

Employment and health in Newham

Needs Assessment

Priority 12: Building an Inclusive Economy and Tackling Poverty

Newham Public Health

July 2022

GATEWAY INFORMATION

| | |
|-----------------------------|--|
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We would like to especially acknowledge the following partners:

- Our Newham Work and the Supported Employment Team
- Our Newham Money
- Our Newham Learning & Skills
- Our Newham Youth
- Policy Design, Scrutiny & Partnerships
- Newham Planning and Regeneration
- Newham Race Equality Alliance
- Newham TRID
- Newham Jobcentre Plus
- Maximus
- Citizen's Advice Bureau
- The Work Rights Centre
- Barts NHS Trust
- East London Foundation Trust
- Enabled Living
- Newham's Anti-Poverty Alliance
- Newham's Priority 12 Group (50 Steps Health and Well-being Strategy)

A special thanks also to the residents and VCFS organisations who gave their time and expertise to our focus group.

There are opportunities to tackle inequalities in employment through cross-sector collaborations



SUMMARY & KEY FINDINGS

Good quality employment is a significant determinant of health and wellbeing, leading to a sense of identity and purpose, income and material resource, and better health.

- This NA aimed to contribute to the evidence base of these relationships in Newham and underpin Priority 12 of the 50 Steps health and wellbeing strategy.

Newham is young, diverse, and highly deprived. There are also a large number of people suffering from multiple long-term conditions.

- These characteristics play out in the barriers our residents experience when seeking employment, particularly so for women, young people, and people of Asian ethnicity.

One-in-ten working age adults in Newham are claiming benefits and in-work poverty is high.

Residents experience a number of barriers to employment, in particular English language skills, caring and childcare responsibilities, the legal right to work, and barriers due to mental or physical health, lack of confidence/ self-esteem.

- There is a rich landscape of employment support in the borough but there is scope for more collaboration between Council, statutory, and VCS offers to provide for needs in a holistic way.

Wages in Newham are typically lower than elsewhere in London and only 53 organisations are formally accredited as paying London Living Wage.

- The Council and other local anchor institutions are leveraging their role as commissioners to embed LLW within social value procurement requirements but there is still a need to promote the benefits of the scheme more broadly.

Newham has a number of significant anchor institutions rooted in the local community. The North East London Integrated Care System is a critical opportunity to be ambitious in making the most of their reach.

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Employment and job quality are important determinants of health and wellbeing

INTRODUCTION

Most adults will spend a substantial portion of their time at work. Therefore, our jobs and workplaces play a big role in our health and wellbeing. There is clear evidence that good work is good for our health.

- Similarly, unemployment is well-recognised as having a negative impact on mental and physical health. It can lead to stress, anxiety, low self-esteem, depression, increased risk of illness, and coping via unhealthy behaviours (e.g. alcohol consumption, smoking, and poor diet).

Good employment

- Sense of identity and purpose
- Confidence and good self-esteem
- Income and material resource
- Social interaction

Unemployment

- Lack of income
- Stress, anxiety, depression, low self-esteem
- Coping via unhealthy behaviours
- Increased risk of illness and cardiovascular disease

Quality of employment is also important. Low quality, informal, or insecure employment impacts on disposable time and money, which in turn affects someone's ability to live a healthy lifestyle and take care of their health, and negative cultural elements of employment, such as discrimination, bullying, lack of control, will also impact on health and wellbeing.

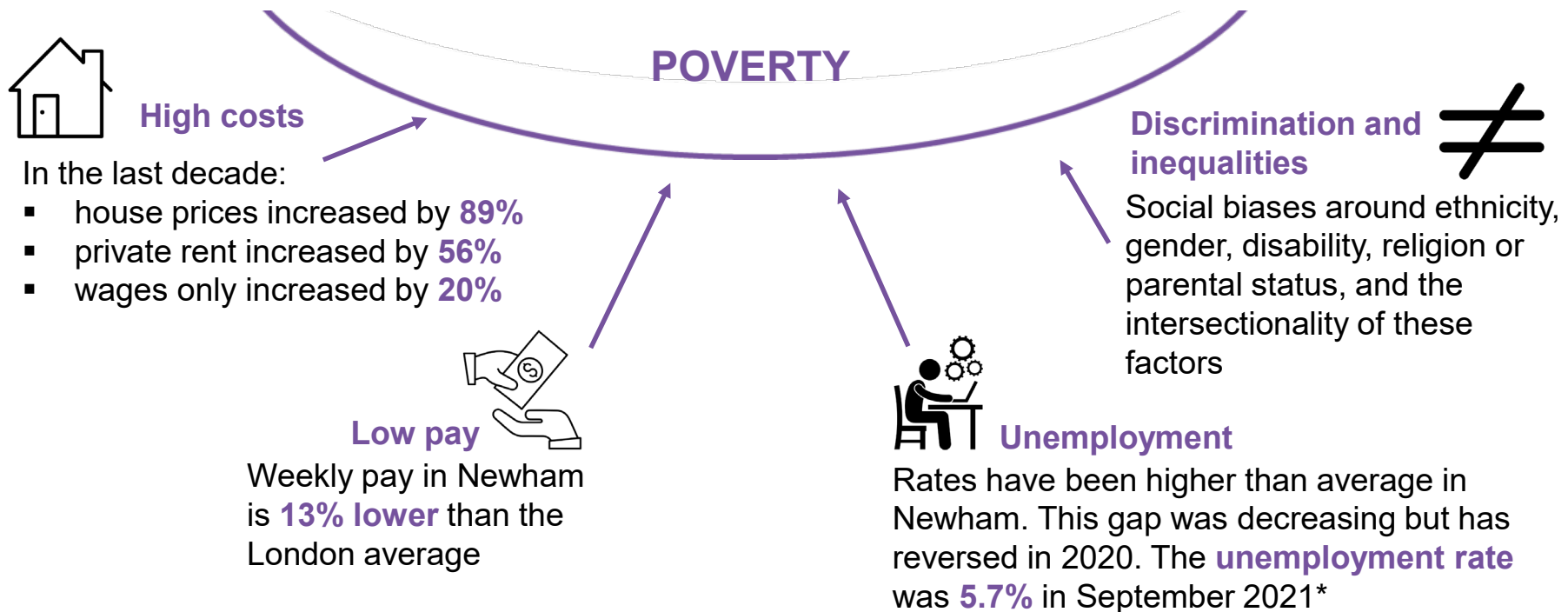
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1. The Health Foundation (2020) Employment and Unemployment
2. The Health Foundation (2018) How is Work Good for our Health?
3. Public Health England (2019) Health Matters: Health and Work
4. Local Government Association (2016) Health, work and health related worklessness – a guide for local authorities

Employment and job quality are also key risk factors for poverty

INTRODUCTION

Nationally, the percentage of in-work poverty is at its highest since 2005/06 (c.20% in London). Employment is typically someone's main source of income; however, trends in part-time work, zero-hour contracts, insufficient hours, and insufficient pay threaten the support offered by work.



*Percentage of all working age adults

References

1. Joseph Rowntree Foundation. What is Poverty?
2. HM Land Registry
3. Office of National Statistics (NOMIS) (2020), Local Authority Profile

Good quality employment is a central tenet of a flourishing, healthy society

INTRODUCTION

LOOKS LIKE...

GOOD QUALITY EMPLOYMENT

...LEADS TO

- A safe and secure job
- Good working hours and conditions
- Autonomy and supportive management
- Opportunities to train and develop



- A sense of identify and purpose
- Confidence and good self-esteem
- Income and material resource
- Social interaction and better health



WHAT HELPS TO ACCESS AND MAINTAIN GOOD QUALITY EMPLOYMENT?



INDIVIDUAL

- Good management of physical and mental health
- Good self-management of LTCs and/or disability
- Qualifications and English language skills
- Digital, interview and CV skills
- Right to work (legal status)
- Responsibilities and social expectations allow for work

COMMUNITY / SOCIETY

- A range of local employment opportunities
- Appropriate and accessible advertising of posts
- Support for job-seekers
- Financial support while job-seeking
- Identifying employment support needs in a variety of settings
- Mentors / peer support

EMPLOYERS

- Disability confident
- Awareness of employment rights by settled status (incl. pending)
- Appropriate pay (LLW)
- Range of training and development opportunities
- Health-promoting settings
- Flexible working policies
- Non-discriminatory

SOME GROUPS MAY FACE MORE BARRIERS THAN OTHERS: women, those for whom English is a second language, new migrants and those whose immigration status is uncertain, people with NRPF, carers, young people (incl. students), people with learning disabilities, people suffering from mental or physical illness, those recovering from substance misuse, and people living in poverty and/or struggling with basic needs.

This Needs Assessment will contribute to the evidence base and coordination of Priority 12 of 50 Steps



INTRODUCTION

In 2020, Newham launched a new health and wellbeing strategy: **Well Newham – 50 Steps to a Healthier Borough**.

- The strategy lays out 50 steps under 12 priority areas addressing the wider determinants of health.
- There are additional local strategies promoting employment and these are discussed on slide 13.

