



City of Westminster

Westminster Scrutiny Commission

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Title: Update from Councillor Nickie Aiken, Leader of the Council

Report of: The Leader of the Council

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1. Introduction

- 1.1. I last updated the Commission on 22nd March 2018. Since then, there has been a local election and the Council has launched City for All 2018/19 – our vision to make Westminster a city where people from all backgrounds are empowered to make choices to make their lives better, a city where people are protected from harm and a city where people have the opportunity to build their lives and raise the families
- 1.2. In my submission for this meeting, I provide the Commission with an update on the Council's City for All vision, the MyWestminster Programme and other key areas of new policy direction.

2. Westminster Community Contribution

- 2.1. The Westminster Community Contribution has raised £426,529 at the end of the first fundraising period in November 2018. The average donation is above the suggested donation amount of £833.
- 2.2. A second round of fundraising has now commenced and funds continue to grow. An individual donation of £10,000 was made towards the end of November.
- 2.3. On 7th March 2018, following a consultation with Band H properties between November and December 2017, the Council resolved to introduce the Westminster Community Contribution scheme to allow higher value properties in the city to voluntarily contribute towards funding local discretionary services.

- 2.4. Letters were sent to all 15,600 Band H properties inviting occupiers to make a community contribution to the City of Westminster Charitable Trust.
- 2.5. The Trust has agreed that any funds collected through the Community Contribution scheme would be distributed to support the following three priorities:
- Extra support for people who find themselves sleeping on Westminster's streets
 - £60,000 for a scheme employing ex-rough sleepers to become outreach workers – the trust is asked to allocate money directly to an agreed organisation.
 - £70,000 for a grant fund which any organisation that has an innovative idea to help people off the streets can bid to with specific projects.
 - Helping young people – investing in youth support
 - £130,000 for grant funding to attract initiatives which support children into employment and align to the Westminster City Lions (see below).
 - Helping to tackle isolation and loneliness – not just amongst the elderly but across all age groups, including children
 - Proposals are still being worked up and will be launched with the Council's wider loneliness campaign in 2019
- 2.6. Funding allocated by the Trust must support services or projects which are additional to core Council services.

3. Parental leave policies

- 3.1. One of the Council's key priorities for staff is diversity and we have committed to close our gender pay gap.
- 3.2. For many years our approach to maternity pay has been below industry standard and has not helped the Council to attract or retain working parents. We previously paid the minimum amounts possible under the national agreements with Trade Unions.
- 3.3. We have therefore reviewed our approach to maternity pay and parental leave policies as a whole and we have benchmarked our current offer against a number of organisations across both public and private sectors.
- 3.4. Our new policy will give employees the right to 26 weeks full pay, followed by 26 weeks half pay whilst on maternity leave. This allowance will also be available under the Shared Parental Leave policy so that partners can also access it.
- 3.5. The Council is now also committed to supporting the 'Smallest Things' campaign, which will see proactive steps to assist employees dealing with the premature birth

of their baby. This will specifically mean that parents of babies born at or before 37 weeks would be entitled to receive an extra week's leave and pay for every week their premature baby spends in hospital before their due date.

- 3.6. These policy changes will benefit the lowest paid in the organisation the most.
- 3.7. The additional costs of amending these policies will be balanced against the hidden costs of recruitment and training that are a consequence of the turnover generated by our current approach. The benefits will be felt immediately by our employees and we would market these proactively to publicise Westminster City Council as one of the most modern and progressive employers of women and families in London.

4. Support for EU Nationals

- 4.1. The Council remains committed to supporting the large number of EU nationals living in Westminster. We continue to provide funding to the Citizen's Advice Bureau who have now undertaken nearly 400 assessment or advice sessions with Westminster residents since the start of the year.
- 4.2. People using the service have commented that the support provided has improved their capacity to manage any future problems that may arise for them and increased their knowledge and confidence regarding their rights and responsibilities.
- 4.3. In addition the council is working with the Home Office to organise a second information session to residents early in 2019. This will build on the success of the first of these events held in March 2018 and seek to provide more residents with access to information on how their situation may or may not be affected once the UK leaves the European Union.

