

London Anchor Institutions Network – Place-based Working Group Meer

Date: Wednesday 13 December 2023

Time: 15:30 - 16:30 GMT

Location: Room 10.12 Kingsgate, Camden Council, 5 Pancras Square

Co-Chairs: Caroline Wilson, Director of Inclusive Economy and Jobs | Community Wealth Building, London Borough of Islington & Kate Gibbs, Head of Inclusive Economy, Camden Council

Members in attendance:

- Sophie Cloutterbuck – Director of London Engagement, London Metropolitan University & Chair of London Higher’s Civic Network
- Lizzie Smith - Director of Workforce, Training and Education, London region (interim) and Senior Responsible Officer, NHS London Anchor Programme
- Maria Diaz-Palormes – Leading TFL’s Places for People
- Linda Gibbs – Principal, Bloomberg Associates
- Clara Cezar de Andredes - Urban Planning and Social Services Consultant, Bloomer Associates.
- Sara Shoener – Social Services Consultant – Bloomer Associates
- Rachel Williams – Head of LAIN, Greater London Authority
- Hope McGee – Senior Project Officer, LAIN, Greater London Authority

Anchor People (NHS)

CR- Looking for a way to add value through two place-based initiatives, most neighbourhood networks work organically. We’re proposing a series of workshops – who else should be in the room?

LS – Difficulties reaching into communities, especially for school leavers and the Long Term unemployed, as well as bridging the process to get people into work.

Health and Care skills Academy, part funded by the GLA are in each of the 5 London areas. North East and South East have the largest pools of workers. NE is the only one who didn’t renew HCSA, Barts could step in.

RW - Need to look at the process – trying out new things such as cutting out the application, stages or the interview – on the job trails.

LS - London Local – can act as a body overseeing several areas – but better to focus on employment systems/providers.

LG - LIFT – digital skills – an example of cross border collaboration.

Matchmaking to do – look at providers, pools of workers and academies.

Researching good practice at different scales – NHS focused.

Next Steps (Anchor People):

- Mapping by Councils and NHS (by mid Jan)
- Address in next meeting (could be the conference – 8th of February)
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Anchor Places (TFL)

MD - Places for People London – a database for spaces available for meanwhile activity (should be ready January). We're looking for users (classified by local authorities). Camden Collective is a good example – expanded to take over school – supporting SMEs with environmental angle.

SC – Community takeover example in Tower Hamlets – architecture students worked on renovation. Workspaces are closing - potential for workspaces and incubators linked with universities.

MD – Arches have a specific team – already allocated to artists and workspace providers. Latin Village temporary market will also be managed by a community group.

CW – Councils can help with understanding the background of groups – are they locally relevant, what stage are they at?

MD – Councils can help with identifying the tenants.

SC – We can provide good examples from Tower Hamlets and archway of meanwhile activity with local benefit. Can also provide a pipeline of businesses from university incubators – where do they go next?

MD – There is also a need for business skills and digital support for tenants. Can councils support this? Currently also looking at Social Value TOMS framework currently for Latin Village marketplace.

MD – Affordable workspace good practice group (Brent).

KG – How can we share this work across the boroughs – authorities individually looking at the matching process?

Next Steps (Anchor Places) :

- Working on the scope for competitive tender – degree of work on space, size, suitability for community organisations and social SMEs.
- Work on designing the pathway for local organisations to access these spaces.
- How TFL can work with different groups? Places for People makes money for TFL – all money is reinvested but there is a commercial component
- Information sharing at the end of January, possibly a design workshop in late January.

Working Group Next steps:

- Identify policy leads for each topic – TFL & NHS
- Set up meeting for information sharing – end of January - GLA
- Prepare for the next convening – conference breakout and strategy design workshop - GLA
- Bloomberg Associates to look at best practice research for TFL and NHS.
- Look at recruitment: more councils, NCC or other colleges and Local London (overarching groups) - Caroline and GLA to utilise contacts.

Appendix 1: Place-Based 2024 Focus

Opportunity statements (2nd draft – for further development)

Anchor assets

- LUL/TfL have holdings in every borough. Some of these are vacant and have been for a long time. With this, there is a risk of vandalism and the security costs associated.
- TfL has recently indicated they have an interest in exploring the possibility of community use of unutilized archways that are present throughout the City. By locating productive uses in these spaces, the TfL would avoid the degradation of the spaces that results from unwelcome and inappropriate occupation of the space, and the security costs associated with fencing or walling the space off and/or patrolling the space to ensure it is free and clear of unwelcome uses.
- The benefits to the TfL would be the presence of constructive and attractive uses that would be welcomed by the community and the reputational benefit of being a good neighbor while also eliminating what are often minimally eyesores and often unsafe situations.
- Each borough has organisations e.g. arts organisations, service groups, community entities, who are being priced out of commercial lettings. These organisations bring a vibrancy to localities, support skills development and offer employment opportunities.
- Is there an opportunity to match these needs for mutual benefit? What would be needed to make this happen? We propose a series of three workshops in January, sponsored by the Place Based Work Group with residents, community organizations, relevant Council staff and the TfL to review 1) the challenge/opportunity, 2) nature of the barriers and how to tackle them, and 3) the vision for potential uses.

Anchor people

- The NHS is a good employer with good terms/conditions and excellent career progression opportunities. They experience difficulties in recruiting to a range of roles, including entry level, leaving them with staff shortages.
- Each borough has numbers of unemployed and under-employed residents. These residents are in contact with councils through a range of services, including employment brokerage, children's services and housing. National recruitment programmes have limited visibility locally and can be complex processes to navigate without support.
- As an Anchor Institution who is co-chairing the London Anchor Institution Network, NHS London is a leader in delivering value to the communities in which their operations are located. They make an ideal partner in alignment of purpose.
- However, NHS is notoriously challenging to work with for prospective employees, and for intermediary partners hoping to assist with hiring

opportunities. They have a centralised and complex hiring process that does not leave room for working locally to fill local jobs. Their application process is so complex that all but the most skilled and determined applicants need facilitation to successfully negotiate the process.

- However, during the pandemic, the NHS demonstrated the ability to radically streamline its HR process and fill urgent vacancies with people experiencing devastating job loss. Those lessons can be tapped into to help inform this effort.
- A collaboration with the Place Based Work Group could explore a match between Council led employment brokerages and the NHS to create local pathways to local employment. This could be done on a pilot basis in several areas where there are high vacancies and capable employment mediaries. Learning from these lessons could be drawn to identify how to systematize this approach across the City.
- Is there an opportunity to match these needs for mutual benefit? What would be needed to make this happen? We propose a series of three workshops in January, sponsored by the Place Based Work Group with residents, community organizations, relevant Council staff and NHS London to review 1) the challenge/opportunity, 2) nature of the barriers and how to tackle them, and 3) the vision for solutions.

Caroline Wilson

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