

WANDSWORTH BOROUGH COUNCIL

FINANCE AND CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE –
2ND JULY 2020

EXECUTIVE – 6TH JULY 2020

Report by the Leader of the Council, Cllr Ravi Govindia, on “Smart Growth –
Wandsworth’s Recovery Plan”

SUMMARY

Our borough is going through one of the most important periods in its recent history. Our residents and businesses have, like many others worldwide, faced significant changes and challenges over the past few months. As an Administration we have worked hard to put support in place for our residents and our businesses. As Leader I have been proud of what we have delivered and how as a community in Wandsworth we have come together to support each other during this time.

However, the challenge has not gone away. Our residents, businesses and communities will need our support in the future to achieve their potential, particularly those communities and residents who have been impacted more than others by COVID-19.

It is therefore time for us to seize the initiative and act decisively as we, as a Council, have successfully done in the past. Simply reacting to circumstances or discussing what we could do will not deliver the change our residents and our borough expect or need.

As an Administration we have always been ambitious for our borough. Ambition combined with a focus on delivery is needed now more than ever. Through our Smart Growth plan we will ensure that all of our children have the best start in life. All residents will be able to get on in life by taking advantage of the opportunities in the borough created by our strong track record for growth and opportunity. We will increase these opportunities through sustainable, ambitious growth and regeneration. We will build more homes for local people. We will ensure that our town centres are vibrant and culturally rich places to go and make the borough the best place to start and run a business.

We will ensure that embedded across our Smart Growth plan are actions to support our residents most impacted by COVID-19, in particular our Black, Asian and Minority Ethnic residents and younger residents. To deliver this we will analyse the impact of COVID-19 locally, identify where support is required and put this in place.

We made a commitment 12 months ago to the residents of Wandsworth for us to be the greenest, inner London borough by 2030 and as a Council to be carbon neutral. We have started work to deliver against this objective. This remains a priority and indeed my commitment to our residents is that our work on climate change will be accelerated under the Smart Growth programme.

This council has a track record in delivering high quality, efficient services. Our residents and businesses expect nothing less. But the past few months have shown that we can and must work differently. Going forward as a Council we will look to use technology and new innovative ways of working to enable us to work smarter, use our data more effectively and deliver even better services to residents and businesses.

Smart Growth is our long term vision for Wandsworth. However, rapid action is now needed immediately to support residents and businesses. I have asked officers to develop actions that could be delivered between now and October. These are set out in the Appendix to this paper and include tutoring and volunteer mentoring programmes, targeted employment and business support and starting an ambitious programme of work to transform Wandsworth Town Centre. I have asked that longer term plans be brought back to this Committee in October. This is a challenging deadline, but urgency is needed to give opportunities to all those who live and work in our borough to achieve their potential

GLOSSARY

BAME	Black, Asian and Minority Ethnic
FCROSC	Finance and Corporate Resources Overview and Scrutiny Committee
WESS	Wandsworth Environment and Sustainability Strategy

RECOMMENDATIONS

1. The Finance and Corporate Resources Overview and Scrutiny Committee is recommended to support the recommendations in paragraph 3 below.
2. If the Overview and Scrutiny Committee approve any views, comments or recommendations on the report, these will be submitted to the Executive and/or the General Purposes Committee for their consideration.
3. The Executive is recommended to:
 - a) Approve the Smart Growth – Wandsworth Recovery Plan programme;
 - b) Approve the actions planned for July to October which ensure action on Smart Growth starts immediately and residents are supported during the initial phase of COVID-19 recovery;
 - c) Agree that a detailed longer-term action plan will be submitted to October FCROSC;
 - d) Agree that actions from the workstreams will form the basis of the 2020/21 Key Issues enabling regular update reporting to Overview and Scrutiny Committees
 - e) Delegate authority to the Assistant Chief Executive to enter into a funding agreement for the High Street Fund as set out in this report following consultation with the Cabinet Member, and
 - f) Approve positive General Fund revenue budget variations of £380,000 in 2020/21, £250,000 in 2021/22 and £100,000 in 2022/23, to be funded from reserves, to supplement existing budgets and new funding bids for the initial phase of the recovery action plan.

Introduction.

4. In March 2020 COVID-19 changed life for our borough, our residents and our businesses. Wandsworth, like the rest of the world, faced unprecedented challenges, with our businesses unable to trade, our residents either unable to work or working from home, our once vibrant and diverse town centres becoming quiet, the majority of our children and young people being home-schooled and our older and vulnerable residents needing additional, targeted support.
5. Officers have informed us that between the start of March and 23rd June there were 1,003 people confirmed as having the infection. As of 18th June, an estimated 321 people have lost their lives from COVID-19 related deaths registered in Wandsworth, this includes people who are ordinarily resident elsewhere. During the same time period 616 of our residents passed away from non-COVID related causes. This means that our residents and families have had to cope with their grief and emotional upheaval without their usual support networks.

6. We know that the immediate and potentially longer term impact of COVID-19 will be not be experienced equally, with people from Black, Asian and Minority Ethnic (BAME) communities more vulnerable to the health and social impacts of COVID-19 and young people likely to face greater challenges in accessing the employment market. Whilst no local analysis or research is currently available for Wandsworth, we know that this will have been experienced locally.
7. At this challenging time our communities, voluntary groups and businesses came together. Over 3,000 residents volunteered to help their neighbours. Our schools worked quickly to support our vulnerable children and the families of key workers. With our partners we came together to respond rapidly and provide new services and new ways of supporting residents, particularly vulnerable residents. Staying at home also brought with it a renewed local focus and sense of community with residents shopping locally, getting to know their neighbours, taking their exercise in our green spaces and discovering new parts of their neighbourhood and the borough.
8. When our borough has faced challenges in the past, we, have responded decisively to take action to support our local businesses and our residents to recover and thrive. As with previous challenges action will be required and will be taken on a national level, but lasting change also requires local leadership. We have therefore developed a vision and a plan for recovery, which supports our residents and our businesses and reflects and builds on the unique characteristics of Wandsworth as well as taking the learning from the past few months. This is our Smart Growth Plan.
9. Some of the changes the borough has experienced in the past few months will be lasting and will have impacted on some residents more than others. We need to recognise this and will develop targeted actions to address this. Changes will also have led to new ways of working and living. Some of the impact, particularly in relation to businesses, may take several years to recover from. But with this comes opportunity. Opportunity to take further where Wandsworth has already led the way. My Administration's Smart Growth Plan therefore looks to support and build a Wandsworth where businesses and town centres thrive, where social mobility is high and residents are supported to achieve their potential, where the sense of community and place that has thrived in the past months is embedded and the borough is green and carbon neutral. In short, a borough, which is a first-class destination to live, visit, work and study.

Smart Growth – Overarching objectives

10. Our Smart Growth programme has five overarching objectives:
 - To be the greenest inner London borough;
 - To deliver the best start in life;
 - To promote aspiration for everyone through sustainable, ambitious growth and regeneration;
 - To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy; and
 - Enabling people get on in life.

11. *To be the greenest inner London borough.* In July 2019 we made a commitment to our residents to become the greenest inner London borough and carbon neutral by 2030. Work to deliver this ambition was delivered during COVID-19, which reflects the priority that we, as an Administration, have placed on delivering the Wandsworth Environment and Sustainability Strategy (WESS). A priority which will be integral to Smart Growth, both in its own right in terms of delivering the ambitions of the WESS, and also in terms of ensuring tackling climate change is integrated across all we do as a Council. Delivering this will mean accelerating the relevant actions in the WESS, identifying new ones and seeking out approaches that mean our recovery is a green recovery, including supporting our residents to work and set up businesses as part of the growing green economy.

12. *To deliver the best start in life.* I am proud of our borough's well-deserved reputation for its outstanding schools and its commitment to providing the best start in life for residents. During the initial phase of COVID-19 our schools worked tirelessly to provide support for the families of our key workers and for vulnerable children and young people, to provide virtual learning for our children and young people and to ensure that children in years 6, 1 and reception could access school places from 1st June. Local businesses including Battersea Power Station, and residents came together with us to provide support to those who needed it, including additional IT equipment with 1044 laptops being provided. However, despite all this work we know there will have been children and young people who have not attended school or undertaken home schooling and who may have fallen behind. There will also be young people who are just leaving school or further education and entering a jobs market for the first time that is very different from 6 months ago.