5. MyWestminster programme

5.1. MyWestminster Fund

- 5.1.1. This is an open fund for community groups to bid in to for funds to be used on projects to support the needs of the Westminster community and its residents.
- 5.1.2. There are around 700 voluntary and community sector organisations in Westminster that focus on the needs of Westminster, our community and our residents. There are many more faith groups, amenity societies, and residents and tenant's associations.
- 5.1.3. The MyWestminster Fund offers voluntary and community sector organisations in the city the opportunity to access funding for up to two years.

- 5.1.4. Bids were expected to demonstrate how funding will contribute to the delivery of City for All objectives with a particular focus on priority areas set out when the Fund was launched. Groups are able to bid for funds up to £10,000 per project.
- 5.1.5. The first round of the Fund opened in December 2017 and closed in February 2018, 140 applications were received and the Members Board awarded to 29 projects to a total of just under £200,000.
- 5.1.6. The second round opened in June 2018 and closed at the end of August, 96 applications were received; 19 projects were awarded funding totalling just over £123,000.
- 5.1.7. A full list of all successful applications is provided at appendix 1.

5.2. **MyWestminster Projects**

- 5.2.1. The MyWestminster Projects are a range of Council-led initiatives to improve the lives of residents and the city as a whole.
- 5.2.2. Made up of seventeen distinct projects funded from a variety of sources, the projects offer Westminster fresh approaches to issues the Council has been grappling with for a number of years. The full list of projects and aims is provided at appendix 2.
- 5.2.3. The projects are all progressing in line with their original brief and new monitoring arrangements have been put in place to quantify the impact of each project. The data from these new monitoring arrangements is currently being gathered following a baselining exercise over the summer and a full update will be provided to the Scrutiny Commission at a future date. Reporting will be in line with quarterly Council-wide performance management to ensure data is captured once, and in a straightforward manner.

5.3. **City Lions**

- 5.3.1. City Lions aims to connect young Westminster residents, aged 13-16, to the best cultural and creative opportunities in the city. City Lions will target young people who are from 30% of the most deprived wards in the city and will provide a programme of activities for 600 young people to include the following:
 - Build their confidence and meet other young people from across the city;
 - Boost their CV through experiences of work in some of the city's most prominent organisations;
 - Explore different career paths through taster sessions and inspirational workshops with local young entrepreneurs; and
 - Exclusive 'behind the scenes' access to arts and cultural venues and events such as the theatre and exhibitions at museums and galleries.

- 5.3.1. We have sought the support of over 60 businesses for the experience of work part of the project. Six schools (King Solomon Academy, St Marylebone Bridge School, St Marylebone School, St Marylebone Boys School, Paddington Academy and Westminster Academy) and two youth clubs (St Andrews & Caxton) are currently involved in the project with others due to come on board next year, Somerset House also signed up as a regular cultural deliver partner for each of the school programmes.
- 5.3.2. The first workshops started on 22 October at the Westminster Reference Library, 7 young people mainly referred from Children Services attended the whole 3 day programme. Day 2 featured a visit to Somerset House, exposing the group to a stimulating art exhibition by Athi-Patra Ruga, which inspired them to create their own spoken word pieces that may be used in a future exhibition at Somerset House.
- 5.3.3. Tickets have been donated for the family premiere of Smallfoot and an NFL game at Wembley, photographic work shop from the Photographers gallery, Tickets for the premieres of "The Hate U Give" and "Been So Long" from the BFI. The V&A also provided exclusive places on their Saturday club for City Lions in addition The Screen Community have given places on the Game Building Course and a film making course.

5.4. **MyWestminster Day**

- 5.4.1. On 1 July 2018, we held our second ever MyWestminster Day, doubling the number of people attending the event from the previous year.
- 5.4.2. This year we had 40 community exhibitors representing our diverse community, giving up their Sunday in the hot weather to support their community in creative and inspiring ways, as well as a large number of voluntary performers who brought the event to life.
- 5.4.3. From the Maida Hill food tent running their Big Eat training programme to the Mosaic Community Trust providing Indian head massages given by local BME women as part of a wellbeing and employment programme, we had a great, diverse mix of activity to suit everyone.
- 5.4.4. I am extremely proud that Westminster can put on an event like the MyWestminster Day and I am even more delighted that we can do so in a sustainable manner, with no plastic bottles or printed programmes.

