such persons, which shall include

- (a) their full name
- (b) date of birth
- (c) home address
- (d) national insurance number
- (e) contact telephone number
- (f) any call sign/codes they are allocated
- (g) the dates their employment commenced/terminated
- (h) documentary proof of identification
- (i) documentary proof that each has been registered with HMRC as an employee
- (j) documentary proof of their right to work in the UK

12. Either you or a Responsible Person over the age of 18 and notified by you in writing to the Licensing Office pursuant to Condition 1 must be in charge of the operation and immediately contactable by an authorised officer or police constable at any time during the hours of operation.

13. You must ensure that any Responsible Person left in charge of the premises in your absence is fully aware of these conditions of licence, the need to comply with them and be able to produce the records to an authorised officer or police constable on request.

14. The aforementioned register must be retained at the premises and be made available to an authorised officer or police constable for inspection at any time during the hours of operation.

STATIONERY & ADVERTISEMENTS

15. You must not advertise your private hire business or use stationery
 (a) with a trading name that is not included in your Private Hire Operator's licence
 (b) showing your trading name in a different style/format of letters, numbers or logos
 (c) which includes any references or information which may be misleading to the public

without obtaining the prior written approval of the Licensing Office

16. You must not advertise your private hire business in a manner which gives rise to confusion with another private hire operator licensed by this Council or any other neighbouring council.

17. No notice, sign or advertisement seeking to advertise or promote your business of a private hire operator, wherever it is displayed, shall consist of or include the words "TAXI" or "CAB" or "For Hire" whether in the singular or plural, or any words or devices which give any indication that the service to which the notice, sign or advertisement relates is that which can only be provided by a licensed Hackney Carriage.

18. You must ensure that staff answering your private hire telephone number(s) does so by using your trading name only.

19. If you do not issue an electronic receipt to the customer, you must provide drivers with stationery that they can use for issuing receipts. Electronic receipts shall include your trading name, details of the driver, the journey and fare paid. Stationery shall include your trading name and have spaces for the driver's call sign, details of the journey and fare paid to be recorded.

DRIVERS AND VEHICLES

20. Private Hire Operators in the City of Birmingham shall only operate with vehicles and drivers licensed by the Birmingham City Council and shall operate only from premises within the City boundary.

21. Mobile phones or smart phones are not allowed to be used, installed, fitted to or carried in any private hire vehicle for the purpose of inviting, passing or accepting bookings for that vehicle.

The only exception to this is where a smart phone is installed specifically to host an app. designed for the acceptance of bookings from you.

22. Should a taximeter be fitted to any private hire vehicle operated by you, you must ensure that it has been tested, sealed and certified to have been calibrated and set to your tariff(s) before it can be used for calculating fares for passengers.

23. If technology is provided by the operator to enable route planning and fare calculation they should ensure that drivers proceed to the destination by shortest possible route, through the programming of any technology provided by the operator, which is designed to assist drivers in route planning and calculation of fares.

Deviating from the shortest possible route is only allowed when the driver obtains the agreement of the passenger to do so.

VEHICLE IDENTITY PLATES & SIGNAGE

24. You must ensure that every private hire vehicle operated by you is issued with such operator signs and notices as may be required for the vehicle to be compliant with the requirements of the City Councils Vehicle Signage Policy and approved in writing by the Licensing Office. No other signage is permitted.

25. You must not change the design of your operator signs without obtaining the prior written approval from the Licensing Office.

26. Only one approved door sign design is to be in use at any one time. All previous versions must be removed from circulation within 14 Days of a new approved sign being introduced.

RECORDS OF BOOKINGS

27. You must keep a record of every private hire booking either in writing in a suitable hard back book which has consecutive page numbers or a proprietary computerised booking and dispatch system.

28. If you use a book you must ensure the entries are clearly and easily legible, with no line spaces or blank pages.

29. Should you wish to use change your computerised system, then you must first notify, in writing, the Licensing Office.

30. If you have a computerised booking system, you must ensure it is able to produce a print out of any records requested by an authorised officer or police constable at all times.