13. We will work tirelessly to ensure that all our children and young people now and, in the future, have the best opportunities and are able to get on in life. We will deliver this through a portfolio of creative, targeted solutions for children, young people and their families that can be tailored to individual needs. No two children are the same and to ensure no child is left behind we will ensure there is a menu of options available to meet diverse needs not a one size fits all approach. This support will be targeted at those most in need of support, including children who have fallen behind or where gaps in attainment have increased. This will include a broader and flexible, outside school hours offer for learning, including tutoring, supported by online

activities and volunteer mentoring programmes outside schools in order to strengthen the development of effective relationships in the school and wider communities and enable the delivery of targeted interventions and robust outcomes. Our virtual school will be extended to support children identified in need of support and protection, known to our children's services so that any individual educational needs can be addressed early. Work to narrow attainment gaps will be built upon with targeted work and support agreed with our schools led by our link inspectors and head teachers. This programme of support will be developed in partnership with our schools who know our children and young people well. As with the approach adopted effectively during COVID-19 it will be a communitywide response which will bring together partners, the local independent school sector and local businesses to work with us to provide facilities for additional educational support and additional resources for those children and young people who need it.

14. Any delays in taking action to support children and young people will have a longer-term impact on their ability to achieve. Immediate action is therefore required. The programme of support will therefore be rolled out with immediate effect with the development of a wider enrichment offer for disadvantaged learners and NEET Year 12 groups, a community based 'Wandsworth summer school' programme which engages and inspires young people and a flexible and varied tuition pilot for vulnerable children and young people. This rapid response will ensure that no child or young person in Wandsworth is left behind.
15. *To promote aspiration for everyone through sustainable, ambitious growth and regeneration.* My Administration has a strong track record in regeneration, masterplanning and sustainable place making. We have committed to investing up to £0.5bn to regenerate our estates and build 1,000 council homes and have demonstrated our leadership role in place shaping through our sponsorship and support of Nine Elms. The past few months have reinforced the importance of ensuring the supply of homes, either to rent or buy, to suit different needs of residents, including valued key workers. The regeneration of the Winstanley and York Road Estates and the Alton Estate will now proceed at pace.
16. Our commitment to deliver homes for local people is evidenced by the proposal submitted to Housing and Regeneration Overview and Scrutiny Committee last week to bring forward the target date for delivering 1,000 new homes by two years to 2027 (Paper 20-181). This is an ambitious programme, however as an Administration we want to deliver more for our residents. Work will therefore commence immediately to consider options to expand our development programme further. We will report the outcome of this work in November 2020.

17. Looking to the future we will take a leadership role locally, working with other public sector landowners to unlock the potential of land to deliver homes for residents. This piece of partnership work will form the foundation of future plans and is therefore being started, without delay, with the aim to report its findings in November 2020. Our Local Plan will clearly be a key document in setting the vision and objectives to be secured in delivering our ambitions for Wandsworth. Work and engagement on the Plan had started prior to Covid-19. A key theme of our Local Plan will be the importance of taking action on climate change and delivering the sustainable growth seen in the WESS. In addition to supporting action on climate change place based strategies will be a clear theme in our new Local Plan, which will also be developed to provide a blueprint for the delivery of development in Wandsworth that reflects and supports the our aspirations for our residents in terms of access to homes, facilities, culture and design. Our new Local Plan will be submitted to Committee in November 2020 to seek approval for first stage consultation with residents, businesses and other stakeholders.
18. A key first step in delivering our vision is the ambitious work to transform Wandsworth Town Centre, which includes the regeneration of the Town Hall campus, but looks wider than this one element to the development of a vision and an area strategy for Wandsworth Town Centre. This area strategy will provide a coherent framework for the regeneration of the Town Hall, the remodelling of the Wandsworth Town one-way system and the delivery of new homes in Wandsworth. It will be used as the impetus to drive change in Wandsworth to deliver a commercial destination and residential quarter that reflects a sustainable, greener way of living and working – a town centre fit for the 21st Century. Paper No. 20-210 elsewhere on this agenda sets out the details and timeframes for this ambitious plan.
19. *To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy.* I am proud that Wandsworth is recognised as the best small business-friendly borough in London. A borough with vibrant town centres, local shops and parades where businesses develop and thrive. A key element of our Smart Growth programme is to support these local businesses and self-employed residents back into trading and to thrive, to reinvigorate our town centres and support new centres such as Nine Elms and the smaller district centres and high streets, which have emerged during the past few months. Following the past few months a focus will be on enabling local businesses to adapt and take advantage of changing circumstances. This includes a move to more online shopping, shopping local and the impact of more residents working from home and therefore engaging more in the area they live in. Longer term there will also be a focus on supporting self-employed residents and local businesses to grow and take advantage of the opportunities locally that the regeneration of Nine Elms and increased home working may bring to the local economy both in terms of an increase in a local customer base and also ways of working as a business locally.

20. Achieving this will require co-ordinated action across Directorates and partnership working with our local Business Improvement Districts and smaller district centres. I am pleased to see that this co-ordinated approach has already started through the formation of a High Street Re-opening Working Group, which has brought together officers from Economic Development, the Arts Service, Communications, the Regulatory Services Partnership and Traffic and Engineering. This Group led on actions to support non-essential businesses to open on June 15th including launching our Shop Local campaign and providing advice to businesses. It has developed and will deliver the actions set out in the Appendix which will support our local businesses through this initial recovery phase through the provision of targeted advice and changes to street and town centre layouts which enable residents to social distance whilst shopping locally. Actions will also be delivered to build resident confidence in shopping locally and increase awareness of the wealth of our great local shops and businesses across Wandsworth.
21. Looking forward there is a real opportunity to support our residents to work differently and maximise the opportunities that the changes in working approaches resulting from COVID-19 have created. My Administration will look to enable more local working through the creation and support of shared workplace hubs. We will also champion the need for improved broadband connectivity, engaging positively with suppliers to ensure the borough is an easy place for them to deploy infrastructure, with the aim of making Wandsworth the best borough to work from home. This will enable our residents to work differently, take advantage of the opportunities and also enable a local spirit of entrepreneurship to thrive.
22. *Enabling people get on in life.* My Administration has a long-standing commitment to supporting our residents to get on in life. The impact of this work was validated by the Social Mobility Commission who ranked Wandsworth as the 4th best place for providing residents with the best conditions to get on in life. Work in this area was driven through my Administration's Aspirations Programme, which led to the creation of innovative services such as Work Match, which in recent months has successfully pivoted from face to face to online to support our residents into employment, and an increased focus on attracting inward investment to provide opportunities for local residents, as seen in the success of Nine Elms.
23. Due to the challenges of COVID-19 and its impact on the economy our residents will need support to access new opportunities. Young people and residents aged 45 and over are likely to face some of the hardest challenges and a focus of this area of work will be to develop targeted support to enable them to gain new skills and access the opportunities the borough has to offer in the sectors such as the creative and technology industries. As local employers, we, together with our local public sector partners, have a role to play in developing and offering apprenticeships in order that local young people can gain access to employment opportunities and skills development. There will also be a focus on building on existing partnerships with our further

and higher education partners in the borough to ensure that our residents can access a skills development offer that enables them to take advantage of the opportunities in Wandsworth. The past few months have also highlighted the importance of a reliable, extensive broadband network for all residents and access to technology in order to take advantage of online training, employment and business opportunities. Getting such a network for our residents and tackling digital exclusion as well as building on our track record for encouraging investment in Wandsworth and through this the creation of local opportunities for local residents will see my Administration building on its track record for social mobility.

Delivering Smart Growth for all

24. There is a growing body of evidence that the health, social, and economic impacts of COVID-19 disproportionately affect individuals from Black, Asian and Minority Ethnic communities. Our Smart Growth programme aims to ensure that all children in Wandsworth have the best start in life and enable all residents to get on in life and access the opportunities that living in Wandsworth provides. As an Administration we recognise that on its own this is not enough. Targeted work and actions are needed to support those residents most impacted by COVID-19, including our BAME residents and our younger residents. For this reason, tackling inequalities and delivering Smart Growth for all will be a cross cutting objective in our Smart Growth programme. It will be a core part of what is delivered through each of the five overarching objectives.
25. To make a real, long term difference this is work that needs to be done properly. We need to dedicate resources to building up a comprehensive picture of the impact of COVID-19 on our residents, in terms of health inequalities and socioeconomic impact. This will require officers to look at our existing data, identify and analyse new sources of data and look to extrapolate the findings of national research into a local context. This work has already begun and is documented in the Equality Impact Needs Assessment at Appendix Two. We have been clear that this initial analysis needs to be built upon and a more detailed impact report developed over the next three months. This detailed piece of analysis will help to shape our longer-term actions, which will aim to reduce local health inequalities and deliver a fairer, more equitable recovery.
26. On the basis of this work our services will develop and deliver targeted services and will monitor the impact of these services to ensure they are having a real impact for our Black, Asian and Minority Ethnic residents and our younger residents. Services have already started to develop a number of targeted actions for immediate delivery. These include a flexible and varied tuition pilot offer for vulnerable children and young people, a wider enrichment offer for Black, Asian and Minority Ethnic young people and targeted employment support for younger residents and residents aged 45+. These short term actions will be built upon in the longer term action planning, which will look at how we can support residents through services such as Work Match to achieve their potential.