Appendix 1 – list of successful applicants to the MyWestminster Fund

Successful organisations from tranche 1

Organisation	Project	Amount awarded
Art Alive Arts Trust	To create an art based project to engage with local homeless NEETs and help them develop soft and tangible skills as a route to employment.	£5,000
Beauchamp Lodge Settlement	Floating Classroom sessions for Westminster Children's University	£4,080
Chinese Community Centre	Youth Worker	£9,508
Communities for a Better World	After school programme and trips	£9,983
Creative Futures	Childhood Festival	£5,670
Donmar Warehouse	Extend schools programme into Westminster	£10,000
DreamArts	Young Carers Express Project	£10,000
Greenhouse Sports	After school sports programme	£5,000
Hafs Academy	Summer Streets event	£5,000
Heartstone	Procession and broadcast of International Stories	£9,000
KIDS	Weekly developmental play group that supports disabled babies and toddlers in Westminster	£10,000
Local Giving Foundation	Increasing skills for charitable groups	£10,000
London Basketball Association	Annual City of Westminster league and competitions	£5,000
Octavia Foundation	Base@the River - free cultural and creative club in Westminster for disadvantaged young people aged 7-21 years	£10,000
Paddington Arts	Westminster Past, Present and Future workshops and exhibitions	£9,060

Paddington Development Trust	Birth, Bump, Baby	£9,785
QPG Football and Academy Sports Hub	Girls only football	£6,000
Regent Street Cinema	Social isolation project	£1,216.20
Rising Stars Support CIC	Rising Stars Support CIC	£4,980
SENsational Tutors	Specialised holiday club	£7,850
SouthWest Fest	Community Festival	£10,000
St Andrew's Club	Junior Club	£9,500
The Abbey Community Association	A year's programme focusing on communities	£3,000
The Photographers Gallery	The Photographers Gallery	£1,410
The Screen Film Community t/a The Screen Community	The Screen Film Community t/a The Screen Community	£9,920
WECH	Summer Festival	£3,000
Westbourne Forum	Westbourne Summer Festival	£5,000
Westminster Boating Base	Community Summer Fun Festival	£5,000
Westminster Youth Council	Increase presence of the Youth Council and develop the Duke of Edinburgh Programme	£6,000

Successful organisations from tranche 2

Organisation	Project	Amount awarded
Abundance Arts	Community project with autistic and SEND children	£4,900
Association A Future Without Rubbish (AAFWR)	Changing perceptions via schools projects	£9,900
Avenues Youth Project	Girls Group	£9,615
Connaught Opera	Concerts for older people	£2,450

Diversity Role Models	LGBT+ Schools Inclusion Project	£5,726.33
Fitzrovia Chapel Foundation	Autumn 2018 Dwelling exhibition	£1,200
Iniva (Institute of International Visual Art)	Art workshops	£10,000
London Action Welfare Services (LAWS)	After school healthy cooking classes	£5,192
Orion Orchestra	Tickets for children to attend concerts and backstage tours at Cadogan Hall	£1,500
Polonia Ladies Volleyball Club	Developing a junior academy	£6,270
Safe Haven Basketball	Monday night basketball club for children with learning disabilities	£2,500
Soho Parish School	Equipping a sensory room	£10,000
Soho Theatre	Soho Young Company	£3,000
The Pimlico Foundation	Outbreak project: Hot Chocolate Thursdays, Emotional Literacy Mentoring and Sky Pitch Football	£9,617.40
Westminster Bangladeshi Association	Community Empowerment: Badminton, Spring Festival and Community Action Day	£6,580
Westminster Bangladeshi Welfare Trust	Sewing and henna classes	£9,990
Westminster Street Pastors	Street Pastors	£7,500
Westminster Warriors	Basketball Club at Moberly Centre	£9,200
Zumba Sandra	Zumba classes	£8,500