Priority 12 of 50 Steps is focused on building an inclusive economy and tackling poverty. This JSNA will contribute to the evidence base directing and coordinating work towards this priority.

| Commitments within Priority 12 | The NA will address these commitments through the following lines of enquiry |
|--|--|
| Step 48: Encourage actions that address the links between poor health and employment status | We know that employment and income are good for health, so what are the barriers inhibiting residents from achieving this? |
| Step 49: Maximise the reach of the London Living Wage (LLW) in the borough | Which organisations are LLW accredited in Newham and how many of our residents are paid a decent wage? |
| Step 50: Maximise the contributions of Newham’s Anchor institutions to tackle socio-economic inequalities | How can we continue to leverage our positions as anchor institutions to improve local opportunities? |

References

1. Newham Council (2020) Well Newham- 50 Steps to a Healthier Borough. Health and Wellbeing Strategy 2020-2023

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Nationally, there is a commitment to improve training and employment opportunities



NATIONAL POLICY CONTEXT

Sir Michael Marmot's influential reports on health and wellbeing have consistently championed employment as having a critical relationship with health and wellbeing.

- *'Create fair employment and good work for all'* is one of the six domains of recommendations and is underpinned by three objectives:
 1. *Improve access to good jobs and reduce long-term unemployment across the social gradient*
 2. *Make it easier for people who are disadvantaged in the labour market to obtain and keep work*
 3. *Improve the quality of jobs across the social gradient*

The Government recently (March 2021) launched their new economic plan for 'levelling up': Build Back Better: our plan for growth.

- The policy paper sets out three core pillars of growth for the United Kingdom: infrastructure, skills, and innovation.
- There is a commitment to a Lifetime Skills Guarantee to support adult learning.
- The policy also reiterates plans to significantly expand unemployment support through expanding the offer at Jobcentres, introducing the Kickstart scheme for young people at risk of long-term unemployment, and introducing a new scheme (Restart) for people accessing universal credit for over one year.

References

1. Institute of Health Equity (2020) Health Equity in England: The Marmot Review 10 Years On
2. HM Treasury (2021) Build Back Better: Our Plan for Growth

In London, this is reinforced by regional initiatives to improve quality of work

REGIONAL POLICY CONTEXT

Standards for good quality employment have been set by the Mayor of London.

- The Good Work Standard is structured around four pillars:
 1. Fair pay and conditions
 2. Workplace wellbeing
 3. Skills and progression
 4. Diversity and recruitment
- Included within this standard is a requirement for employers to pay the [London Living Wage](#), adhere to the [London Healthy Workplace Charter](#), and offer apprenticeships and internships as pathways into employment.
- The Standard is endorsed by Public Health England.



Newham Council became London Living Wage accredited in early 2021.

The Greater London Authority has set out its recovery plan following the COVID-19 pandemic, highlighting '*good work for all*', '*a robust safety net*,' and '*digital access for all*' as recovery missions.

References

1. Mayor of London: Good Work Standard.
2. Living Wage Foundation

Locally, there is an emphasis on inclusive growth and tackling poverty through employment

LOCAL POLICY CONTEXT

As described above, Newham recently (2020) launched **Well Newham – 50 Steps to a Healthier Borough**, their health and wellbeing strategy.

Whilst this NA has a particular focus on Priority 12 (supporting an inclusive economy), there are implications for enabling good employment under a number of other priority areas. For example:

- Creating a positive work environment within Newham Health and Wellbeing Board members (priority 3).
- Creating a mental health friendly borough, in which good quality employment is a key factor (priority 9).
- Collective cross-cutting efforts to improve physical and mental health will support residents to access and/or maintain employment.

Also in 2020, Newham published a **Community Wealth Building strategy**, reiterating its commitment to inclusive economic regeneration and social justice.

- Amongst its six principles is a focus on fair employment and good quality jobs, and the essential inter-relationship between health and wealth.

To guide COVID-19 recovery in Newham, the Council has published their recovery strategy **Towards a Better Newham**. Pillar 3 commits the Council to action to ensure all residents are supported and enabled to access work and opportunities in the new economy.

WHAT'S
YOUR STEP?
Now is the time to act.

Newham London



People at the Heart
of Everything We Do

References

1. Newham Council (2020) Well Newham- 50 Steps to a Healthier Borough. Health and Wellbeing Strategy 2020-2023
2. Newham Council (2020) Community Wealth Building: For a Fair and Inclusive Newham
3. Newham Council (2020) Towards a Better Newham: COVID-19 Recovery Strategy

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Newham is a young inner-London borough with a diverse working-age population

THE POPULATION OF NEWHAM

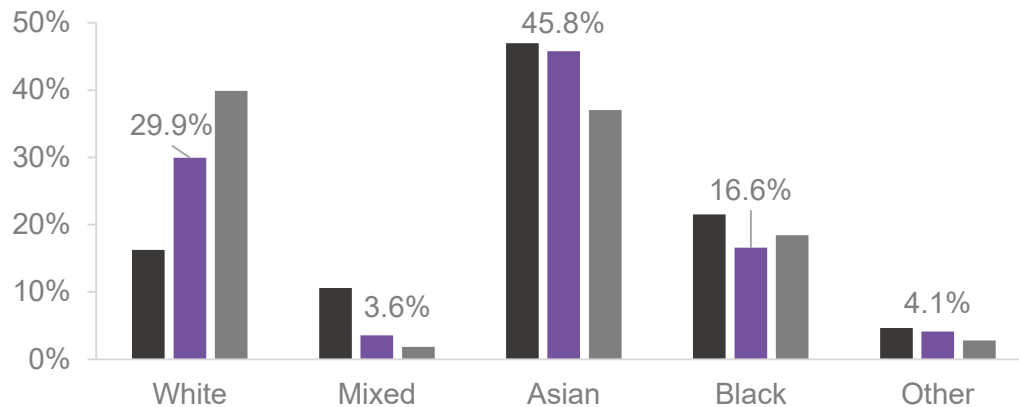
Newham is a young, mobile, diverse inner-London authority of just over 355,000 residents.

- The majority (approx. 70%, about 255,000) of residents are of working age and 73% are aged under 45.
- The working age population is expected to grow by about 30% over the next ten years, increasing to an estimated 330,000 residents.

About 70% of residents are non-White. This diversity is most pronounced in the working age population of Newham.

- A greater proportion of working age adults are of Asian and Black ethnicity compared to residents aged over 65.
- This is especially the case for children and adolescents, who will make up the future Newham workforce.

Figure 1: Newham residents by broad ethnic category, 2020



References

1. GLA (2021) 2016-based population ethnic group projections
2. GLA (2019) Housing-led population projections

■ 0-15 ■ 16-64 ■ 65+

The majority of residents in Newham live in an area of very high deprivation

THE POPULATION OF NEWHAM

Newham is the third most deprived local authority in London: three out of every four residents live in the 30% most deprived neighbourhoods in the country.

- At the individual level, 37% of residents are estimated to be living in poverty, nearly 10% higher than the London average. Amongst children, 21.5% (nearly 19,000) live in poverty locally.
- Many of the risk factors for poverty are known to affect local residents, e.g. unemployment and low-paid insecure jobs, low skills or qualifications, high cost of living, and an ineffective benefits system

Deprivation and poverty have a significant impact on life expectancy and the number of years someone lives in good health.

Both are lower in Newham than London and England (c.63.6 years).

Newham healthy life expectancy at birth

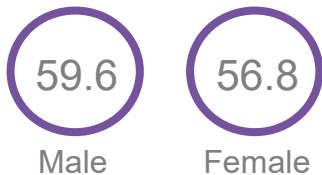
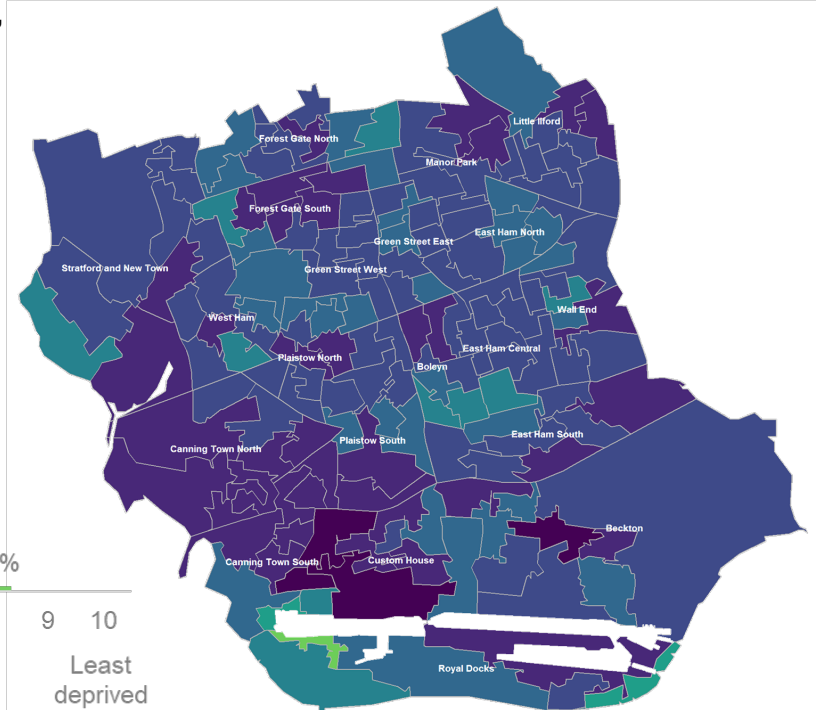
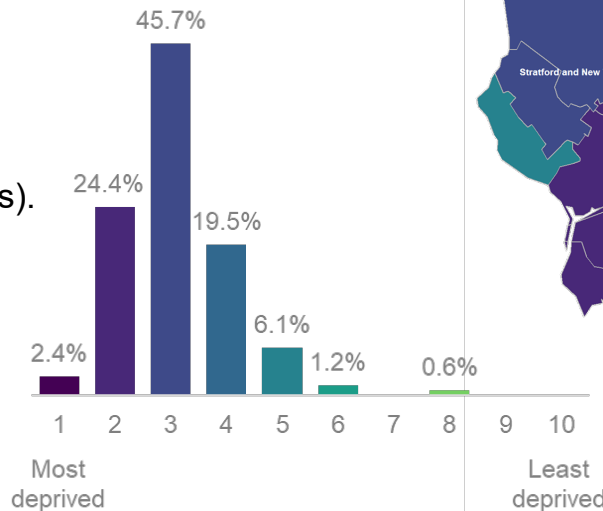