Cross cutting objectives.

27. My Administration has consistently delivered against our commitment to our residents to provide high quality, value for money services. As a Council we worked hard to maintain key services during the lockdown period and are now focused on bringing services back online for residents, particularly for vulnerable residents. I have been clear to officers that in delivering this work they should not just focus on bringing services back as they were before. I want them to take the learning to deliver even better services and outcomes for residents.
28. Our Smart Growth programme will identify how we, as an organisation, can work smarter, including maximising the opportunities of the rapid improvement and use of technology and increased remote and flexible working. This will include embedding data science to enable a more intelligent use of data, which will identify how services can be improved and be better targeted at need. Smart City approaches and technology will be used to ensure our services run effectively and efficiently. As an organisation we will also review how we work with technology to enable us to engage with our residents efficiently and mirror the streamlined approach of the private sector. A first step in this journey is rolling out a Customer Relationship Management system within the contact centre that will improve call handling and response times and enable in time the development of a more joined up view across multiple services and systems of our information about residents, businesses and other service users.
29. We are clear that delivering high quality services is the core business of what we do and will continue to be so. This focus will inform the Smart Growth programme moving forward with an expectation that action plans developed to deliver all Smart Growth objectives will maintain a clear focus on continuous improvement in order to deliver high quality, effective and efficient services for residents. Updates on bringing services back online for residents will be included in the regular updates to Committees alongside areas where services have been improved or innovated.
30. We are committed to encouraging people to live healthy, fulfilled and independent lives by helping our residents stay safe, active and in control of their lives. This includes supporting our older residents, victims of domestic violence, homeless residents and children and young people in need of help and support. Our Community Safety Team will continue to work with the police, partners and services across the Council to ensure that residents are safe and feel safe. Our Adult Social Care and Public Health will similarly work with officers across the Council and with partners to support our residents to live independent lives.

31. As part of this work I am pleased to report that Adult Social Care and Public Health is currently co-producing with staff a targeted transformation programme. This will build on learning from the new approaches implemented in recent months, including the effective partnership working implemented at pace locally, with the NHS, CCG, care homes and voluntary sector. It will also look to build on the successful pre-Covid transformation programme which focussed on a strengths-based approach, promoting independence, health and wellbeing in our residents' lifestyles. The Directorate's "Transforming the Future Programme", will deliver real change, a new approach to partnership working and improved outcomes for residents. It will ensure that we are at the forefront of London-wide improvements and work to deliver wider South West London Health and Social Care Integrated Care and that work is aligned to the NHS five-year plan. This ambitious programme will be developed alongside our ongoing Covid-19 interventions to our communities, as well as being cognisant of the priority work required should there be further incidences of the virus. The programme of actions will be reported to Adult Social Care and Health Overview and Scrutiny Committee in September with key actions being reflected in the longer-term Smart Growth action plan which will be brought to this Committee in October.

Delivery of actions.

32. Smart Growth is our long-term vision and recovery plan for Wandsworth. As an Administration we recognise that delivery of this vision for Wandsworth requires both immediate actions to be delivered and medium and longer-term actions to be developed and delivered. I have therefore asked officers to develop action plans covering the period October 2020 to June 2021. As we need to act decisively, I have set a deadline of reporting these actions to FCROSC in October. This is a challenging deadline, but we cannot afford to wait. A further set of actions will be submitted to July 2021 FCROSC which will bring our action planning for Smart Growth in line with our established corporate plan development and reporting cycle.
33. As decisive action is required now officers, at my request, have developed an action plan covering July to October, which is set out in Appendix One. These actions will support our residents and our businesses through the transition towards a "new normal". They will also ensure support is put in place to ensure that our children who have missed out on school are supported to catch up, our residents are supported into employment, our businesses to re-open and our residents to feel confident in shopping locally.
34. As Smart Growth will be at the core of all that we deliver as a Council actions from these plans will be embedded and form the core of a refreshed set of Key Issues. This will enable all Councillors to monitor and scrutinise progress and impact.

Community Engagement

35. Wandsworth has always been a borough where there has been a strong sense of local community. The past few months have seen a strengthening of these bonds between neighbours and between our residents and the borough they live and work in. Going forward we will look to take forward this community spirit and build on it. However, I believe it is also important to recognise that some residents may also feel distanced from their local community, from us as a Council and from the borough as a whole. It is therefore a priority for me that actions be developed to engage with our local communities, including our faith groups, to both commemorate losses and celebrate the sense of community and place in Wandsworth, including our Town Centres and green spaces, and also on marking the community spirit which I have witnessed across the borough in recent months. I have asked that there be a focus on bringing residents and communities together when this is physically possible as well as an immediate focus on reaching out to our communities to build trust and relationships. Work on this will take place over the summer with detailed plans brought to the October meeting of the Committee.
36. During the past few months the reach of our communications has increased with more residents and businesses looking to us to be the sources of information on the local area and on available support. During this time new approaches and communication channels have been tried. This has highlighted that a more personalised, conversational approach engages more residents than simply broadcasting information. I have asked that this learning be used going forward to engage more residents and businesses in our work and that of our partners to ensure those who need support can access it and to build upon the sense of local community that has grown in 2020.

Comments of the Director of Resources

37. Whilst unclear at this stage to what extent, COVID-19 will undoubtedly have a lasting financial impact on the borough, its residents and businesses. It is critical therefore that the Council moves swiftly to mitigate this as far as possible with a commitment to investing in recovery, with a focus on targeted and effective financial investment to deliver longer term social, environmental and economic benefits. The proposed recovery plan identifies key areas of focus including building on and, where possible, accelerating the Council's ambitions in relation to climate change and housing and social regeneration.
38. The initial funding identified in this paper will supplement the use of existing budgets, Government and TfL funding and other bids. This extensive recovery programme will be further developed in the coming months and is likely to require further refocusing of existing funding streams as well as likely additional resources from the Council and Government. This will clearly need to continue to be considered within the context of a very challenging overall funding position and these issues will be considered in future papers to this committee and, as appropriate, the relevant service committees.

39. The proposed action plan does require some additional funding in the short term for Children’s Services (expansion of the virtual school and roll out of a tutoring pilot) and the EDO (to expand support to businesses, the Work Match service and to improve town/district centres). Additional General Fund revenue budget totalling £730,000 over three financial years would therefore be required, to be met from reserves. Positive General Fund revenue budget variations of £380,000 in 2020/21, £250,000 in 2021/22 and £100,000 in 2022/23 only are therefore recommended for approval. Whilst some of this investment would be one off, some of the schemes are assumed at this stage to run for two years with no further funding beyond that.
40. Further costings and any additional resources/investment required will become clearer as the action plan is reviewed. It is important that any investment is targeted appropriately in order to protect the Council’s income sources and reduce demand for statutory services where possible whilst supporting the overall economic prosperity of the borough.

Conclusion

41. This Council has a track record of responding quickly and innovatively in the face of challenges. The residents’ survey results elsewhere on this agenda show just how successful we’ve been year on year. Whilst the current challenges posed by COVID-19 are the largest the borough has faced we are committed to taking quick and decisive action now and in future years to support the residents and businesses in Wandsworth to achieve and thrive and create a borough which by 2030 is greener, thriving and a first-class destination to live, visit, work and study in.