31. At the time of accepting each booking an entry shall be made in the record book or computerised booking and dispatch system that shall include:

ai) The name and signature of the person making the record and the radio operator for each period of duty - Record Book only

aii) The code for the person making the record - Computerised system only

b) The date on which the booking is made and, if different, the date of the proposed journey

c) The name of the person for whom the booking is made or, if more than one person, the name of one of them

d) The agreed time and place of collection, or, if more than one, the agreed time and place of the first place of collection

e) The destination

f) The time a vehicle was allocated to the booking

g) The driver's call sign or registration number of the vehicle allocated the booking

h) The fare agreed for the journey (where appropriate)

i) If applicable, the name of the other operator from whom a booking was received and / or to whom the booking was subcontracted.

32. Recording destinations - The very minimum you should record is the street and postal area of the main destination (e.g. Stratford Road, Hall Green) or the place (e.g. The Robin Hood, Stratford Road). At best it should be the full postal address (e.g. 1456 Stratford Road, Hall Green, B28 9ES). It is not sufficient to record just the postal area (e.g. Hall Green) as that would cover too wide an area. However where you know the full postcode (e.g. B28 9ES) that will suffice, as it would identify the street destination.

33. When allocating a booking to a driver, you must provide them with all of the following details:

- a) the name of the person for whom the booking is made
- b) the agreed time and place of collection
- c) the destination
- d) the fare agreed (if applicable).

34. You must not accept or record details of any booking passed to you by a driver.

35. Your records of all private hire bookings, whether retained in a book or on a computerised system, must be kept at your licensed premises for at least 12 months and be readily available for production to an authorised officer or police constable for inspection at any time during the hours of operation.

DRIVER AND VEHICLE RECORDS AND DOCUMENTS

36. You must keep and maintain an up to date record of **all** the drivers and vehicles operated by you for the purposes of private hire on a Driver and Vehicle List, which must include:

- a) the call sign allocated to the driver/vehicle
- b) the driver's name and private hire badge number
- c) the vehicle's registration and private hire plate numbers
- d) the date the driver joined you and, if applicable, ceased working for you.

37. You must obtain and retain the following documentation in respect of every vehicle and driver you operate prior to allocating them any bookings, namely:

- a) a copy of the driver's current private hire driver's licence or badge
- b) a copy of the vehicle's current private hire vehicle licence or front identity plate
- c) a copy of the vehicle's current MOT certificate
- d) a copy of the vehicle's current insurance certificate or cover note in respect of the driver using the vehicle.
- e) a copy of the Taximeter Calibration Certificate, where appropriate

38. The above documentation relating to vehicles and drivers must be retained at your licensed premises for at least 12 months after a vehicle or driver ceases to undertake work for you and be readily available for production to an authorised officer or police constable for inspection at any time during the hours of operation.

COMPLAINTS

39. You must establish a complaints procedure and take all reasonable steps to fully investigate any complaints, ensuring a record is kept of the following information:

- a) the name, contact details of complainant and date complaint received
 - b) the date, time and details/nature of the complaint
 - c) the name of the driver (and Badge number) or member of staff, to which the complaint relates
 - d) details of the investigation carried out and any action taken.
40. Upon receiving a complaint or allegation concerning:
- a) sexual misconduct, sexual harassment or inappropriate sexual attention
 - b) racist behaviour
 - c) violence
 - d) dishonesty such as overcharging, theft or retention of lost property
 - e) breach of equality legislation, such as refusing to carry an assistance dog

regarding any person licensed by Birmingham City Council you must report it immediately when the licensing office is open, and in any other event immediately upon the Licensing Office next opening.

41. Your records of complaints, whether retained in a book or on a computerised system, must be kept for at least 12 months at your licensed premises and be readily available for production to an authorised officer or police constable for inspection at any time during the hours of operation.

Passenger Service Vehicles

42. Where a PHV operator also holds a PSV operator's licence, PSV's should not be used to fulfil bookings except with the informed consent of the hirer. This consent shall be recorded as part of the booking record.

For example, if a member of the public contacts a PHV operator and seeks a booking for a party of fewer than nine passengers it cannot be reasonable to assume a PSV is required unless there are other factors, e.g. a large amount of baggage, or a need for a wheelchair accessible vehicle which would not otherwise be available. If there is no good reason to use a PSV for a booking for fewer than nine passengers, the difference in licensing requirements should be explained and explicit consent obtained.

Appendix 11 Hackney Carriage Fare Table

BIRMINGHAM CITY COUNCIL
HACKNEY CARRIAGE - TABLE of FARES

It is a criminal offence **NOT TO PAY THE TAXI FARE**, which is covered by The Theft Act 1968, The Theft Act 1978 and The Fraud Act 2006.

