

London Anchor Institutions Network Steering Committee Meeting

Monday, 20 June 2022

14:00 – 15:00 AM GMT | 09:00 AM – 10:00 AM EST

Duration: 60 minutes

Via Teams

Attendees

Professor Wendy Thomson, University of London (Co-Chair)
Martin Machray NHS London (Co-Chair)
Andrew Gilbert, Co-Chair, London Jewish Forum
Daniela Kirchner, Chief Operating Officer, Film London
Fr Luke Miller, Archdeacon of London or an Assistant Bishop
Jenny Rowlands, Chief Executive, LB Camden, attending on behalf of London Councils
Karen Wallbridge, Skills and Employment Lead, TfL
Lizzie Smith, Regional Director, NHS London
Michelle Cuomo-Boorer, Assistant Director, Assistant Director of Skills and Employment
Niran Mothada, Executive Director Strategy and Communications, Greater London Authority
Richard Watts, Deputy Chief of Staff, Mayor's Office, Greater London Authority
Sam Gurney, Regional Secretary TUC London, East and South East England at Trades Union Congress
Zara Mohammed, Secretary General, Muslim Council of Britain

Substitutes/alternates for absent members

Mark Roberts, Director for Commercial Services, for Roisha Hughes, Director of Strategy and Governance, Metropolitan Police Service
James Watkins, Head of Policy and Public Impact, for Neil Stanfield, London Chamber of Commerce and Industry

Other attendees (observing unless otherwise stated)

Asif Hussain, Advisor to the Mayor, Policy and Delivery
Natan Doran, GLA Mayor's Office
Jamilla Hinds-Brough, GLA Mayor's Office (Youth Mentoring Working Group rep)
Alex Conway, Assistant Director, Economic Development and European Programmes, GLA
Alejandro Colsa-Perez, Greater London Authority (Green New Deal Working Group)
Forough Rahmani, Senior Manager, Skills & Employment, Greater London Authority
Olivia Tusinski, Principal Policy Officer, Economic Fairness, Greater London Authority
Jillian Kay, London Councils (Place-based Working Group rep)
Alexia Nazarian, Bloomberg Associates
Bridget Ackeifi, Bloomberg Associates (Hiring and Skills Working Group rep)
Linda Gibbs, Principal, Bloomberg Associates
Sally Hopkin, Assistant Director for Procurement, London Fire Brigade

Apologies

Fiona Dolman, Director of Transformation, London Fire Brigade
Jazz Bhogal, Assistant Director of Health, Education and Youth
Lynne Graham, HR Director, Thames Water
Mary Vine-Morris, Area Director and National Employment Lead, Association of Colleges
Mostaque Ahmed, Director of Corporate Services, for Susan Ellison-Bunch, Head of Strategy & Performance, London Fire Brigade

Agenda Item	Owner	Notes
Welcome	Martin Machray, NHS (Co-Chair)	<p>Chair Martin Machray, Executive Director of Performance, NHS England, introduced himself. Delighted to co-chair with Wendy Thomson, Vice-Chancellor of University of London.</p> <p>Wendy is pleased to have the universities play a part in the Anchor Network and London's recovery.</p> <p>The co-chairing arrangement will entail a revolving chair each meeting.</p> <p>Martin confirmed everyone is happy with the minutes of the previous meeting. No new apologies recorded.</p>
<p>Spotlight on working group in development</p> <p>Cross-working group collaboration to support Londoners into work</p>	Michelle Cuomo-Boorer, Assistant Director of Skills and Employment, GLA	<p>Michelle opened with a set of slides highlighting significant overlap between three Anchor working groups - Hiring & Skills, Green New Deal, and Youth Mentoring – and in connecting jobs and skills-related opportunities.</p> <p>Opportunities for overlap identified included increasing apprenticeships, linking through to work experience and placements, possibly supporting Enterprise Advisors/Careers Hubs activity happening under Good Work for All recovery mission. This includes visits into schools and careers advice. HIE and FE have significant role to play in generating entry level roles at London Living Wage.</p> <p>Call for discussion was made around how better collaboration can be made around these areas, and initial ideas shared around what is needed from the wider Network in order to facilitate - networking events, guaranteed interview scheme for those passing through youth mentoring programmes, and do we want to focus on green jobs in first instance and then widen out? Michelle keen to understand recruitment windows and opportunities for placements, work experience, other activities or barriers to be considered/addressed across the three groups.</p> <p>Alejandro Colsa Perez (Green New Deal working group lead) noted development of green workforce requirements is key component of GND group, alongside estate decarbonisation. Key that employers and skills providers understand what is needed and a pool of entry level jobs, apprenticeships that we can link up with.</p> <p>The Chair commented on different perspective general Hiring & Skills agenda of getting people into good work and Green New Deal's focus on future proofing through those skills.</p> <p>Richard Watts commented that jobs and skills is a bit of a uniting theme. Observed anticipated barrier to rolling out retrofit will be skills gap and inability to recruit. AES budget will be key to addressing this. Noted that youth mentoring work is related to New Deal for Young People mission – specific high quality mentoring programme targeting specific so may sit slightly outside this work, given specialist nature of what is being commissioned in light of need of target population.</p>