APPENDIX ONE – SMART GROWTH ACTION PLAN (July-October 2020)

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
To be the greenest inner London borough				
Develop an engagement approach for the involvement of local groups, residents, businesses and partners in climate change action for Wandsworth in the context of social distancing and increased use of online approaches.	Plans and approaches developed taking into account social distancing and lockdown restrictions, enabling involvement in climate change action and promoting awareness and knowledge of climate change.	Jon Evans	End August 2020	To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy
Bring housing proposals forward responding to Climate Emergency. Additional areas of focus – estate and related environmental improvements, housing and work environments and MEP and approach to testing and assessing use of new technologies.	Report to HROSC setting out actions and plans to address climate change emergency for new build and existing stock.	Chris Jones	September 2020	N/A
Install new bike hangars in 21 streets following the positive response to the Council's consultation on proposals for the installation of 27 bikehangars	Bike hangars installed in 21 streets Increased use of cycling as a mode of transport	Nick O'Donnell	September 2020	N/A
Install additional cycle parking facilities at key locations including tube and rail stations and high streets	Cycle parking facilities installed. Increased use of cycling as a mode of transport	Nick O'Donnell	October 2020	To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
Install a number of temporary 'pop-up' cycle lanes and experimental cycle route upgrades such as Garratt Lane and Queenstown Road	Cycle lane facilities installed. Increased use of cycling as a mode of transport	Nick O'Donnell	October 2020	N/A
Install up to fourteen contra flow cycle lanes on roads such as Bullen Street, Byrne Road, Buttermere Drive, Cloudesdale Road, North Passage, St Ann's Crescent and Tonsley Hill	Cycle lane facilities installed. Increased use of cycling as a mode of transport	Nick O'Donnell	October 2020	N/A
Install up to nine experimental Low Traffic Neighbourhoods	Reduction in traffic on residential roads, improved and safer local environment.	Nick O'Donnell	October 2020	N/A
Deliver further roll-out of 20mph limits and lobbying TfL to reduce speed limits on red routes	New 20mph limits in place, including on TfL red routes. Decreased car speeds across the borough and decreased car related accidents	Nick O'Donnell	October 2020	N/A
Deliver up to 20 School Streets	Reduction in traffic on school roads, improved and safer local environment.	Nick O'Donnell	September 2020	N/A
Enter into contract with Zip Car to continue to support free floating Car Clubs in the borough	Provision of car clubs	Jeni Jackson	July 2020	To promote aspiration for everyone through sustainable, ambitious growth and regeneration
Work with our contractors, to explore the potential to introduce on-street recycling bins and bins in parks to separately capture single use plastics.	Decision taken on feasibility of on-street and parks recycling bins to capture single use plastics. Reduction in single use plastic in residual waste streams.	Ishbel Murray	August 2020	N/A
Develop and rollout factsheet for schools on steps they can take to increase energy efficiency and reduce carbon emissions using feedback previously received from headteachers	Factsheet distributed to schools before end of summer term. Schools have knowledge and confidence to take effective steps to reduce carbon emissions	Jon Evans	September 2020	To deliver the best start in life

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
To deliver the best start in life				
<p>Deliver an extensive and diverse summer community based ' Wandsworth summer school' programme which engages and inspires young people</p>	<p>Children and young people will have access to social activities and learning in our local communities. The offer will be targeted at vulnerable young people who have found it hard to engage with school and learning over lockdown.</p> <p>Enhanced aspirations and improved self-esteem and mental wellbeing through access to activities facilitated by early help, our community of schools and community-based sports and Youth Clubs</p>	<p>Paul Martland / Lisa Fenaroli</p>	<p>July / August 2020</p>	<p>N/A</p>
<p>Pilot a flexible and varied tuition offer to vulnerable children and young people which supports reengagement, transition and improve outcomes linked with the wider Council Library strategy</p>	<p>Young learners and parents will benefit from a broader and flexible, outside school hours offer for learning, including school led tuition. Enhanced levels of child, parent and carers engagement are achieved through access to a bespoke menu of options</p> <p>Vulnerable and disadvantaged children would be supported to "bridge the gap" and have improved outcomes, through a broad and flexible offer, developed on an individual child basis based on need through the schools. Young learners will interact with local communities They will each have access to a 'Wandsworth learners/library card'</p>	<p>Lisa Fenaroli</p>	<p>August 2020 and onwards</p>	<p>N/A</p>

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
Continue to support delivery of our local schemes "Power to Connect" to provide laptops and internet access to vulnerable cohorts and to deliver laptops through the government scheme	Our most deprived will have access to laptops and internet and will not suffer from digital poverty.	Michael Hallick / John O'Sullivan	July onwards	N/A
Develop a wider enrichment offer for disadvantaged learners, BAME, NEET Year 12 groups alongside Wandsworth independent schools, universities and charitable organisations. This may include education support but also access to other sport, leisure and wellbeing activities.	<p>Children and young people will have raised aspirations for the future and feel better prepared for life</p> <p>Disadvantaged pupils experience better mental health and wellbeing and improved career opportunities and standards of life having benefitted from access to facilities e.g. music/sport and careers guidance and access to University based projects</p>	Lisa Fenaroli	August 2020	N/A
<p>Launch a mentoring scheme delivered by staff to improve the life opportunities and raise aspirations for vulnerable young people.</p> <p>Mentoring Scheme involving councillors to be developed</p>	<p>Our ambition is to have 50 mentors, briefed trained and linked to young people.</p> <p>Children and young people will have enhanced opportunities due to a better understanding their personal attributes/ ambitions through applying their skills learnt from mentoring into life and the job market.</p> <p>Raised aspirations for their future as a result of input received from a positive role model</p>	Lisa Fenaroli / Tracy Shaw	From September 2020	N/A

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
<p>Expand the role of the Virtual School to provide information, advice and guidance to the team around the child and family in order to improve education outcomes for pupils aged 5-16 in need of support (CIN) or protection CP Plan.</p>	<p>964* children in need of support (CIN) or on protection plans (CP) aged 5-16 with a social worker will benefit from oversight from the virtual school team.</p> <p>Year 6 children subject to a CIN or CP plans have access to subject booster tuition to help bridge the gap and enabling them to be better prepared for the secondary curriculum.</p> <p>Vulnerable children and young people will have an improved sense of self-worth and wider opportunities due to accelerated learning and a boosted voice</p> <p>Children will be better supported in their educational journey by Social workers and Independent CP chairs as well as Educational welfare officers who will be better at identifying in CIN and CP plans the educational needs of children and young people</p> <p><small>*NB this is a fluid number as this cohort changes over time</small></p>	<p>Lisa Fenaroli / Paul Angeli</p>	<p>September 2020 and beyond</p>	<p>N/A</p>
<p>Co- locate social workers in educational settings to ensure children and young people and their families receive the appropriate support at the earliest opportunity through collaborative working between schools and social care</p>	<p>Bid submitted for funding.</p> <p>5 to 8 of schools will receive a social worker (subject to success of the bid). From Sept two social workers will be working alongside our Pupil referral unit (PRU) in a pilot, regardless of success of bid.</p>	<p>Paul Angeli / Lisa Fenaroli</p>	<p>July 2020 (deadline for notification of success of bid)</p>	<p>N/A</p>

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
	<p>Children’s needs in a school setting will be identified and acted upon sooner</p> <p>Parents and carers will have access to professional support at the point of need in the context of a school setting</p> <p>Enhanced levels of confidence and partnership working and coproduction as a result of closer working relationship between social workers school staff and parents and carers</p>			
Target reading initiatives through libraries to encourage participation of young people, making materials available through digital online services.	Deliver Summer Reading Challenge through libraries to 1,000 children and young people	Ishbel Murray / GLL	September 2020	N/A
Build on the Community Fibre rollout across Wandsworth with the provision of broadband to an additional 500 properties	Increased access to broadband in council properties	Ian Stewart	September 2020	N/A
Work with the school place planning team to understand the impacts of new development in terms of the availability of school places in the Borough to inform infrastructure requirements to be set out in the Infrastructure Delivery Plan accompanying the emerging Local Plan	To ensure that provision of school places keeps pace with growth	Jeni Jackson/Lisa Fenaroli	Work started – July 2020 Completed - November 2020	To promote aspiration for everyone through sustainable, ambitious growth and regeneration
Produce a local housing needs assessment which identifies the need for housing in the borough, including affordable housing and specialist housing, which will inform the emerging Local Plan.	Publication of a Local Housing Needs Assessment.	Jeni Jackson	September 2020	To promote aspiration for everyone through sustainable, ambitious growth and regeneration

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
To promote aspiration for everyone through sustainable, ambitious growth and regeneration				
Ensure that public sector land put forward through 'call for sites' is appropriately considered in the context of site allocations for the emerging local plan	Allocated available public land to meet development needs	Jeni Jackson	Started - July 2020 Completed by November 2020	n/a
Undertake audit of public landholdings to identify development and regeneration opportunities.	Listing published with status and identifying next steps to liaise with landowners/Govt Depts to promote feasibilities, review, development.	Chris Jones	Started - July 2020 November 2020	N/A
Dedicate resources to producing a first draft Local Plan including area strategies for future place making in the borough to accommodate housing need and other development necessary to deliver sustainable, ambitious growth and regeneration through the development management process	To bring forward a draft Local Plan for first stage consultation with stakeholders	Jeni Jackson	Work started – July 2020 Completed by- November 2020	To be the greenest inner London Borough To deliver the best start in life To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
Dedicate resources to producing a first draft Wandle Delta Supplementary Planning Document which identifies the framework for delivery of the employment and industrial intensification alongside delivery of housing	A Wandle Delta SPD for consultation	Jeni Jackson	Work started – July 2020 Completed by- November 2020	To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy
Dedicate resources to bringing forward ,alongside the emerging Local Plan, a delivery framework for Wandsworth Town Centre which brings together the Wandle Delta SPD, the proposals for the Wandsworth One Way System, the Wandsworth Town Hall emerging masterplan and other identified and emerging projects working with stakeholders such as the Wandsworth BID to provide a vision for Wandsworth Town Centre fit for the 21 st century	To produce a delivery framework to support and provide enhancement to the Area Strategy for Wandsworth Town to be included in the emerging Local Plan	Jeni Jackson/Andy Algar	Stakeholder engagement started – July 2020 SPD Completed by- November 2020	To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy
Commission a design team to develop the emerging masterplan for the Town Hall	To deliver a comprehensive masterplan for the Town Hall sites which complements the wider vision for the Town Centre.	Andy Algar	Preferred architect and team selected September 2020.	To ensure businesses thrive and town centres are vibrant and culturally rich