Figure 2: Deprivation in Newham by national decile, 2019



References

- Trust for London (2020) London's Poverty Profile 2020: Modeled poverty rates by London borough (2013/2014)
- PHE (2019) Fingertips Public Health Profiles: Wider Determinants of Health

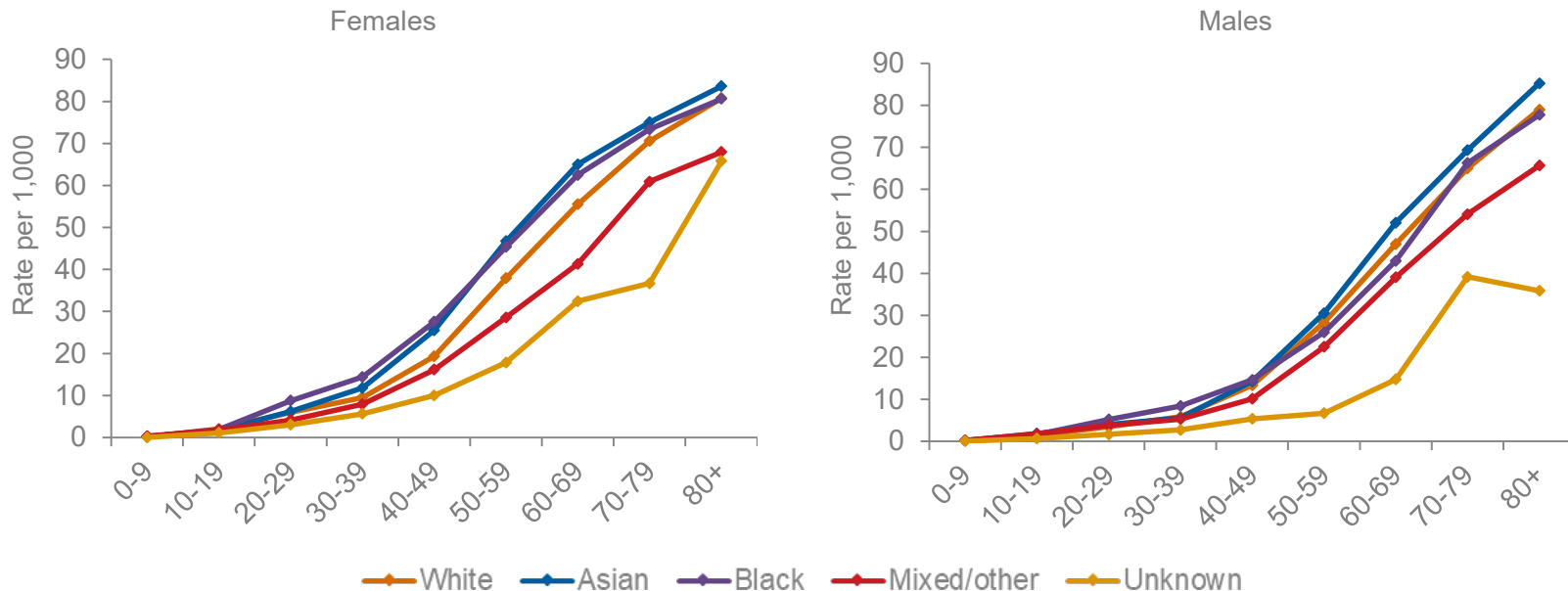
Managing multiple long-term conditions affects our ability to maintain employment

THE POPULATION OF NEWHAM

Residents of Newham experience a number of chronic, long-term conditions, many of which will affect their ability to gain and/or maintain employment. Multi-morbidity (having more than one long-term condition) is a particular issue locally.

- Residents in Newham are affected by multi-morbidity at an earlier age compared to London and England, likely due in part to high levels of deprivation and adverse conditions.
- Age of onset is also highest in Asian and Black communities, and amongst females, meaning they are managing multiple long-term conditions from a younger age and over a longer period of time.

Figure 3: Rate of multi-morbidities by sex, age, and ethnicity in Newham, 2021 snapshot



References

1. EMIS (2021), via North East London Clinical Effectiveness Group

30% of residents do not have A-levels and many hold foreign qualifications



THE POPULATION OF NEWHAM

People holding NVQ1 and NVQ2 qualification levels are at greater risk of unemployment due to economic downturn than those with further degrees. About 30% of Newham residents fall into these categories.

- Residents without higher qualifications are predicted to experience more persistent unemployment as economic recovery in London post-COVID is expected to focus on highly-skilled jobs.

Newham also has double the proportion of residents holding non-UK/other qualifications compared to London and England, reflecting its diverse population but also presenting a challenge in the recognition of non-UK degrees and employment prospects for migrants to the UK.

Table 1: Qualifications held by Newham residents, January – December 2020

| | Newham # | Newham | London | UK | Descriptor |
|----------------------|----------|--------|--------|-------|--|
| NVQ4 And Above | 147,700 | 59.0% | 58.5% | 43.1% | Further education, degree, higher degree |
| NVQ3 And Above | 173,400 | 69.3% | 71.4% | 61.4% | 2 or more A levels, advanced vocational qualifications |
| NVQ2 And Above | 189,600 | 75.8% | 81.9% | 78.2% | 5 or more GCSEs at grades A-C, intermediate vocational qualifications |
| NVQ1 And Above | 209,300 | 83.6% | 88.1% | 87.9% | Fewer than 5 GCSEs at grades A-C, foundation vocational qualifications |
| Other Qualifications | 29,300 | 11.7% | 6.8% | 5.7% | Foreign and some professional qualifications |
| No Qualifications | 11,600 | 4.6% | 5.1% | 6.4% | No formal qualifications held |

Note: Trade apprenticeships are split 50/50 between NVQ level 2 and 3. Percentages do not sum to 100 as groupings are not mutually exclusive

References

1. Office of National Statistics (NOMIS) (2020), Local Authority Profile
2. Volterra Partners LLP (2021) A detailed study of unemployment in London A report by Volterra Partners LLP for London Councils, March 2021

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Over 70,000 residents in Newham are unemployed and/or unable to secure employment

UNEMPLOYMENT IN NEWHAM

There are approximately 249,000 working age residents (aged 16-64) in Newham. Of these, 78% are considered economically active, meaning they are employed or actively looking for work.