Appendix 2 – list of MyWestminster projects

Project	Expected benefits
Housing Standards Force	Increase in formal action against rogue landlords to address non-compliant behaviours
	Increase in enforcement actions against landlords and letting agents in order to improve the quality of property standards
	Increase in number of actions taken to reduce anti-social behaviour in relation to short-term lets
ActiveStreets	Enable physical activity, leisure and sport opportunities on the doorstep in our neighbourhoods for children, young people and families
	Increase in the number of people who report they know their neighbours and can ask them for help
	Improve air quality and increasing active travel and physical activity, leisure and sport opportunities
Air Quality Manifesto	Increase the number of EV charging points
	Reduce pollution from older vehicles travelling within Westminster
	Implement measures to reduce pollution around primary schools
	Engage businesses and reduce pollution from unnecessary vehicle idling
Reducing Elderly Isolation	Reduced isolation and loneliness amongst older persons
EU Citizens Support Programme	Support EU citizens to remain in Westminster following the UK's exit from the EU
	Increased engagement with EU citizens regarding advice about the implications of Brexit
	Improved knowledge and online support for EU citizens about the implications of Brexit
Stay Safe	Improved support to young people who are repeated victims of crime and reduction in the number of these groups going on to perpetrate crime.
	Young people have improved perception of their safety in Westminster
Life Skills Lessons	Increased number of schools operating as a Centre of Excellence and provide outreach services to other Westminster Schools
	Improved training and guidance offer to schools based on a needs analysis framework
Life Skills Short Breaks	Increased number of people with SEND accessing employment, education or training workshops
	Increased satisfaction among young people with SEND, carers and parents for employment support
	Increased programme participation of young people with SEND
	Increased participation of young people with SEND whose parents completed IAG sessions
Supported Accommodation Plus	Increased number of supported accommodation visits
	Increased awareness of the signs of ill mental health
	Increased awareness of mental health services offered
	Increased number of young people that complete the support programme
	Increased number of staff that understand mental health
	Increased staff confidence in referring to mental health services
	Increased staff confidence to support young people with mental health
Integrated Street Engagement Unit	Decrease in street-based anti-social behaviour and criminality across the high impact locations in the City
	Increase the number of referrals to support services
	Increase the number of on street engagements, advice and signposting in day time
	Increase the number of individuals referred to treatment programmes

Constructors' Community Pledge	A reduction in the number of resident and business complaints relating to major developments in the city - <i>Lancaster Gate</i>
	Increase in residents who feel able to influence decision-making - <i>Lancaster Gate</i>
	A reduction in the number of resident and business complaints relating to major developments in the city - <i>Marylebone High Street</i>
	Increase in residents who feel able to influence decision-making - <i>Marylebone High Street</i>
	A reduction in the number of resident and business complaints relating to major developments in the city - <i>Bayswater</i>
	Increased number of residents who feel able to influence decision-making - <i>Bayswater</i>
Road to Wellbeing - Westminster Sings	Increased number of residents who feel informed about mental health services
Cultural Strategy	Residents gain greater awareness and access to cultural opportunities in Westminster
	Increase the number of residents that can benefit from opportunities created through physical regeneration
	Contribute to Westminster's perception as a beneficial place to do business
	Culture is used as a tool to achieve greater health and wellbeing outcomes
Market Curator	Increased satisfaction with Westminster's street markets by residents and visitors
	Number of market traders report increased level of support from the council
Nightsafe	Reduced crime and anti-social behaviour in the evening and night time (ENT)
	Reduced number of alcohol related ambulance call outs in the ENT in the West End
	Increase of West End residents who feel safe at night
	Reduced perception of drunk and rowdiness among residents in West End
	Prevention of night time risks and escalation through early intervention of Night Hub
	Awareness of the Night Safe campaign among residents
	Residents in relevant wards who have heard of the Night Safe campaign
	Reduced ENT call presentations and admissions
Street Waste Action Team	Reduction in incidents of flytipping - <i>Hyde Park</i>
	Increased resident satisfaction on street recycling facilities bins - <i>Hyde Park</i>
	Reduction in incidents of flytipping - <i>Tachbrook</i>
	Increased resident satisfaction on street recycling facilities bins - <i>Tachbrook</i>
	Reduction in incidents of flytipping - <i>Vincent Square</i>
	Increased resident satisfaction on street recycling facilities bins - <i>Vincent Square</i>
	Increased resident satisfaction with clean streets - <i>Warwick</i>
	Increased resident satisfaction on street recycling facilities bins - <i>Warwick</i>
	Reduction in incidents of flytipping - <i>Harrow Road</i>
	Increased resident satisfaction on street recycling facilities bins - <i>Harrow Road</i>
	Reduction in incidents of flytipping - <i>Maida Vale</i>
	Increased resident satisfaction on street recycling facilities bins - <i>Maida Vale</i>
	Reduction in incidents of flytipping - <i>Marylebone High Street</i>
	Increased resident satisfaction on street recycling facilities bins - <i>Marylebone High Street</i>
City Tree Scheme	Increase the number of street trees across the city