The taximeter is programmed to select the correct tariff automatically, from the tariffs as detailed below, depending on the date, day and time of day that the Hackney Carriage is being hired using real time clock tariff changes in hired mode.

TARIFF ONE: STANDARD DAY RATE Applicable Monday to Friday From 04.00hrs to 22.00hrs AND on Saturday - From 07.00hrs to 22.00hrs (EXCEPT for those days and times as specified in Tariffs Two, Three and Four)	TARIFF TWO: WEEKDAY NIGHT RATE Applicable Sunday to Thursday – From 22.00hrs to 04.00hrs the next day AND on Sunday - From 07.00hrs to 22.00hrs AND All Bank Holidays - From 00.00hrs to 22.00hrs. (EXCEPT for those days and times as specified in Tariffs Three & Four)
TARIFF THREE: WEEKEND NIGHT RATE Applicable Friday and Saturday – From 22.00hrs to 07.00hrs the next day AND on Boxing Day - From 00.00hrs to 24.00hrs AND on Christmas Eve - From 19.00hrs to 24.00hrs AND on New Year's Eve - From 19.00hrs to 24.00hrs	TARIFF FOUR: CHRISTMAS & NEW YEAR SEASON Applicable on Christmas Day and New Year's Day On Christmas Day - From 00.00hrs to 24.00hrs A N D On New Year's Day - From 00.00hrs to 07.00hrs

	TARIFF ONE	TARIFF TWO	TARIFF THREE	TARIFF FOUR
INITIAL CHARGES: A charge of For the first or part thereof	£3.20 187.5 yards	£3.20 195.6 yards	£3.20 180.5 yards	£4.20 220 yards
MILEAGE CHARGES: A charge of For each subsequent or part thereof until have been travelled.	20p 125.0 yards 1062.5 yards	20p 97.8 yards 684.6 yards	20p 90.3 yards 632 yards	30p 110 yards 770 yards
Thereafter: A charge of For each subsequent or part thereof Equivalent to a rate per mile of	20p 183.3 yards	20p 172.5 yards	20p 159.3 yards	30p 176 yards
WAITING & TIME CHARGES: A charge of For each or part thereof Equivalent to an hourly rate of	£1.92	£2.04	£2.21	£3.00
SOILAGE CHARGES: An additional charge may be made in the event of SOILAGE OR FOULING OF THE VEHICLE	20p 42.8 secs £16.82	20p 40.0 secs £18.00	20p 36.9 secs £19.50	30p 45.0 secs £24.00
EXTRA CHARGES: For every person in excess of one For every article of luggage carried outside the passenger compartment Any road toll or barrier charge incurred in the execution of the hiring	£40.00	£40.00	£40.00	£60.00

COMPLAINTS

Any complaint of overcharging, or about this taxi or taxi driver, should be sent in writing to The Enforcement Section, Birmingham City Council, Phoenix House, Garretts Green Trading Estate, Valepits Road Birmingham B33 0TD, or by telephoning 0121 303 9611, quoting the number of the taxi and the number of the driver's badge. Enquiries regarding property accidentally left in a taxi should be made at the nearest West Midlands Police Station.

H00000

Birmingham Fare Table 30/09/2022

DRAFT

DRAFT

Environment and Sustainability Assessment

Project Title:	Hackney Carriage & Private Hire Policy			
Department: Licensing	Team: Licensing		Person Responsible for assessment: Emma Rohomon	
Date of assessment: 28/11/22		Is it a new or existing policy/strategy/decision/development proposal? New document consolidating existing policies		
Brief description of the proposal: New document consolidating existing policies relating to hackney carriage and private hire matters				
Potential impacts of the policy/development decision/procedure/ on:	Positive Impact	Negative Impact	No Specific Impact	What will the impact be? If the impact is negative, how can it be mitigated, what action will be taken?
Natural Resources- Impact on natural resources including water, soil, air			x	The use of petrol/diesel driven taxis has an impact on air quality, there is no legislation which allows the Council to prohibit petrol/diesel vehicles being used, but officers are working closely with taxi firms to encourage the use of low/zero emission vehicles.
Energy use and CO ₂ emissions	x			encouraging low/zero emission vehicles to be used will have impact on reducing CO2 emissions and NOX.
Quality of environment			x	
Impact on biodiversity			x	
Use of sustainable products and equipment			x	
Council plan priority: a city that takes a leading role in tackling climate change	x			officers are actively working with taxi firms to encourage the use of low/zero emission vehicles
Overall conclusion on the	The document consolidates existing policies into a single document. Policies within include age policy			

environmental and sustainability impacts of the proposal'	/ vehicle standards requirements to encourage as much as possible the use of low/zero emission vehicles.
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Birmingham City Council