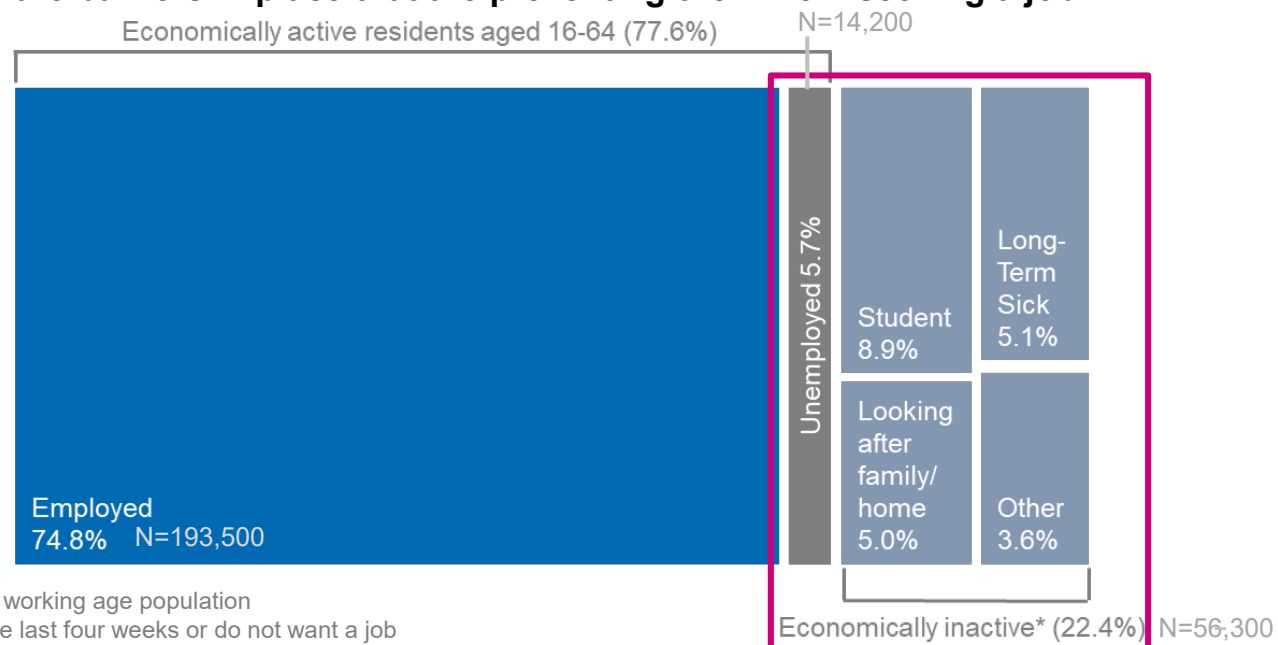
- The majority (approx. 194,000 people) are employed, with an estimated 14,000 unemployed.
- Levels of unemployment are slightly higher than London and UK averages.

There are also approximately 56,000 residents who are economically inactive, meaning they are not actively seeking employment. This may be due to personal preference, alternative responsibilities (e.g. study or caring), or because there are barriers in place that are preventing them from seeking a job.

This JSNA will primarily focus on the population highlighted in pink, which includes those unemployed and those economically inactive.

- This group accounts for just under 70,500 residents.

It will also explore those in employment but with low pay.



Note: percentages are displayed as a proportion of the working age population

*Residents aged 16-64 who have not sought work in the last four weeks or do not want a job

References

1. Office of National Statistics (NOMIS) (2021), Local Authority Profile

Over 70,000 residents in Newham are unemployed and/or unable to secure employment

UNEMPLOYMENT IN NEWHAM

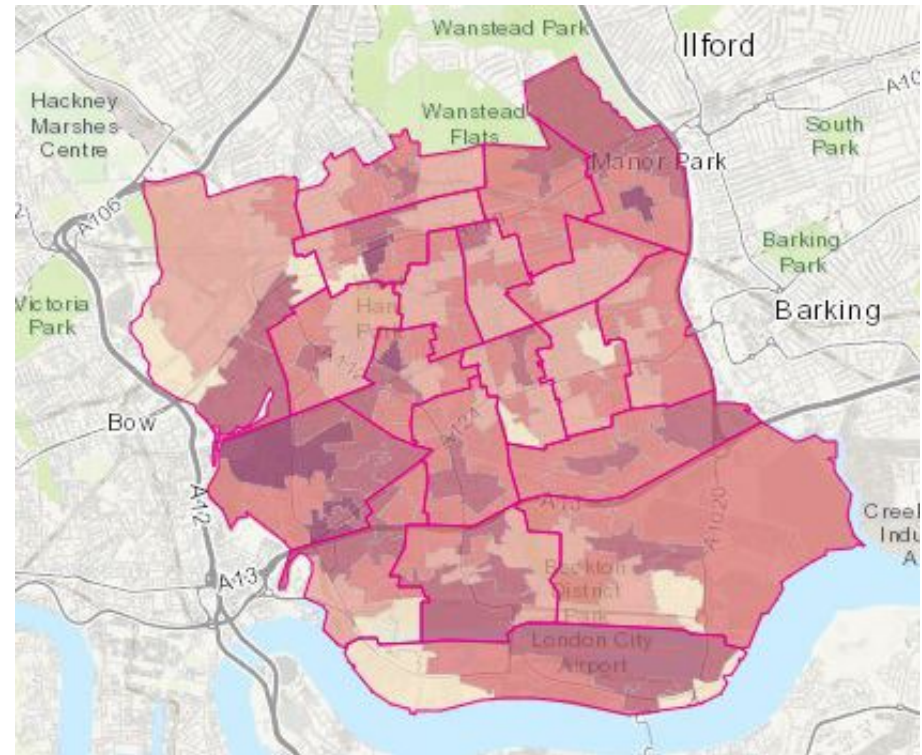
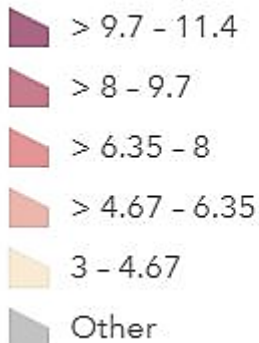
Levels of unemployment are not spread equally across the borough, but cluster in particular areas.

- Canning Town North, Custom House, Royal Docks, and Little Ilford have particularly high levels of unemployment.

Higher levels of unemployment tend to map against high levels of deprivation, as seen on slide 16.

Figure 4: Proportion of economically active residents who were unemployed, by lower super output area and based on 2011 census data.

Economically active: Unemployed %|2011



References

1. Office of National Statistics (2015), Census 2011 table KS602UK

Unemployment had been decreasing until the pandemic; certain groups remain most affected

UNEMPLOYMENT IN NEWHAM

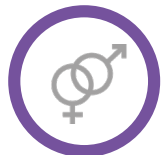
Levels of unemployment generally have decreased over the last 5-7 years, but there are still some groups who are more likely to be unemployed than others.



- Employment rates in Bangladeshi and Pakistani communities are consistently lower than in people of White ethnicity across Newham, London, and England.



- Young people aged 18-24 years were disproportionately affected by COVID-19-related unemployment; nationally, the greatest increase in unemployment was amongst young people. In early 2021, nearly one in six 18-24s were unemployed, greater than the prevalence of unemployment across all other age groups.



- Fewer women are economically active than men (72% of women vs. 82% of men in Newham), but they are also less likely to apply for out-of-work benefits. The difference in male vs. female employment in Newham (2.3%) is nearly five times greater than the difference across London (only 0.5%).



- Unemployment is more common amongst people with long-term conditions such as learning disabilities, poor mental health, and long-term illness.

In Newham, about 7% of working age adults are unemployed (over 14,000 people as of September 2021). This is the 13th highest figure in all of London as a percentage, but the **third highest figure in terms of actual people unemployed – in 2020, it was the single highest figure.**

References

1. The Health Foundation (2020) Employment and Unemployment
2. The Health Foundation (2021) Unemployment and mental health
3. Office of National Statistics (NOMIS) (2020), Local Authority Profile
4. Institute of Health Equity (2020) Build Back Fairer: The COVID-19 Marmot

Review

5. ONS (2020) London Datastore Datasets: Employment Rates by Ethnicity
6. ONS (2021) Employment and the Labour Market: A09: Labour market status by ethnic group

Newham had the highest levels of furlough in London and unemployment is expected to persist



UNEMPLOYMENT IN NEWHAM

About 40% of residents in employment were furloughed during the COVID-19 pandemic. This was the highest figure across London with over 80,000 residents (as of July 2021) taking up the income protection offer. COVID-19 is expected to have a prolonged impact on employment.

Recent analyses for London Councils by an independent consultancy modelled unemployment in London to September 2022.

- Unemployment rates in Newham are predicted to remain persistently high over this period, recovering the most slowly from a peak of over 25,000 residents (nearly double that of pre-pandemic levels).
- High levels of furlough in Newham are likely due to the nature of occupations held by local residents: 23% are estimated to work in distribution, restaurants, and hotel sectors.
- The furlough scheme ended in September 2021 and is likely to have rendered a substantial number of residents employed and at risk of poverty, and poor health and wellbeing.