		<p>David McCollum acknowledged ambitious target for mentoring for £100K for support for those most in need, though some opportunities there to link up with employment opportunities amongst a portion of mentees; partners will be flexible and accommodate opportunities which arise.</p> <p>James Watkins of London Chamber of Commerce added aspect around mentoring relating to entrepreneurship – mentoring to potentially address confidence, soft skills, business planning. LCC and others happy to help if that was ambition going forward.</p> <p>Richard Watts underscored that NDYP is an early intervention programme (specific intervention for at-risk demographic) and wider need for help and support for young people across London.</p> <p>GLA is pressured to deliver on first aspect of mission – but worth a conversation around what can be done with that broader set of young people.</p> <p>Potential noted for cross-over with Hiring & Skills working group around this general element. Some of this may be through apprenticeships, for example.</p> <p>Additional discussion around hiring challenges from NHS, with examples such as overcoming exclusionary recruitment practices, including for entry level roles.</p> <p>Discussion touched on relevance of Academies programme and network of 33 live hubs representing 6 sectors aiming to support people into jobs in the city paying London Living Wage. It might be something to bring back to this group through Anchors network.</p> <p>Wendy Thompson wondered whether model being developed with NSH around Health Skills academy can be replicated in other sectors? University of London could host for Education sector and business world for entrepreneurship.</p> <p>In summary: recognition there are different objectives for each group but can be mutually supportive.</p> <p>ACTION/STEER</p> <ul style="list-style-type: none"> • Three individual working group to meet jointly over coming weeks to scope opportunities, including potential role of Academy hubs • Michelle to flag any items to be brought back to the Steering Committee at next meeting after summer
<p>Spotlight on working group in progress: Procurement</p>	<p>Mark Roberts, Director of Commercial Services, Met Police</p>	<p>Mark presented an overview of Met’s contributions in the area of procurement within the Anchors programme.</p> <p>A vision was established two years ago to change the commercial conscience of the Met Police by introducing sustainable procurement and social value into decisions around annual spend. With a focus on diverting value from annual spend into London-based businesses and organisations to ‘frontline’ communities - potentially as part of preventative spend.</p>

		<p>The timing of the Anchor programme helped drive the commercial conscience agenda. The Met Police have embraced 10% of all commercial activity having weighting on social value. Accountability for this is locked into application, evaluation criteria, and this is baked into annual objectives and performance reviews for staff.</p> <p>Several initiatives sitting beneath their over-arching strategy including contributions to GIVEWITH, use of MSDUK diversity verification tool, to addressing modern slavery, implementing supplier code of conducts and using freeware clauses in contracts to address net zero and living wage requirements, for example.</p> <p>Martin commented that even a small portion of London Anchors undertaking this level of activity would have a multiplier effect and noted that £1.2bn from GLA, NHS, University of London and others that were announced in this area of procurement in March is not a small impact. Are there obstacles that this board could help members overcome, to move others towards this level of activity?</p> <p>Richard Watts noted appreciation of Met Police’s progress- and cutting-edge work. Also noted risk-averse procedures and legal challenges within many Anchor orgs (particularly public sector) when attempting this level of innovative solution. Called on sharing best practice (legal and otherwise) in circumnavigating risk-averse tendencies.</p> <p>James Watkins raised concerns around business support /barriers for white vs minority ethnic-owned businesses. LCC have produced a report on this and encourage the group to look at Diversity and Inclusion requirements in procurement - ensuring accessible language/jargon for small businesses, at the least.</p> <p>Karen Wallbridge called into question how accessible central government frameworks are for micro and SMEs and what influence we can bear on ensuring that is accessible. And noted TfL’s particular challenge around legislative requirement for suppliers to be registered with rail industry qualification scheme – what they can do to help ensure that is accessible for micro and SME businesses to get registered. With scale of some commissions, we should be addressing 2nd and 3rd tier supply chain.</p> <p>Concluding remarks observing balancing between scaling up and collaboratively procuring. Suggestion that institutions review contracts below £50K and target that.</p>
Programme report	Olivia Tusinski, LAIN Programme Lead, Economic Fairness, GLA	<p>Need to formally ratify London First and Thames Water as members, having signed the Charter in winter and spring.</p> <p>Growth of the network is intended to be focused for the time being on limited cohort of private sector organisations, with HIEs and Housing Associations observed to be good organisational types for growing the network in future, given their roles as developers, trainers and employers. To be undertaken when full-time senior programme manager and</p>

		<p>principle policy officer are in place for central secretariat team from July.</p> <p>Noted the nearly £1.2bn of financial commitments made via the working group members in late March, with further work to be done on progressing targets for other working groups.</p> <p>Briefly updated highlights from Green New Deal Working Group including membership and focus on decarbonisation and green workforce as well as continued work to develop measurable outputs related to this; the funding received by 18 organisations as part of the New Deal for Young People; and intentions for Impact Monitoring Group to pause following their next meeting, until called on further by this group.</p> <p>Shared high level overview of 1 year communications plan for Anchors, including producing a range of written content for the dedicated Anchors webpage, cascading links and material through existing Anchor newsletters; a newsletter every 4-6 weeks (the first planned for next week).</p>
Shared opportunities/ asks	Martin Machray	<p>Martin observed all organisations present represent different sectors and parts of London/Londoners – but all are here to drive forward this week. Requested actions for all to take away.</p> <p>ACTIONS</p> <ul style="list-style-type: none"> • Contribute stories and items for website to first newsletter by 23rd June COP • For members with procurement directorates, to take some of the lessons from today around social value, sustainability along with slides created by Bloomberg Associates - to support and encourage commercial teams to communicate this agenda • Those interested in co-commissioning a database of ethnic-minority owned suppliers to contact Helen Linklater of the Metropolitan Police, Chair of the Procurement Working Group • As appropriate – for members revisit goals they've set for the programme and review approach for reporting progress as set out in the February Steering Group meeting to help demonstrate collective impact
AOB	Martin Machray	<p>Martin closed by thanking participants for their time and contributions and for enabling London's recovery through the work they are undertaking.</p> <p>To meet again after the summer holidays (21 September 15:00-16:00 GMT)</p>