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
				places to go, shop and enjoy
Dedicate resources to considering options to expand the Council led development programme and identify opportunities.	Identify additional infill sites that could be brought forward and delivery options optimizing housing offers to target groups (e.g. key workers, first time buyers) if funding were available.	Chris Jones	Work started – July 2020 Completed by- November 2020	N/A
Dedicate resources to completing an Open Space Study identifying areas of deficiency in open space provision in the borough, including formal and informal open space and play provision; together with protecting existing valued open spaces and opportunities for new provision including future provision alongside development to support future growth and to support the theme of health and wellbeing.	Publication of final Open Space Study and use to inform the emerging Local Plan.	Jeni Jackson	September 2020	To be the greenest inner London borough. To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy.
Dedicate resources to completing an Urban Design Study to understand the context of the borough and the capacity for future sustainable growth and regeneration respecting that context and those parts of the borough which residents' value.	Publication of final Urban Design Study and use to inform the emerging Local Plan.	Jeni Jackson	September 2020.	To be the greenest London borough.

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
<p>Deliver a partnership/stakeholder event focussed on the benefits that Nine Elms offers in the changed context and what challenges it might face.</p> <p>Use event to inform more focused action through a reshaped communications campaign and potentially a Recovery Roundtable or Task Force.</p>	<p>Updated programme of activity, taking into account changed conditions.</p> <p>Stakeholders understand what Nine Elms offers in the changed context and how it will still become a successful neighbourhood over the coming 18-24months.</p>	Jon Evans	End of July	<p>To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy</p> <p>To be the greenest inner London borough</p>
<p>Remobilise Nine Elms cultural and community projects, delivering our first cultural projects by September in an appropriate manner.</p>	<p>Residents see the Council as an active participant in the Area, ensuring that the regeneration supports their aspiration for access to facilities, culture and design</p>	Jon Evans	ROSE re-opens in line with Council policy. -July	N/A
<p>Ensure ongoing delivery of infrastructure projects which support the vision for a successful, sustainable, mixed-use neighbourhood and that key milestones over the summer are communicated</p>	<p>Residents, businesses and partners see that investment and momentum in the area are ongoing.</p>	Jon Evans	<p>CPZ / Start of Thesaly Road works – Aug/Sept</p> <p>Playspace Project – Sept</p> <p>Signing of Health Centre Funding Agreement – Sept</p>	<p>To be the greenest inner London borough</p>

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
To ensure businesses thrive and town centres are vibrant and culturally rich places to go, shop and enjoy				
Develop and deliver a Digital Business programme to help businesses shift to online trading models	15 businesses supported in first phase	Jon Evans	Launch August, complete January	N/A
Deliver Enterprise Hub enhancements – new online one-to-one support, webinars and training programmes geared to economic recovery	50 businesses receiving support through to Sept/Oct	Jon Evans	Existing services enhanced from July	N/A
Provide access to professional advice via a call off network of professional advisers (accountants, HR advisers, compliance experts, marketing experts, insolvency practitioners, etc) Provide subsidised initial advisory sessions.	120 businesses receiving support through to December Incentivised use of professional advice to support business survival, adaptation or restructuring.	Jon Evans	Network in place August; demand led but assume completes December	N/A
Deliver an enhanced start-up and self-employment programme; Service will be co-commissioned with Workmatch and build on existing relationships with partners such as Virgin Start-up, Startup Loans, etc	60 pre-starts, start-ups supported through to Dec Likely increased demand for start up advice from redundancy, limited employment opportunities and post lockdown re-starts supported	Jon Evans	Enhanced service offer begins August and through to New Year	N/A
Deliver a creative business support programme.	50 creative entrepreneurs and small businesses supported	Jon Evans	Launch August/September	N/A

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
Deliver “Shop Local” campaign which promotes our local town centres and local high streets. <ul style="list-style-type: none"> • Phase One – Initial re-opening, based on ‘Open for Business’ messaging; promotion of ‘My Virtual Wandsworth’ directory • Phase Two – Summer, including promotion of hospitality opening and town centre dressing initiatives 	Residents report shopping locally Local businesses report increased footfall	Jon Evans	Phases 1 – end of July Phase 2 – end of September	To be the greenest inner London borough
Produce a guide for local businesses compiling all advice and legal requirements in one easy to access approach.	Businesses feel confident in re-opening. Resident confidence in using local high streets	Jon Evans	Hospitality industry – July 4 th	N/A
Develop and deliver signage, shop front vinyls, banners and floor stickers for town centres and high streets in order to provide visible signal of re-opening and improve look and feel of high streets. Programme of work to link with Art’s Service Love Wandsworth Programme	Residents report shopping locally Local businesses report increased footfall	Jon Evans	Phase 1 – end of July with some later roll out depending on local conditions	To be the greenest inner London borough
Deliver additional 1-2-1 advice for businesses to support re-opening delivered by increasing the capacity of the Health and Safety, Trading Standards and Licensing Teams	Businesses feel confident in re-opening.	Jon Evans + Kevin Power		

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
Accelerate the delivery of temporary key town centre urban realm improvements such as Putney High Street, Bedford Hill, Southfields and Lavender Hill (as part of the Transport Action Plan)	Urban realm improvements completed. Design work completed. Improved public realm in delivery locations, with improved look and feel, increased use of sustainable modes of travel	Nick O'Donnell	October 2020	To be the greenest inner London borough
Explore opportunities to enable experimental road closures with limited / no vehicle access so that road space can be repurposed for pedestrians / cyclists and possibly alfresco dining when restaurants are able to reopen (as part of the Transport Action Plan)	Road closures in place and buses diverted. Improved public space, increased use of sustainable modes of travel	Nick O'Donnell	October 2020	To be the greenest inner London borough
Ensure that the borough has excellent digital connectivity	All areas have high speed broadband and mobile coverage, enabling working from home for all and increasing the attractiveness of the borough for businesses	Mike Gravatt	Action plan – July 2020 Roll out of improved infrastructure – ongoing till 2025	N/A

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
<p>Undertake initial scoping work to identify and develop a start-up workspace programme – a programme of investment in workspace hubs targeted at local start-ups with affordable rent or specialist operators linked to town centres and regeneration areas. Potential projects include:</p> <ul style="list-style-type: none"> • Trident Business Centre, Tooting • Putney Library • Food Exchange, New Covent Garden Market • Sleaford Street Affordable Units • Battersea Design and Technology Quarter <p>A longer-term programme of projects to be developed based on agreed S106 agreements, brought forward subject to development timetables</p>	50,000 sq ft of affordable/specialist space programmed.	Jon Evans	<p>Initial scoping work completed – September 2020</p> <p>Delivery will be during 2021 and 2022</p>	N/A
Enabling people get on in life				
Employ dedicated specialist to support residents aged 45+ back into employment	<p>50 Residents supported into employment</p> <p>Claimant count for residents aged 45+ reduced (currently highest locally and now growing by 30 – 80%)</p>	Jon Evans	Staff in place - September	N/A