References

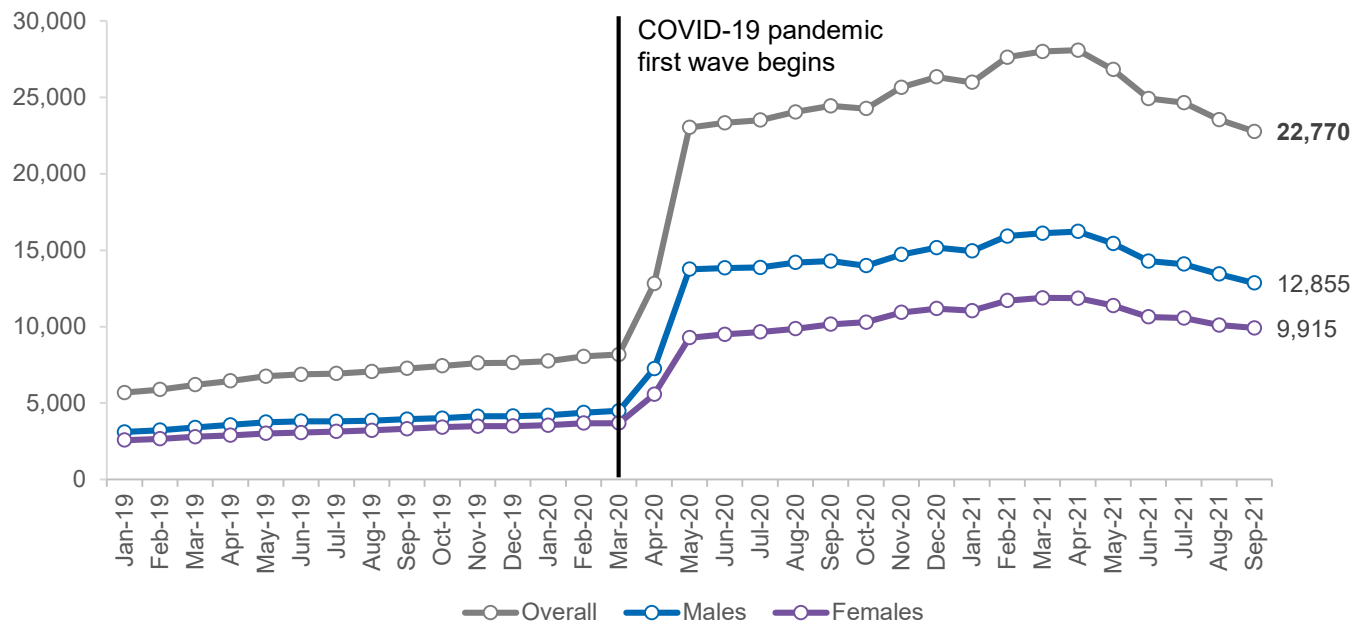
1. The Health Foundation (2020) Employment and Unemployment
2. The Health Foundation (2021) Unemployment and mental health
3. Office of National Statistics (NOMIS) (2020), Local Authority Profile
4. Volterra Partners LLP (2021) A detailed study of unemployment in London A report by Volterra Partners LLP for London Councils, March 2021

One in ten working age adults in Newham are claiming benefits

UNEMPLOYMENT IN NEWHAM

The COVID-19 pandemic and lockdown orders generated a substantial increase in the number unemployed in Newham. Approximately 10% of all working age adults in Newham were claiming universal credit in September 2021; this was the third highest number of claimants across London.

Figure 5: Universal credit claimants by sex, Jan 2019 – Sept 2021



References

- Office of National Statistics (NOMIS) (2020), Local Authority Profile

Levels of NEET remain higher in Newham than across London

UNEMPLOYMENT IN NEWHAM

Local authorities have a legal obligation to monitor the participation of young people aged 16 and 17 in education, employment, and/or training.

- Any young person identified as not in education, employment or training (NEET) is then supported into a type of provision.

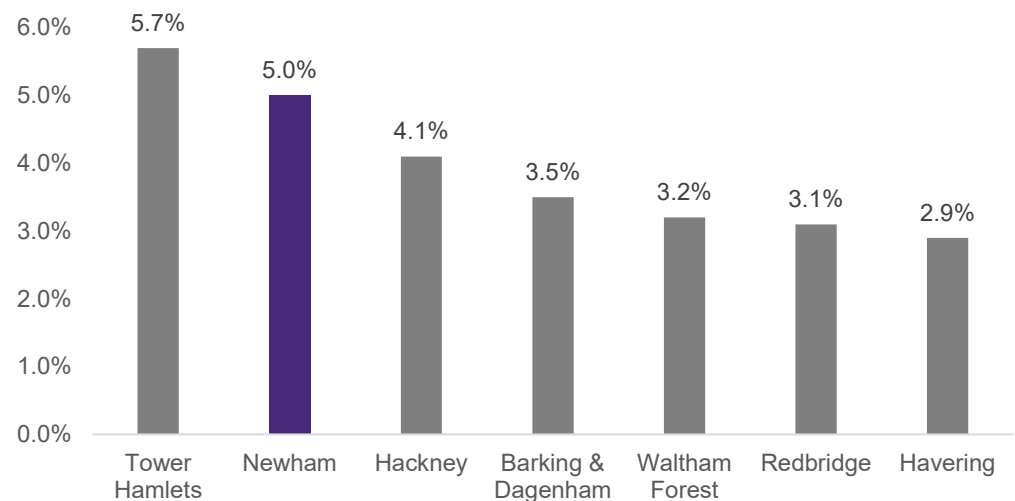
Rates of NEET nationally and locally have reduced significantly over the last decades. Nonetheless, 5% (n=430) of young people aged 16-17 in Newham are NEET.

- This is the 8th highest figure in London and second highest in the North East London patch.

Table 2: Number and proportion of 16-17 year-olds in Newham considered NEET, by year

| | Newham (n) | Newham (%) | London (%) | England (%) |
|------|------------|------------|------------|-------------|
| 2016 | 460 | 5.8% | 5.3% | 6.0% |
| 2017 | 420 | 5.2% | 5.0% | 6.0% |
| 2018 | 440 | 5.2% | 4.8% | 5.5% |
| 2019 | 430 | 5.0% | 4.2% | 5.5% |

Figure 6: Proportion of 16-17 year-olds considered NEET by North East London borough, 2019



References

- Office of National Statistics (NOMIS) (2020), Local Authority Profile

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- **Special focus: health**

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Gaining and retaining employment can be harder for certain people due to a range of barriers

BARRIERS TO EMPLOYMENT

A number of barriers to employment affecting Newham residents emerged from the literature and from interviews with local partners.

These barriers fell into four themes:



Employment rights is a pressing issue locally, where 1/3 of residents applied for settled status



EMPLOYMENT RIGHTS

The legal right to work is a requirement of any job. However, since Brexit, many Newham residents have struggled to certify their settled status.

- A third of Newham's population applied for settled status after Brexit – the single highest number of applicants in the UK.
- A substantial number still have their settled status pending. While employers can technically employ someone whose status is pending, it presents additional challenges to the workplace and they may instead prefer candidates whose immigration status is easily proven. This can therefore be a barrier to those applying.

Even for those who do have the legal right to work, employment rights generally are still a challenge for some Newham residents.

- Locally, Citizen's Advice Bureau work with employers to raise awareness over employee rights, for example, differentiating between zero-hour contracts and self-employment. This is a particular challenge for small businesses and the service industry.
- The Disability Confident employer scheme is championed by Our Newham Work and Jobcentre Plus, to ensure residents with learning disabilities or long-term health conditions receive the necessary adjustments and are supported to retain employment, and that disability disclosures do not affect recruitment prospects.

In June 2021, in response to this need, Newham established an employment rights hub, empowering residents to understand their employment rights.

References

1. Informal interview with Citizen's Advice Bureau, September 2021
2. Informal interview with Work Rights Centre, September 2021

3. Informal interview with Supported Employment Team manager, September 2021

4. Informal interview with Job Centre Plus disability employment team leads, September 2021

Employment rights also include a safe working environment and equal opportunity



EMPLOYMENT RIGHTS

The right to a safe workplace, including an environment free from discrimination, is another employment right pertinent to Newham.

- Racism and discrimination act as a barrier not only at the point of recruitment, but also in career progression. In-work racism in particular may be more subtle and manifest in the relational aspect of roles and opportunities, i.e. access to, and being considered for, promotion opportunities.

Ethnic minority job-seekers are less likely to find good quality employment than White job-seekers, even when born and educated in the UK, and they are more likely to be discriminated against in the workplace.

- Nationally, people of non-White ethnicity tend to be concentrated in lower-pay jobs where there can be fewer opportunities for progression. They are also more likely to be paid less than workers of White ethnicity.
- Recent data (2019) suggest the difference in hourly wage between White and non-White employees in London is around 25%, the highest in the UK.
- In Newham, only a third of senior managers are from Black, Asian, and other ethnically diverse communities.

References

1. Informal feedback from Newham's Race Equality Alliance
2. Zwysen, W., Di Stasio, V. and Heath, A. (2021) 'Ethnic Penalties and Hiring Discrimination: Comparing Results from Observational Studies with Field Experiments in the UK', *Sociology*, 55(2), pp. 263–282. doi: 10.1177/0038038520966947.
3. Office of National Statistics (2020) *Employment and labour market: ethnicity pay gaps 2019*
4. Joseph Rowntree Foundation (2017) *Poverty and Ethnicity in the Labour Market*

Employment rights also include a safe working environment and equal opportunity



EMPLOYMENT RIGHTS

Experience of racial discrimination is particularly frequent among women of colour.

- National research suggests 75% of women of colour have experienced ≥ 1 form of racism at work and 42% of women of colour surveyed reported being passed over for a promotion, compared to 27% of white women.
- Individuals from non-White ethnicity are also more likely to experience insecure employment but the likelihood of insecurity is greatest amongst non-White women.

The TRID Programme

In 2020, Newham Council launched a programme to tackle racism, inequality, and disproportionality: the TRID programme.