City Council

18 April 2023



Subject: Decisions Not on the Forward Plan and Those Authorised for Immediate Implementation

Report of: Janie Berry, City Solicitor and Monitoring Officer

Report author: Christian Scade, Head of Scrutiny and Committee Services, 07517 550013, christian.scade@birmingham.gov.uk

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential: N/A

1 Executive Summary

- 1.1 This report, which is required under Part B6.2 of the Constitution, sets out key decisions not included on the Forward Plan and any decisions which were authorised for immediate implementation.
- 1.2 Following amendments to the Constitution in July 2022 this is the second report to be submitted on a quarterly basis, covering the period 6 December 2022 to 6 March 2023.

2 Recommendation

- 2.1 That City Council notes the report.

3 Background

- 3.1 Key decisions should be included on the Forward Plan not less than 28 clear calendar days in advance of the proposed decision. If a matter which is likely to be a key decision has not been included on the Forward Plan, but it is impracticable to defer the decision, the decision may still be taken provided it meets the requirements set out in the Constitution (Part B6.2).
- 3.2 Where there is an intention for Cabinet to consider matters in private, i.e. information that is confidential or exempt, 28 days' notice must also be given. This is done through inclusion on the "Notification of intention for Cabinet to consider matters in private" form. Any report containing confidential or exempt information that is not included requires agreement from the Chair of the relevant

Overview and Scrutiny Committee that the report is urgent and cannot reasonably be deferred.

- 3.3 There is also a requirement for the Leader of the Council to provide details on any reports authorised for immediate implementation: i.e. where the interests of the Council are jeopardised unless an executive decision is implemented immediately and when its implementation cannot wait until the expiry of the call-in period.
- 3.4 In an emergency, as set out under Part B6.6 of the Constitution, an executive decision may be agreed by the Chief Executive, following consultation with the Group Leaders, as long as the requirements set out in Part E4.2 are met. However, there were no emergency or urgent decisions taken by the Chief Executive for the period in question.
- 3.5 Appendix 1 provides details on all decisions not included on the Forward Plan and those that were authorised for immediate implementation for the period 6 December 2022 to 6 March 2023.

Late Reports Not on Forward Plan

- 3.6 For the period in question, there were 2 key decisions not included on the Forward Plan. There were:
- Use of Household Support Fund (13 December 2022)
 - Adult Social Care Discharge Fund (17 January 2023)
- 3.7 In comparison, last year (2021/22) there were 11 key decisions not included on the Forward Plan, including five urgent decisions taken by the Chief Executive. Overall, this compares with nine in 2020/21, one in 2019/20 and 11 in 2018/19.

Reports Authorised for Immediate Implementation

- 3.8 The same two reports were authorised for immediate implementation.
- 3.9 In comparison, last year (2021/22) there were 8 decisions that were not subject to call in. This compares with none in 2020/21, six in 2019/20 and five in 2018/19.

Reports containing confidential or exempt information

- 3.10 For the period in question, there were no reports, containing confidential or exempt information, that were not notified 28 days in advance of the proposed decision.

4 Legal Implications

- 4.1 This report, for consideration by Full Council, is required under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

5 Financial Implications

- 5.1 There are no direct financial implications arising from this report.