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
<p>Commission services to provide support for residents with mental health issues, substance misuse issues, disabilities or issues linked to youth offending and self-employment to ensure co-ordination with local and national programmes.</p>	<p>70 Long term unemployed 6 months + into employment</p>	<p>Jon Evans</p>	<p>First commissioned services in youth at risk and self-employment – August. Other services – September</p>	<p>N/A</p>
<p>Employ Partnership and Contracts Lead to lead on commissioning and improved link with partners</p>	<p>70 Long term unemployed 6 months + into employment Better links with internal and external partners. Ensure effective link with major government programmes expected to be announced</p>	<p>Jon Evans</p>	<p>Staff in place - September</p>	<p>N/A</p>
<p>Launch a new ‘family orientated’ Lifelong Learning offer to improve adult learning and job opportunities within our communities. This programme includes a number of work-off workshops to longer courses involving children and families Examples range from “Cupboard cook up”, to developing confidence and assertiveness skills.</p>	<p>Our adult learners benefit from a rich online e-platform which meets new identified needs. Enhancing the online offer by 50% and with 50% more online learners as a result. Our communities will have improved job opportunities in the labour market through access to a ‘fusion skills’ which cover a range of versatile and transferable skills offer. We will look to encourage BAME participation and increase this to 56% for the next academic year Families will benefit from better wellbeing as a result of our ‘family learning offer’</p>	<p>Lisa Fenaroli</p>	<p>July 20</p>	<p>N/A</p>

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
	<p>All identified young carers will receive additional support with their education to enhance their job opportunities and further their prospects</p> <p>Enhanced basic skills amongst adults in our communities through a strengthened offer of ESOL English Maths and ICT courses</p>			
<p>Deliver a bespoke Council employment and training offer for our care leavers to improve their quality of life and career opportunities.</p>	<p>Increased number of council apprenticeship offers available to care leavers enabling improved career outcomes and increase in number of young people in education, employment and training. To aim to increase the number of care leavers in council employment or apprenticeship positions from 5 (2019/20) to 8 positions minimum across the SSA.</p> <p>Looked after children and Care Leavers aged 14 or above will have access to a an online EETs passport equipping them with work ready skills and qualifications</p> <p>Each care leaver will benefit from a guaranteed job interview offer subject to skills and/or experience matching with access to the SSA apprenticeship scheme. Including in Childrens services encouragement to apply for vacancies within business support function.</p> <p>Boost in council apprenticeship levels amongst BAME and disadvantaged pupils due to</p>	<p>Lisa Fenaroli/Paul Angeli</p>	<p>Sep 20</p>	<p>N/A</p>

Action	Outcome	Accountable AD	Deadline for delivery	Cross-cutting with other priority areas
	<p>collaboration with local businesses, such as athletics sports clubs</p> <p>Raised aspirations and positive EETs outcomes for our care leavers as a result of a greater Council offer</p>			
Ensure that the Council's own recruitment of staff and apprentices promote opportunities for local people	<p>Locally focussed recruitment campaign run</p> <p>Internal review of opportunities for apprentices completed</p> <p>The Council sets an example as a local employer</p>	Mike Gravatt	August 2020	N/A
Ensure a degree of the Social Value evaluation criteria for all contracts, where feasible, is assigned to "Promoting Local Skills and Employment" as detailed within the National Social Value TOM's Framework.	Those bidders who commit to promoting local skills and employment will receive a higher "quality" mark in the assessment of submissions.	Paul Guillotti	July onwards	N/A

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	All
Service Area	All
Service/policy/function being assessed	Smart Growth – Wandsworth Recovery Plan
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved	Jamie Fisher, Clare O'Connor, Jon Evans
Date submitted to Directors' Board	18/06/20

SUMMARY

There is growing evidence that the health, social, and economic impacts of COVID-19 disproportionately affect those with protected characteristics. This evidence is described in section two alongside the Wandsworth context. The Wandsworth Smart Growth Recovery plan includes actions across five workstreams which aim to tackle the negative impact of COVID-19 for all, including those with protected characteristics to ensure that all within the borough are able to thrive and get on in life.

In addition, there is a commitment that embedded across the Smart Growth plan are actions to support residents most impacted by COVID-19, in particular Black, Asian and Minority Ethnic residents and younger residents.

Delivery of actions in the Smart Growth Recovery plan will be closely monitored by senior leaders. Actions will be embedded in the revised set of Key Issues, and updates reported in routine progress reports to the appropriate OSC in November and June cycles. In addition, there will be regular over-arching updates to FCROSC. As corporate leads for equality, the Policy and Review team will monitor the impact of the Smart Growth Recovery plan on groups with protected characteristics to ensure that all who need support to thrive and get on life receive it.

There is also a commitment in the Smart Growth paper to build up a comprehensive picture of the impact of COVID-19 on residents, in terms of health inequalities and socioeconomic impact.

The longer term action plans submitted to October FCROSC will contain additional actions tailored for groups of residents most in need of support. These actions will be based on an analysis of local impact and also on the impact of the 3 month actions.

The impact of the actions underpinning Smart Growth will be monitored by protected characteristics and targeted action will be taken if communities or groups of residents are under-represented amongst those accessing services

1. Background

Briefly describe the service/policy or function:

The Wandsworth Smart Growth Recovery plan sets out how the Council intends to respond to the long-term challenges presented by COVID-19, and support those most affected by the pandemic and lockdown as the country begins to re-open. It aims to build a Wandsworth for 2030 where businesses and town centres thrive, social mobility is high and residents are supported to achieve their potential, where sense of community and place is embedded, and the borough is green and carbon neutral. The plan has five seven over-arching workstreams which reflect the areas most affected by COVID-19:

1. To be the greenest Inner London Borough.
2. To deliver the best start in life.
3. To promote aspiration for everyone through sustainable, ambitious growth and regeneration.
4. To ensure business thrive and town centres are vibrant and culturally rich places to go, shop and enjoy.
5. Enabling people to get on in life.

The plan is under-pinned by cross cutting objectives:

- Delivering Smart Growth for all
- Bringing services back online
- Supporting people to stay safe and live independent lives

2. Analysis of need and impact

Protected group	Findings
Age	<p>Young People – According to the Institute for Fiscal Studies, young people are likely to bear the burden of the lockdown, and are more likely to be an industry heavily affected by the lockdown, with 30% of workers aged under 25 working in a sector shutdown by the lockdown, compared to 13% of over-25s. In addition, the Resolution Foundation notes that recessions are most felt by those leaving education and entering the labour market, and therefore younger people would be most affected by any economic downturn caused by COVID-19.</p> <p>The Education Endowment Foundation report indicated that lockdown school closures could wipe out 10 years off progress in closing the achievement gaps. Modest estimates in the government-commissioned report suggest the shutdowns could cause the gap to widen by around a third of what it is now.</p>

Wandsworth has a higher proportion of young people than the London average, with 18.9% of the population aged 20-29 compared to 15.3% across London.

Older People – Older people are more vulnerable to COVID-19, with data suggesting that 13.4% of patients aged 80+ with COVID-19 die, compared to 1.25% of patients in their 50s. Older people are also more likely to have one or more condition which makes them medically vulnerable, and so advised to shield. The table below shows the data for the Wandsworth shielding list, which confirms that those aged 40-69, and especially those aged 70+ are disproportionately likely to be advised to shield compared to the general borough population.

	Shielding list		Population	
0-18	464	5.3%	67,182	20.2%
19-39	1,342	15.2%	141,918	42.7%
40-69	3,744	42.4%	100,746	30.3%
70+	3,271	37.1%	22,679	6.8%
sum	8,821		332,525	

Disability

People with pre-existing health conditions are more vulnerable to COVID-19, with 90.4% of deaths involving COVID-19 in England and Wales had at least one pre-existing condition, and the mean number of pre-conditions for deaths involving COVID-19 was 2.3. The most common pre-existing condition was Dementia and Alzheimer disease (present in 20.4% of deaths involving COVID-19), followed by ischaemic heart diseases (involved in 10.8% of COVID-19 deaths).

In 2019, 5% of the Wandsworth 65+ population, and 1.29% of the under 65 population had dementia. 2017/18 data for the South-West London STP estimates that 1.93% of the population had coronary heart disease.

The CQC has published data showing that the number of deaths of people with learning disabilities rose by 134% for the period 10th April-15th May in 2020 compared to the same period in 2019, with around half of deaths attributable to COVID-19.

In Wandsworth 16.2 per 1,000 children have learning disabilities known to schools, and 3.46% of adults with learning disabilities get long-term support from the local authority.

Disabled people are also disproportionately impacted by the social effects of COVID-19.