- TRID commits to improving the diversity of the Council workforce and providing equal opportunity for development and progression. It also recognises the role the Council plays as a commissioner of services, pledging to develop a more mixed economy of provision, and require diversity and equality in commissioned providers.
- Through the TRID programme, the Council will be reviewing its ethnicity pay gap, exploring anonymised recruitment, and have established a reciprocal mentoring programme that pairs non-Caucasian staff with senior leaders.
- From a commissioning stand point, TRID is also focused on actively encouraging small and medium local businesses to work with the Council, to develop a more mixed economy

References

1. Gyimah M, Azad Z, Begum S, Kapoor A, *et al* (2022) Broken Ladders: the myth of meritocracy for women of colour in the workplace.
2. Florisson, R. (2022). The Insecure Work Index: Two decades of insecurity. Work Foundation, Lancaster University.
3. Newham Council (2020) TRID - Tackling Racism, Inequality and Disproportionality. Available from: <https://www.newham.gov.uk/homepage/225/trid---tackling-racism-inequality-and-disproportionality#:~:text=We%20want%20our%20residents%20to,is%20a%20minority%20or%20marginalised>.

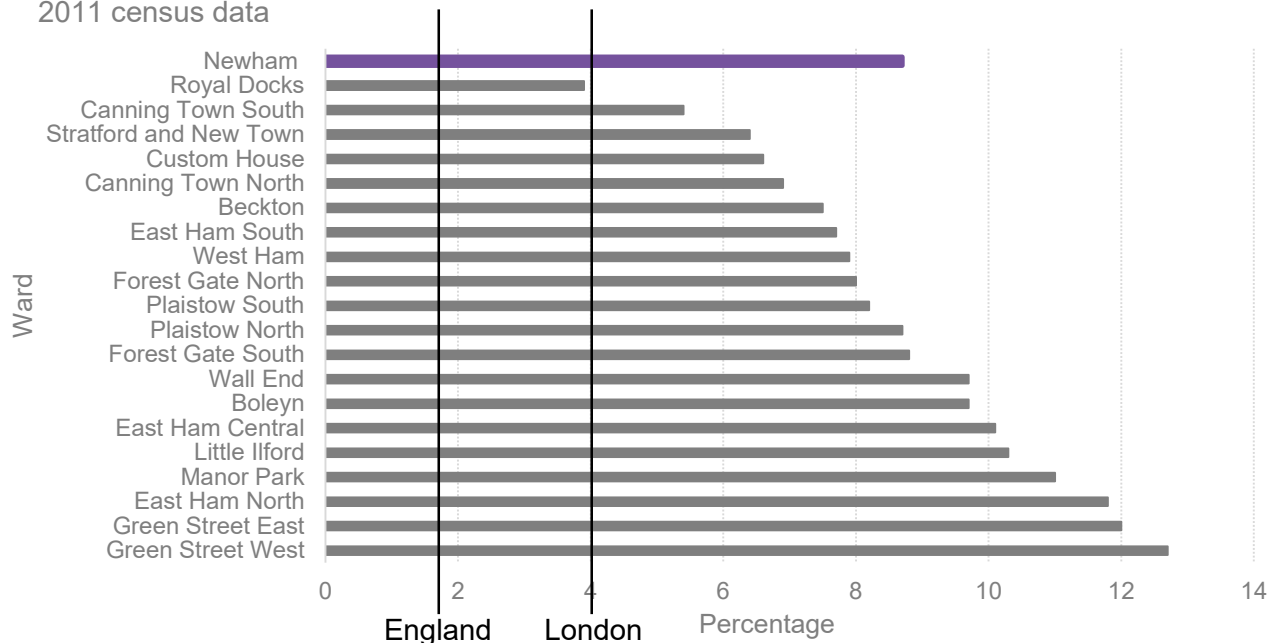
Nearly 1 in 10 residents in Newham are unable to speak English well or at all

JOB SEARCH SKILLS

Newham is very diverse, with over 100 different languages spoken. Many will speak multiple languages well, however, the 2011 census showed that nearly 1 in 10 residents are unable to speak English well, or at all – a considerable barrier in searching for, and applying to, employment.

- This was double the value for London (4%) and substantially greater than that of England (1.7%).
- English language skills vary across Newham's wards, with the highest proportion of residents unable to speak English well or at all residing in the north/centre of the borough.

Figure 7: Percentage of residents by Newham ward where English is not spoken well or at all, 2011 census data



References

1. PHE (2011) Fingertips Public Health Profiles: Local Health

About half of all adult learning provision through Our Newham Learning and Skills is for ESOL



JOB SEARCH SKILLS

Many residents will seek out, or be referred to, Our Newham Learning and Skills (ONLS) for English language courses.

- About half of all provision for adult learners at ONLS is English for speakers of other languages (ESOL)

Basic job search skills such as CV preparation, job searching online, applications, and interviews are also commonly reported barriers by partners working for Council and voluntary employment support organisations.

- Digital inclusivity and digital literacy has also been identified as a key area of work in preparing residents for employment, as well as upskilling into new roles.

Not everyone who is unemployed is immediately ready for employment, but there are 'stepping-stone' skills and training offers that support entry into a progression pathway.

- In 2020, Newham College launched 'Get Into Healthcare,' a new, free programme helping those who need the most support to get into employment, to join varied roles within healthcare. For example, IT, finance, catering, or patient support.
- Newham Council have collaborated with The Good Hotel training programme, who provide bespoke hospitality training and paid work experience, alongside coaching.

References

1. Informal interview with Our Newham Learning and Skills, November 2021

Employment rates are substantially lower for residents with poor mental and physical health



HEALTH AND EMPLOYMENT

While unemployment and low quality employment are bad for health, the relationship is not one sided: poor health can also impact on employment status and ability to engage productively with work.

- Specific challenges around health and employment were explored in a focus group with residents and professionals. The findings are summarised in the next sections (slides 45-48).

Long-term health conditions

- In Newham in 2019, the employment rate for people with a long-term condition (LTC) was 8.5% less than those without a LTC; the difference was around 20% in the preceding three years. This is comparable to the average difference in employment rates across London.
- 5% of working age adults in Newham (c. **13,000**) were unemployed due to long-term sickness over the period June - July 2021.

Mental health conditions

- Local data on employment rates for people disclosing a mental health condition are less available but, over recent years (2019 – 2017), it has fluctuated between 22 – 58%.
- On average, the rate of employment for people with a mental health condition is 30% lower than amongst those without.

Health and social security are intrinsically linked. Medical diagnoses of health are often re-evaluated by people deciding on whether or not you're entitled to benefits. The COVID-19 pandemic is likely to have further held back people with health conditions because of reduced appointments, assessments, and referrals.

References

1. NHS Digital (2020) NHS Outcomes Framework Indicators – May 2020 Release: 2.2. Employment of people with long-term conditions
2. NHS Digital (2020) NHS Outcomes Framework Indicators – May 2020 Release: 2.4.i Employment of people with mental illness
3. Joseph Rowntree Foundation (2022) UK Poverty Report 2022

Learning disability, mental health, and physical mobility are common barriers to work locally



HEALTH AND EMPLOYMENT

Data from a local Jobcentre Plus-commissioned work and health programme, suggest that the greatest barriers faced by residents seeking employment support with their health are around **mental health conditions and **physical mobility/dexterity issues**.**

- 2,452 residents were referred to the programme over the last three and a half years for employment support specific to a health barrier. This equates to about 700 people per year.
- Of those residents who started a job while on the programme (38%, n=608), 20% declared a physical disability and 23% declared a mental disability.
- These proportions were broadly maintained among those who sustained employment longer-term, suggesting that, once support is in place, both physical and mental disability are able to be overcome.

Amongst residents working with the Council's Supported Employment Team (SET), the vast majority (70%) needed help because of their mental health or a learning disability.

- Over the period 2015-19, the SET supported over 500 residents into full-time or part-time employment, equating to about 125 people per year.
- Of residents who obtained employment, 37% needed support with a learning disability and 35% with their mental health.

It may be that some mental health barriers develop as a result of poor physical health, but it is not possible to disentangle this relationship.

Whilst it is very positive to see residents who are managing long-term and complex physical and mental health conditions supported back into employment, the number of residents working with these two targeted programmes is far less than the number of residents we know are not working due to long-term sickness (13,000), suggesting a level of unmet need.

References

1. Internal service data from Maximus, work and health programme provider.
2. Informal interview with Supported Employment Team manager, September 2021.

Women are more likely to be carers than men and this affects their ability to take up opportunities

CARING

Caring responsibilities can substantially impact on someone's ability to achieve their employment potential.



- Because of these added responsibilities, they may be **less able to take up education and/or employment opportunities** and to pursue full-time studies/work.



- Caring also carries a **financial burden**, which may mean that carers take whatever employment opportunities are first available in order to meet immediate needs.



- Caring **disproportionately affects women**, who have reported unpaid caring responsibilities as preventing them from taking on paid employment.

The last census (2011) estimated there to be 26,000 carers in Newham, including 1000 young carers.

- This figure is likely to be higher in reality as not everyone recognises or relates to the term 'carer.'
- Locally, there is a recognised gap in support for carers to further their education and/or training.
- Young carers are particularly disadvantaged, as many report missing school because of their caring responsibilities.