6 Appendices

6.1 Appendix 1 – Decisions Not on the Forward Plan and Those Authorised for Immediate Implementation

APPENDIX 1

LATE REPORTS NOT ON THE FORWARD PLAN AND THOSE AUTHORISED FOR IMMEDIATE IMPLEMENTATION

6 DECEMBER 2022 – 6 MARCH 2023

Table 1 of 3 – Key Decision Reports Not on the Forward Plan¹

Date	Report Title	Decision Taken By	Reason for Lateness – set out via the report
13 Dec 2022	Use of Household Support Fund	Cabinet (Key)	The Household Support Fund seeks to help vulnerable households across the three groups (all age, pension age and families with children) with essentials. These include costs relating to energy, food and water, and wider essentials. This grant provides crisis relief. This urgent decision request is in response to the urgent need to deploy and mobilise funding into Birmingham schools and nurseries to value of circa £600K for distribution to families with children prior to the December-January school holidays. This consideration requires immediate implementation protocol, as observation of the five-day standstill period following December Cabinet agreement to proceed, would negate opportunities to mobilise the deployment via schools before the end of term on 16 December 2022.
17 Jan 2023	Adult Social Care Discharge Fund	Cabinet (Key)	The Council only received confirmation of funding on 21 December 2022 and further grant condition/reporting updates on 23 December and 5 January 2023. This decision is therefore being made at the earliest opportunity to ensure funds reach care providers in line with the Grant Conditions and expectations of Government and the provider market. The conditions of the grant expect local authorities to transfer funds promptly to support current hospital pressures and there was therefore not sufficient time to progress the report under the usual Cabinet process. To mitigate the financial risks and to ensure funding only reaches those providers that are eligible but also will be able to support the conditions of the grant, funds will only be distributed to those that actively apply for it (albeit this will be widely publicised to the sector) and there needs to be sufficient time for providers to apply, for funds to be transferred and for care providers to consider and pass on to their workforce in line with Grant conditions. The reporting requirements of the Grant mean that we will need to make returns to NHS England regularly throughout Jan – March 2023. Unless this element of the Grant has been distributed during this period, we will be unable to make the necessary returns to confirm the amounts spent and the benefits of that spend. As this element of funding is over 60% of the total allocation, unless we can demonstrate the funding is being used before the end of January 2023, there is a risk it may be withdrawn. A decision has already been made by the BCF Commissioning Executive and confirmed by NHS England about how the Grant will be used overall. This report will then allow the element allocated to care provider support, to be distributed in a fair and transparent manner. Whilst there are discretionary elements of the Fund, these remain

¹ For clarity, there were no Emergency or Urgent Decisions taken by the Chief Executive across the period in question.

			restricted to the purpose set out in the Grant Conditions, including that funds must be spent by 31 March 2023. There are therefore limited alternative options that can be supported at such short notice. As the ongoing impact of the pandemic and winter pressures for the NHS, care providers and their staff continues, these funds will provide essential financial support to care providers in supporting recruitment and retention measures. This is also £6m that will largely end up back in the local economy. The Grant has been widely publicised by Government and a number of providers have already requested funding. Any delays in distribution may have a negative reputational impact on Birmingham City Council and our NHS partners.
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*Further information on each of these decisions can be found on CMIS via: [CMIS > Meetings](#)

Table 2 of 3 – Reports Authorised for Immediate Implementation

Date	Report Title	Decision Taken By	Key Decision	Authorised for Immediate Implementation
13 Dec 2022	Use of Household Support Fund	Cabinet	Yes	Yes
17 Jan 2023	Adult Social Care Discharge Fund	Cabinet	Yes	Yes

Table 3 of 3 – Reports Containing Confidential or Exempt Information (Not Notified)

For the period in question, there were no reports containing confidential or exempt information, that were not notified 28 days in advance of the proposed decision.

Birmingham City Council

City Council

18 April 2023



Subject: Motions for Debate from Individual Members
Report of: Janie Berry, City Solicitor (Monitoring Officer)
Report author: Ben Patel-Sadler, Senior Committee Manager
 07395 883 886
Ben.Patel-Sadler@birmingham.gov.uk

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential :

1 Recommendation(s)

- 1.1 To consider the following Motions of which notice has been given in accordance with Council Procedure Rules (section B4.4 G of the Constitution).

2 Notices of Motion

A. Councillors Roger Harmer and Izzy Knowles have given notice of the following Notice of Motion:-

"This Council notes:

1. The continued high level of public concern across Birmingham about dangerous driving including speeding. This risks the lives of those affected by resulting collisions and discourages residents from using forms of active travel, such as cycling.
2. The motion passed by this Council in September 2021 calling for urgent action to (a) complete the review to assess the expansion of Average Speed Cameras and (b) to bring forward an updated Comprehensive Road Safety Strategy with a comprehensive road safety plan.
3. That pledges were made in the Labour manifesto for the 2022 Birmingham City Council elections to treble the network of average speed cameras on key

routes across the city and invest 'at least £10m in making the roads outside schools amongst the safest in our city.'