	<p>Disabled people are also more likely to be shielding than the general population. 52.7% of disabled adults have reported self-isolating because of COVID-19 compared to 32.3% of nondisabled adults.</p> <p>People with a physical disability are more reliant on public transport than the general population and may be less able to switch to other forms of travel such as walking and cycling. They are more likely to be adversely affected by the reduction in capacity of public transport during the lockdown and recovery period, and some operators have reduced their passenger assistance.</p> <p>The ONS has published survey finding which show that:</p> <ul style="list-style-type: none"> • 45% of disabled adults report being very worried about the effect the pandemic is having on their life compared to 30% of non-disabled adults. 86% reported being very or somewhat worried. • 64.8% if disabled adults said COVID-19 related concerns were affecting their well-being. • 35% of disabled adults reported spending too much time alone, compared to 20% of non-disabled adults. <p><i>In Wandsworth 10.68% of the population has a disability which limits their day-to-day activities. 12.4% of the working age population meets the definition of disabled under the Equality Act, and a further 9.8% have a work-limiting disability.</i></p> <p>Data on the proportion of individuals on the shielding list with a disability is not available.</p>
Gender (sex)	<p>According to the IfS, women were about one third more likely to work in a sector that was shutdown during the lockdown than men: one in six (17% of) female employees were in such sectors, compared to one in seven (13% of) male employees. This suggests that women will be disproportionately impacted by the economic effects of COVID-19.</p> <p>According to the ONS, males had a significantly higher rate of death due to COVID-19; the age-standardised mortality rate (ASMR) for males in England was 781.9 deaths per 100,000 males compared with 439.0 deaths per 100,000 females. <i>As of 1st May, according to the ONS the ASMR for males in Wandsworth was 113.2 per 100,000 population compared to 55 per 100,000 population for females.</i></p> <p><i>In Wandsworth 52% of the population are women, and 48% men.</i></p>
Gender reassignment	<p>Due to the pandemic, the NHS has cancelled all non-urgent appointments, including appointments at Gender Identity Clinics, and have also suspended gender confirming surgeries. The Women’s and Equality Select Committee has heard research that trans people are also at higher risk of social isolation and estrangement from family, and that during lockdown have had reduced access to support groups; which will have had a negative impact on their mental health. Stonewall have also warned that trans people are at particular risk of domestic violence, with 19% reporting experiencing abuse from a partner.</p> <p><i>There is little data about the number of transgender people in Wandsworth, however the Government Equalities estimates that there are between 200,000 and 500,000 trans people in the UK.</i></p>

Marriage and civil partnership	N/A												
Pregnancy and maternity	<p>The IfS has found evidence that parents, and especially mothers, are disproportionately affected by the COVID-19 lockdown. Mothers in two-parent household are doing 1/3rd of the uninterrupted paid-work hours of fathers, due in part to taking on a greater share of additional childcare responsibilities generated by school closures and extra housework. Of those in paid work prior to lockdown, mothers are 47% more likely than fathers to have lost their job and are 14% more likely to have been furloughed.</p> <p>Pregnant women have also been advised to take extra care to maintain social distancing and minimise contact with people from outside their households.</p> <p><i>Local data on pregnancy and maternity is not available.</i></p>												
Race/ethnicity	<p>BAME people are more vulnerable to the health and social impacts of COVID-19. Public Health England completed a review into the disparities in risks and outcomes of COVID-19 which found that people from Black ethnic groups were the most likely to be diagnosed with COVID-19. The age standardised diagnosis rates of COVID-19 per 100,000 population was 649 for Black males and 486 for Black females compared to 224 for White males and 220 for White females. Death rates from COVID-19 were also higher for Black and Asian ethnic groups compared to White ethnic groups, with people of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity having between 10 and 50% higher risk of death when compared to White British. The age standardised death rates in confirmed cases per 100,000 population was 257 for Black males and 119 for Black females, 163 for Asian males and 78 for Asian females, and 70 in White males and 36 in white females.</p> <table border="1" data-bbox="891 991 1518 1361"> <thead> <tr> <th colspan="2">Wandsworth Population</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>70.13%</td> </tr> <tr> <td>Asian/Asian British</td> <td>10.35%</td> </tr> <tr> <td>Black/African/Caribbean/Black British</td> <td>10.77%</td> </tr> <tr> <td>Mixed/Multiple Ethnic Group</td> <td>6.08%</td> </tr> <tr> <td>Other Ethnic Group</td> <td>2.65%</td> </tr> </tbody> </table>	Wandsworth Population		White	70.13%	Asian/Asian British	10.35%	Black/African/Caribbean/Black British	10.77%	Mixed/Multiple Ethnic Group	6.08%	Other Ethnic Group	2.65%
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The PHE report does not conclude on reasons for the disparity, although it has been suggested that the higher infection and mortality rate in BAME groups could be due to a higher proportion of these groups with one or more underlying health condition. For example, diabetes was mentioned on 45% of death certificates where COVID -19 was mentioned for Black patients, and 43% in Asian patients, compared to 21% of all death certificates. Similar disparities were seen for hypertensive disease.

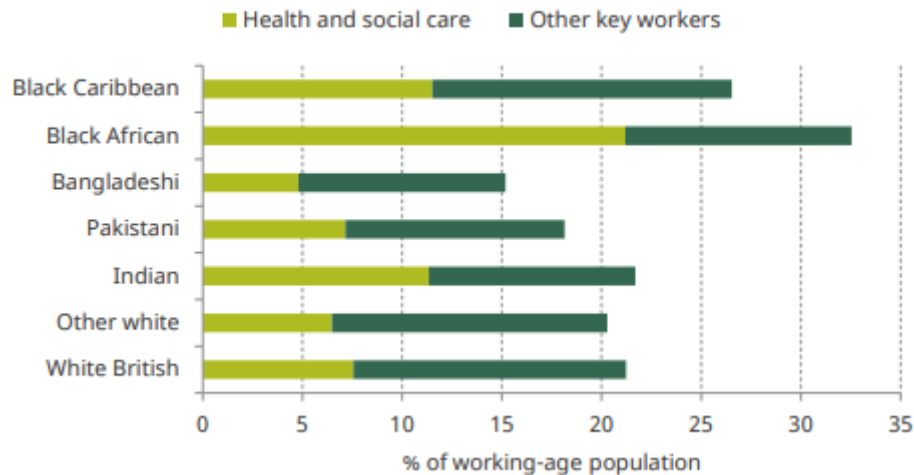
In Wandsworth 23.8% of people with type 1 diabetes and 59% of people with type 2 diabetes are from an ethnic minority group. 29.87% of the general borough population is from an ethnic minority group.

People of BAME groups are also more likely to live in overcrowded households where infection control is less effective.

According to 2011 Census data, 48% of overcrowded households in Wandsworth were from BAME groups, twice the proportion of all households from BAME groups (24%). Overcrowded households are defined as those where there are fewer bedrooms than needed to fulfil the need according to the bedroom standard.

It may also be due to members of BAME groups being over-represented in professions where they are exposed to the virus including the health and social care workforce, and other key worker professions. The IfS reports that one-third of the working age Black African ethnic group are employed in keyworker roles compared to just over 20% of the White British working age population.

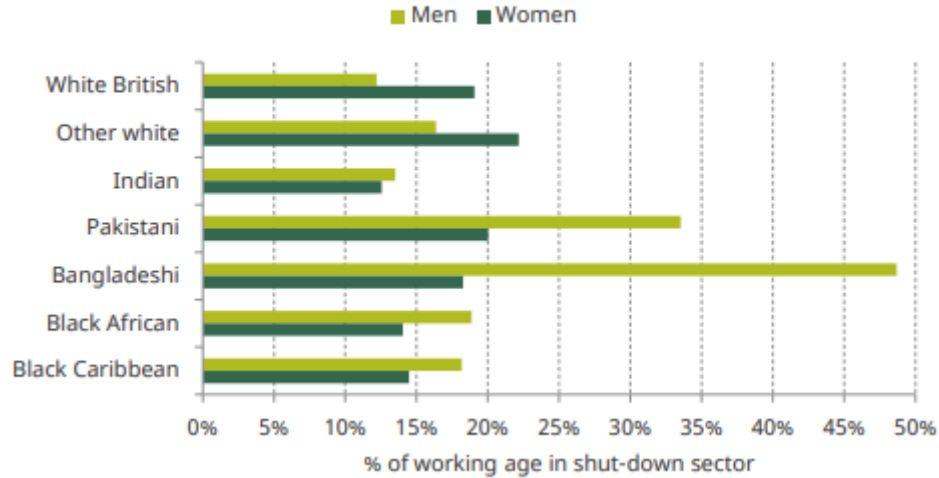
Figure 9. Share of key workers among those of working age in each of seven ethnic groups



The IfS also finds evidence that people from ethnic minority groups are also more economically vulnerable than white ethnic groups. Bangladeshi men are four times as likely as white British men to work in a shut-down industry, Pakistani men three times as likely,

and Black African and Black Caribbean men are 50% more likely. 29% of Bangladeshi working age men work in a shut-down sector and have a partner who is not in paid work, compared to 1% of white British men.

Figure 12. Share of working-age population in shut-down sectors in England and Wales, by ethnic group and sex



Comparable data on the sector of employment by ethnicity is not available at a local authority level.