References

1. Newham Council (2021) Newham Carers Strategy 2021-24
2. Young Women's Trust (2020) Valuing young women's unpaid work

Caring responsibilities disproportionately affect women and their ability to take up opportunities

CARING

In addition to caring responsibilities, many residents have childcare responsibilities. This can contribute to similar pressures as other forms of caring.

- The cost of childcare is a particular barrier for women in entering or re-entering the workforce. For some families, the cost of childcare is greater than the salary of the mother's current job prospects.
- In a recent survey of Newham parents, 81% said they used childcare in order to work.

Free childcare offers are available locally to enable parents to take up other opportunities. However, uptake of free early years childcare in Newham continues to be lower than that across London and there is wide variation in the level of supply of 0-5 provision across the borough.

2 year-old childcare for disadvantaged families

Around 50% take-up (53% in Jan. 2020). This is lower than the London (59%) and England (69%) average. Available places are not thought to be a barrier for this scheme.

Childcare for all 3-4 year-olds

Take-up was 83% in January 2020, though there is scope to improve this to the national average (93%).

Childcare for 3-4 year-olds in working families

Take-up has increased since 2017/18 but the pandemic and increasing unemployment is likely to affect eligibility.

In considering childcare for under fives generally, there is an average of **1 place for every 6 children under five**. This difference is most substantial in the centre of the borough and ranges between wards from 1 full-time place for every 3 children, to 1 for every 27.

There are inequalities in the uptake of childcare, which may reflect barriers to taking up employment in certain groups: 74% of children living in the least deprived areas of Newham were in formal childcare, compared to only 57% of children living in the most deprived areas; and, nationally, uptake is lowest in amongst Asian communities compared to other ethnic groups.

References

1. Newham Council (2020) Childcare Sufficiency Assessment 2020

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Jobcentre Plus is the first stop for claiming benefits; it also offers support in-house



JOBCENTRE PLUS

Jobcentre Plus is a Department for Work and Pensions (DWP)-funded statutory employment service. In Newham, there are two Jobcentres: in Canning Town and in Stratford.

- The Jobcentre Plus team in Newham also works across Barking.
- The team employs two disability employment team leaders and eight disability employment advisors (DEAs) across the two boroughs.
- Each DEA supports 30 work coaches, each of which in turn supports 150 customers, reaching approx. 4,500 residents across Newham and Barking.

Jobcentre Plus is the first port of call for residents wishing to claim benefits (i.e. universal credit).

- Jobcentre Plus then signposts into Council employment services for further support, and also offers nine in-house services to residents. Further details are included in the appendix.
 1. The Kickstart Scheme
 2. Job Entry Targeted Support
 3. Work and Health Programme
 4. Flexible Support Fund
 5. Low Value Provision
 6. Work Capability Assessment
 7. Intensive Personalised Employment Support
 8. Access to Work
 9. Sector-based Work Academy Programme

Jobcentre Plus and Our Newham Work (discussed on the next slide) also support employers to be **Disability Confident. This scheme offers three levels of recognition and facilitates employers creating inclusive and flexible work policies, to enable residents with mental or physical disabilities to participate in the workplace.**

References

1. Informal interview with Our Newham Work, September 2021
2. Informal interview with Jobcentre Plus Disability Employment Managers, September 2021

Our Newham Work provides free support around employment and apprenticeships



OUR NEWHAM WORK

Our Newham Work is a free Council-based service to residents looking for support around employment and/or apprenticeships.

- Residents can self-refer, or be referred from Jobcentre Plus, adult's social care, or health services.
- The team offer general support around:
 - CV building
 - Job searches and advising on positions that align to a resident's skills
 - Preparation for interviews
 - Bespoke training and accredited qualifications

Within Our Newham Work are a number of specialist teams.

The **Young People's Team** within Our Newham Work supports young people aged 16-24.

- They provide advice around education and employment options, to support young people to reach their full potential.
- Five advisors support young people identified as NEET, and another six advisors work more generally with 16-24 year olds to gain employment and/or progress further in their careers.
- Young people not considered NEET tend to self-refer to the service, but advisors also work with leaving care, youth offending, and troubled families teams to support more vulnerable young people.
- Young people typically receive 1:1 support from an advisor who devises an employment action plan to assess and plan to overcome any barriers.

References

1. Informal interview with Our Newham Work manager, September 2021
2. Informal interview with Our Newham Youth manager, September 2021

The SET sit within Our Newham Work and support people with complex health challenges



OUR NEWHAM WORK

The Supported Employment Team (SET) sit within Our Newham Work and offer specialist support to residents managing health challenges.

- Clients typically fall into three categories: people with (1) learning disability and autistic spectrum disorder, (2) serious mental illness, or (3) substance misuse. Most lack an employment history and many have experienced discrimination, lack of confidence, and difficulty communicating.
- Most clients are far from entering the job market, so the SET play a role in bridging that gap.
- Individual action plans are developed, followed by employability support.
- They offer support to the individual but also to employers to encourage job retention – the goal is a career, not a job.
- Since the SET team was first established in 2007, it has helped to fill over 40,000 jobs with Newham residents.

The SET are also commissioned to provide a number of additional and innovative programmes with residents:

- The Newham Supported Internship Programme gives young people with special educational needs and disabilities the chance to internship with large local businesses (including Newham Council, Barts Trust, John Lewis, Waitrose, ASDA, and Newham College) and develop their confidence in employment.
- SET support residents to start their own micro-enterprises.
- SET are working directly with the local substance misuse provider to offer specialist support for residents who have recovered from substance use.

References

1. Informal interview with Supported Employment Team manager, September 2021

Our Newham Learning and Skills primarily supports adults in English language proficiency

OUR NEWHAM LEARNING AND SKILLS

Newham Council also provides free tuition to local residents, including those with pre-settled status or refugee/asylum-seeker status, through Our Newham Learning and Skills (ONLS).

- ONLS offers a diverse curriculum for adult and young learners: from health, to cooking, to beauty, and music. They also offer accredited GCSE-level maths and English.
- However, the majority of provision for adult learners is English for speakers of other languages (ESOL).

ONLS tends to primarily work with those furthest away from being employment ready. This may be because of language skills, but also where residents do not recognise their transferrable skills.

- The latter is particularly true of women who may have been out of the workforce for some time.

Residents may be referred to ONLS through Jobcentre Plus or Our Newham Work. However, the majority of residents self-enrol having heard of the service via word of mouth.



References

1. Informal interview with Our Newham Learning and Skills, November 2021

ELFT have a programme of work around improving employment for mental health patients



EAST LONDON FOUNDATION TRUST

East London Foundation Trust (ELFT), the local mental health trust, have highlighted the importance of employment in improving outcomes for their patients.

A monthly steering group is directing a programme of work to increase the number of ELFT service users in meaningful employment, with the potential to expand this to include education and/or training. This is underpinned by three primary drivers:

- 1.** Ensure employment is a core part of clinical discussions
- 2.** Improve quality of employment support services, with an influencing role with commissioned / partner services
- 3.** Increase the range of opportunities to gain employment (e.g. apprenticeships, placements, anchor institution opportunities)

One particular area of focus has been on working with clinicians to change their perspective on employment for their patients – the diagnosis can often overshadow the opportunities.

ELFT have also considered utilising procurement levers within commissioned employment services for mental health patients, developing a gold standard offer across their patch (Newham, Tower Hamlets, Hackney, City of London, Bedfordshire, and Luton).

Both ELFT and Barts offer routes into employment as part of their work as anchor institutions (slide 57).

References

1. Informal interview with public health specialty registrar at East London Foundation Trust, August 2021

Newham has a rich VCS network of support, but this could be better integrated with statutory offers

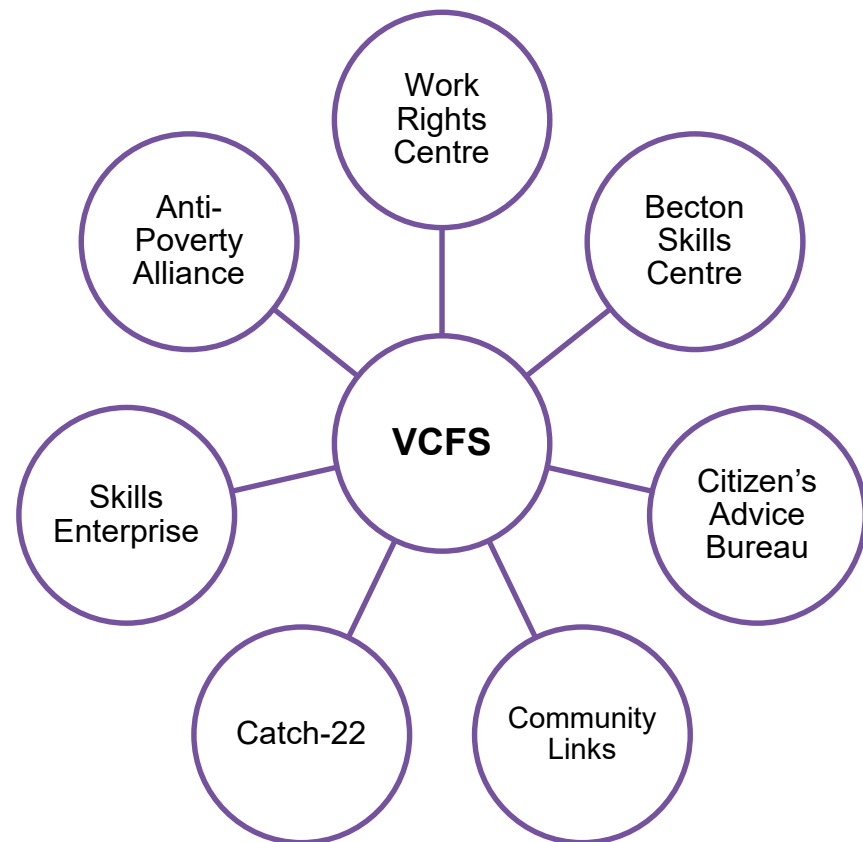
VOLUNTARY AND COMMUNITY SECTOR

Alongside statutory and Council-provided employment support services are a range of voluntary, community, and faith sector (VCFS) offers.