This Council is therefore concerned about the lack of action to tackle this problem in the past year. The Road Safety Strategy, currently on the Council's website was last updated in 2016. No average speed camera schemes have been delivered since 2021, and no local safety schemes were installed in 2022. Indeed, the current criteria for local safety schemes seems designed to minimise the number eligible schemes. For example, a stretch of the Fox Hollies Road, that has had 11 injury collisions in the past 3 years, including tragic fatalities, is ruled out for action because the collisions have a variety of causes.

This Council acknowledges that work on improving road safety, requires co-operation between Birmingham City Council, West Midlands Police and the Combined Authority, but calls on the Council to be more proactive in working with these partners and delivering projects that will make our roads safer. It specifically requests for the Government to be lobbied to release findings of the national parking on pavements consultation and for the Executive to

- a. Undertake a review of the criteria that triggers safety work. As part of this to include a near miss strategy, which would enable criteria, such as records of non-injury accidents, proximity to schools and other community facilities with a high pedestrian and cyclist use, and recorded levels of speeding to be taken into account.
- b. Publish a clear plan for the promised development of the average speed camera network.
- c. Ensure road and pavement resurfacing programmes are aligned with any potential road safety work.
- d. Ensure use of all potential funding sources for road safety work is maximised, including community chest, town council and parish council funding and funding for other highways projects.
- e. Ensure greater alignment of work with road safety priorities in ward plans.”.

B. Councillors Sam Forsyth and Kerry Jenkins have given notice of the following Notice of Motion:-

“This Council notes that:

The Independent Review into Children's Social Care recommended that the “Government should make care experience a protected characteristic”. It asserted that this would provide greater authority to employers, businesses, public services and policy makers to put in place policies that promote better outcomes for care experienced people. Should this be widely adopted it would also make the UK the first country in the world to recognise care experienced people in this way.

Care experienced people face significant challenges, including discrimination and lack of security, when they begin their adult lives. They can struggle with housing, health, education, relationships and employment and are overrepresented within the criminal justice system.

Despite making up 1.4 per cent of the UK population, care experienced people account for 25% of both the homeless and the prison population in England. Nearly 50% of all under 21-year-olds in contact with the criminal justice system have been in care.

All Local Authorities have a statutory duty to support all care leavers up to the age of 21 and up to the age of 25 if the care experienced young person requests support beyond 21.

Our Birmingham Children's Trust is doing some incredible work in supporting our children and young people in care and supporting our care leavers in ensuring they are supported with housing and receive council tax exemptions. Our Birmingham Corporate Parenting board has been successful in ensuring that all our care experienced young people, who are part of the National Apprenticeship Scheme or are in employment, have access to free medication up to the age of 25. All care experienced young people are able to access a full package of Mental Health Support with specific focus on trauma and past harm.

Our care experienced young people have themselves asked the Birmingham Corporate Parenting Board to treat 'care experience' as an additional equality strand alongside the Protected Characteristics as set out in the Equality Act 2010

The Council believes that:

As corporate parents we have a duty to support and look after young people in our care as we would our own children, affording them the same life chances and providing them with appropriate support and guidance.

As corporate parents we are champions of our looked after children and it is our responsibility to challenge the negative attitudes and prejudice that exists in all aspects of society.

As corporate parents we need to lead by example and work with our partners so they also seek to treat care experience as a Protected Characteristic.

As corporate parents we need to proactively seek out and listen to, learn from and involve our care experienced young people in the shaping of all new policies and in improving service delivery.

The voices, needs, aspirations, priorities and rights of children and young people should be at the heart of everything we do, as part of our Birmingham Children and Young People's Plan and informing our work in becoming a UNICEF Child Friendly City.

Our policies and services should be assessed through Equality Impact Assessments to understand the impact on young people with care experience.

Seeking to increase the participation and pathways providing care experienced young people with meaningful and supported apprenticeships and career opportunities and mentors that can continue to support them,

The Council resolves to:

- formally support the Show Us You Care Too campaign and adopt 'care experience' as an additional equality strand alongside the protected characteristics as set out in the Equality Act 2010.
- formally call upon our partners to treat care experience as a Protected Characteristic.
- lobby Government to amend the Equality Act 2010 to include care experience as a protected characteristic.
- continue to build on the work of our Children's Trust and to continue to support the efforts of our Corporate Parenting Board".