Nationally, People from ethnic minority groups are also more likely to be self-employed, and therefore more vulnerable to the economic impact. Pakistani men are 70% more likely to be self-employed than White British men.

Data from the 2011 census suggests that this is not true of Wandsworth where a higher proportion of residents from a White ethnic group were self-employed (13%) than any other ethnic group, although Pakistani and Bangladeshi were the next most likely groups at 12% and 10% respectively.

	All categories:	White:	Mixed/multiple ethnic group:	Asian/Asian British:	Black/African/Caribbean/Black British:	Other ethnic group:
In employment: Total	70%	75%	63%	59%	52%	60%
Self-employed: Total	12%	13%	9%	10%	6%	9%

	Nationally, around 30% of Bangladeshi, Black Caribbean and Black African households have enough financial buffer to cover one month's income, compared to 60% of the rest of the population. Comparable data is not available at local authority level.																		
Religion and belief, including non belief	<p>During lockdown, places of worship have been shut although are due to re-open for private worship from 15th June subject to being able to maintain social distancing requirements. This may mean that members of faiths are not able to access the same social and support networks they typically do and may be at greater risk of social isolation.</p> <p><i>The table below shows the Wandsworth population's stated religious beliefs.</i></p> <table border="1" data-bbox="1039 485 1368 1078"> <tr> <td>Christian</td> <td>53%</td> </tr> <tr> <td>Jewish</td> <td>0.50%</td> </tr> <tr> <td>Muslim</td> <td>8%</td> </tr> <tr> <td>Hindu</td> <td>2.10%</td> </tr> <tr> <td>Buddhist</td> <td>0.80%</td> </tr> <tr> <td>Sikh</td> <td>0.27%</td> </tr> <tr> <td>Other Religion</td> <td>0.42%</td> </tr> <tr> <td>No Religion</td> <td>27%</td> </tr> <tr> <td>Not stated</td> <td>7.80%</td> </tr> </table>	Christian	53%	Jewish	0.50%	Muslim	8%	Hindu	2.10%	Buddhist	0.80%	Sikh	0.27%	Other Religion	0.42%	No Religion	27%	Not stated	7.80%
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Sexual orientation	LGB individuals may be at higher risk of homelessness, with Stonewall estimated that around a quarter of young people at risk of homelessness are LGBT. They are also at risk from domestic abuse, with 11% reporting facing domestic abuse from a partner, compared to 6% of women and 3% of men in the general population. The LGBT Foundation has published research stating that LGBT people are more likely to be living with a long-term health condition than the wider population, which may mean they are more vulnerable to the virus. They also warn that a higher proportion of LBPT people have poor mental health, with a 2018 survey reporting that 52% had experienced depression in the previous year. Lockdown restrictions may exacerbate mental health issues and cause increased levels of anxiety. The LGBT foundation reported a 64% increase in calls to its helpline relating to feeling isolated during the start of lockdown.																		

Reliable borough level data on sexual orientation is not available, however in 2017 the ONS produced the following estimate for Inner London:

<i>Heterosexual</i>	<i>85.4%</i>
<i>Gay or Lesbian</i>	<i>3.1%</i>
<i>Bisexual</i>	<i>0.7%</i>
<i>Other</i>	<i>0.4%</i>
<i>Don't know/ refuse</i>	<i>10.4%</i>

**Across groups
i.e older LGBT
service users
or bme young
men**

The closure of schools during lockdown may exacerbate the school achievement gap. The table below shows the 2019 achievement gap in Wandsworth schools by ethnicity. This shows that pupils from a Black or Black British group or mixed ethnic groups were likely to underperform compared to their peers.

	Progress 8	Attainment 8	Expected KS2 standard
Ethnic Group vs all pupils			
Asian or Asian British	+0.43	+3.3	+1.2%
Black or Black British	-0.24	-4.9	-7.8%
Mixed	-0.09	-0.8	-3.3%
White	-0.01	+2.4	+5.9%
Other	+0.25	+2	-3.9%

3. Impact

Protected group	Positive	Negative
Age	<p>The section above identified that COVID-19 has had a disproportionate effect on both the younger and older population.</p> <p>School age children will have been affected by the school shut down, and so will benefit from the actions within the 'deliver the best start in life' strand which will help catch up lost learning and reduce the attainment gap.</p> <p>School leavers and graduates will be disproportionately affected by the economic impact of the virus, and supported by employment related actions within the raising aspirations and enabling people to get on in life workstreams. Specific actions include commissioning services to provide support for residents linked to youth offending.</p> <p>Older People are likely to have been disproportionately affected the health and social impact of the virus and will benefit from the actions which are intended to help residents stay safe, active, and in control of their lives. Adult Social Care and Public Health are co-producing a targeted transformation programme to improve social working which will lead to improved outcomes for residents. Further actions which will support older people are being developed and will be reported in committee in October. To support older residents into employment it is proposed that a new employment service for residents aged 45+ is established.</p>	<p>No negative impact is anticipated from the Smart Growth Recovery Plan. The Council's Policy and Review team will monitor the impact on all groups with protected characteristics to ensure they are accessing support available and are not adversely affected.</p>
Disability	<p>As identified above, disabled people and/or long term health condition are likely to have been disproportionately impacted by the health, social, and economic impact of coronavirus. The actions within the smart recovery plan should help to mitigate these, especially those within the 'enabling people to get on in life' workstream which will address the economic impact through the provision of training, employment and business opportunities. This includes a specific action to commission services to provide support for residents with mental health issues and for disabled residents.</p> <p>The cross-cutting work led by Adult Social Care and Public Health will address the health and social impact by supporting residents to live independent lives.</p>	<p>As above</p>
Gender (sex)	<p>As noted above, men are more vulnerable to the health impact of coronavirus, whilst women are more economically vulnerable. The actions within the smart growth recovery plan will help with the difficulties experienced by all genders.</p>	<p>As above</p>
Gender reassignment	<p>Section 2 identifies that trans people may be more exposed to the social impact of coronavirus. The actions within the bringing services back online and prepare for any increase</p>	<p>As above</p>

	in demand will benefit this group, including the work being led by Community Safety to ensure that all residents are safe and feel safe. They will also benefit from the wider range of actions within the plan.	
Marriage and civil partnership	N/A	As above
Pregnancy and maternity	Section 2 identified that mothers may be disproportionately affected by the economic impact of the virus. The Smart Growth Recovery plan has a number of workstreams which aim to minimise the economic downturn in Wandsworth and promote inclusive growth, including the actions intended to support local businesses , town centres, and district centres to thrive. They may also benefit from work being led by Children’s Services to ensure that all children have access to education and learning, and actions within the cross-cutting objectives to promote sense of community and place which may reduce social isolation.	As above
Race/ethnicity	Section 2 found evidence that COVID-19 has a disproportionate health and economic impact on people from ethnic minorities. The actions within the Smart Growth Recovery plan are designed to counter the negative impacts of COVID-19 and ensure that Wandsworth is a thriving borough which delivers the best start in life, promotes aspiration for all, enables people to get on in life and ensures that businesses thrive and are culturally rich places. The actions within the ‘enabling people to get on in life’ and the ‘ensuring businesses thrive’ workstreams will benefit those experiencing the economic effects of COVID-19. These include actions such as supporting self-employed residents and local businesses to return to trading and grow, the online provision of Work Match services, and linking local residents with colleges who deliver online training. Specific actions include launching a new ‘family orientated’ Lifelong Learning offer to improve adult learning look and specifically encouraging participation from BAME residents. Actions within the ‘deliver the best start in life’ strand will address the impact on education, with a focus on reducing the educational attainment gap and support young people to achieve. Specific actions include piloting a flexible and varied tuition offer to vulnerable children and young people and developing a wider enrichment offer for disadvantaged learners and learners from BAME backgrounds.	As above
Religion and belief, including non belief	Section 2 identified that members of faith groups may have been negatively impacted by the social effects of coronavirus. The actions within the Smart Growth plan to celebrate community and sense of place should offset this.	As above

Sexual orientation	As noted above, there is evidence that LGB people will be disproportionately impacted by the health and social effects of COVID-19. The seven workstreams within the Smart Growth Recovery plan will work to counter these, including the work being led by Community Safety to ensure that all residents are safe and feel safe	As above
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4. Actions

Action	Lead Officer	Deadline
Policy and Review team will monitor ongoing impact of COVID-19 on groups with protected characteristics. The team will also monitor the impact of actions within the Smart Growth plan to ensure they benefit the target groups, including those with protected characteristics. The team will work with departments to develop further actions if gaps are identified.	COC	July onwards
Work will be undertaken to look at how the findings of national research may impact on Wandsworth. Further work will also be undertaken to review how the Council and communities engage and work together.	COC, SK	September