VCFS support tends to be reported as more holistic and ranges from skills development, access to IT, digital skills building, employment rights advice, and support around specific health needs and/or disabilities.

- Partners in the VCFS reported some residents feeling more comfortable accessing support through the community than through Jobcentre Plus, where concerns around the impact on benefits of job seeking, ability to bring children, and proof of residence can act as barriers.

Partners across the VCFS and Council and statutory services have recognised an opportunity to ensure better and more explicit join-up between offers, to ensure residents have their range of needs met in the locations they feel most comfortable.



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Stigma and discrimination against health conditions are persistent challenges for job seekers

HEALTH AND EMPLOYMENT

A focus group was held with local residents and professionals to explore in more detail the relationship between employment and health for those living with long-term conditions or disability. Four main themes emerged from both residents and professionals alike.

BENEFITS AND FUNDING

- The Department for Work and Pensions (DWP) 'Access to Work' programme is reported as very difficult to access for non-physical health conditions.
- Assessment of need for benefits is often a one-off and therefore is 'fixed' based on a single assessment that may not be reflective of the nature of the condition (e.g. in severity, impact, or daily functioning).
- The GP and DWP do not speak to each other using a common language.

'I was treated as if I was an idiot at a time when I had low self-esteem'

STIGMA AND DISCRIMINATION

- People with health conditions and/or disability aren't always asked about their aspirations or longer-term career goals. There is a general perception that people don't think they have abilities, capabilities.
- Once in work, it can be hard to disclose when they are stressed or need time off for non-health reasons, for fear of being judged unable to do the job.
- Some have experienced interviewers being visibly shocked by their disability at interview.

'My biggest barrier is discrimination'

'No one bothered to ask me what I wanted to do'

References

1. Focus group with residents and local professionals, 2 February 2022

Stigma and discrimination against health conditions are persistent challenges for job seekers

HEALTH AND EMPLOYMENT

A focus group was held with local residents and professionals to explore in more detail the relationship between employment and health for those living with long-term conditions or disability. Four main themes emerged from both residents and professionals alike.

UNDERSTANDING

- Many people see disability as only physical.
- Health conditions often fluctuate and may be harder to manage some days more than others.
- More awareness is needed of the different types of need associated with health conditions, from getting into work, to staying in it.
- It can be hard to explain gaps in a CV to prospective employers.
- Health advice is no longer mainstreamed across employment services and is instead held in specialist roles. Health support should be normalised for everyone.

'Having a health condition doesn't mean I'm not able to do a job, but [I] may need support'

'[I have] lots of difficulty managing mental health problems, even before turning up for work'

NO RECOURSE TO PUBLIC FUNDS

- A lack of access to benefits was reported by a number of focus group participants as a substantial barrier faced by local residents.
- This supports our current understanding that NRPF and poverty are fundamental drivers of barriers and health challenges in Newham.

References

1. Focus group with residents and local professionals, 2 February 2022

In order to address these barriers, ambitious shifts to holistic ways of working may be needed

HEALTH AND EMPLOYMENT

The focus group also suggested ways in which employers and support services might help deliver Newham's view of an inclusive economy.

Appreciation and understanding of health needs

- Improved liaison with health and primary care, with health support mainstreamed across employment support services.
- Understanding and patience in the workplace and in services.
- Challenging perceptions of long-term conditions and disability, promoting disability-awareness.

'Reasonable adjustments take creativity and openness'

'Link sports activities with the [employment support] programme, this way the individual will physically and mentally grow and progress, develop confidence and self-esteem'

Holistic advice

- Person-centred plans that focus on careers, rather than 'just a job.'
- Support should include motivation building, career exploring, and developing confidence.
- Outreach information to young people on fundamental skills and preparation, e.g. budgeting, salaries, savings, affordable clothing for interviews.
- Partnerships with Active Newham to increase health and self-esteem.

References

1. Focus group with residents and local professionals, 2 February 2022

In order to address these barriers, ambitious shifts to holistic ways of working may be needed

HEALTH AND EMPLOYMENT

The focus group also suggested ways in which employers and support services might help deliver Newham's view of an inclusive economy.

Flexible opportunities

- More longer-term, flexible opportunities such as work trials and all-age apprenticeships.
- Matching of skills to individuals.
- Increased availability of support in the community.

'Two weeks volunteering experience doesn't open career paths or job opportunities'

Communication

- Use celebration as a medium to build confidence.
- Align with national campaigns, e.g. mental health awareness week, as a way to celebrate positive action by employers and/or employment services.
- Promote good practice and local opportunities, e.g. Skills Enterprise, in neighbourhood newsletters.
- Promote employment services in food hubs.
- Utilise Newham business awards to showcase local initiatives.
- The Council has an opportunity to lead on this.

References

1. Focus group with residents and local professionals, 2 February 2022

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Wages in Newham generally are lower than elsewhere in London



LONDON LIVING WAGE

Take-home pay will determine someone's disposal income, and their ability to afford a decent standard of living and engage with society.

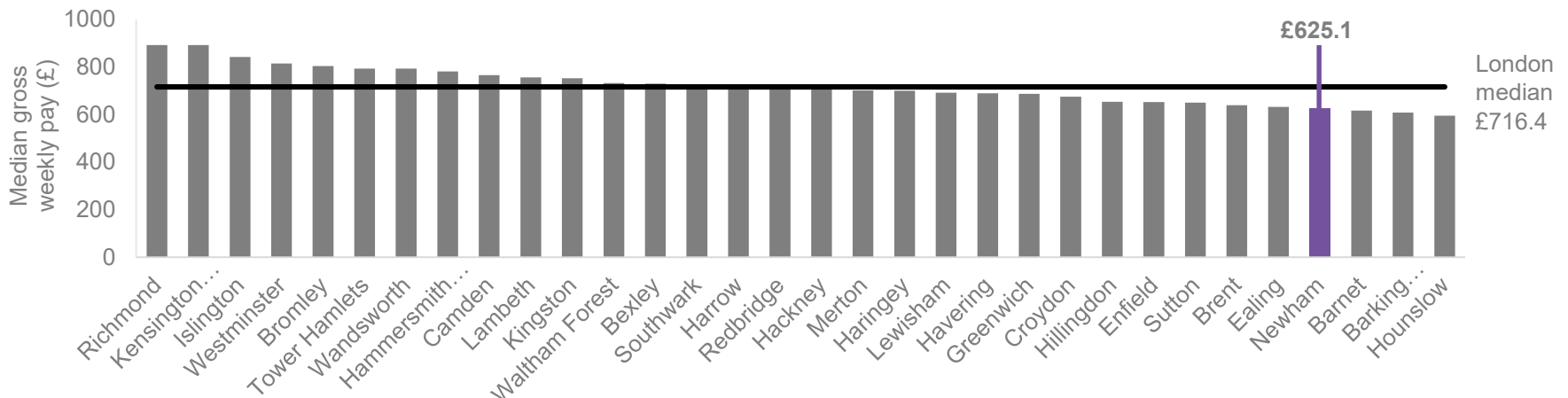
Typical wages of Newham residents are generally lower than elsewhere in London.

- The annual median salary of full-time workers in Newham is less than the regional average. This is most notable for men working full time (a difference of about £4,500, table 3).
- Weekly pay is also the 4th lowest in London, 13.6% less than the London median value.
- Pay for men consistently exceeds pay for women in Newham.

Table 3: Median annual pay (£) by sex and employment type, 2021

| | | Median annual salary (£) | | |
|-----------|--------|--------------------------|--------|---------|
| | | Newham | London | England |
| Full time | Male | 35,640 | 40,036 | 33,777 |
| | Female | 33,307 | 34,946 | 28,314 |
| Part-time | Male | 12,908 | 10,883 | 11,083 |
| | Female | 10,882 | 11,194 | 11,310 |

Figure 8: Median gross weekly pay (£) by London Local Authority, 2020



References

1. Office of National Statistics (NOMIS) (2020), Local Authority Profile

Resident occupations broadly follow London trends, though slightly less are in high level roles

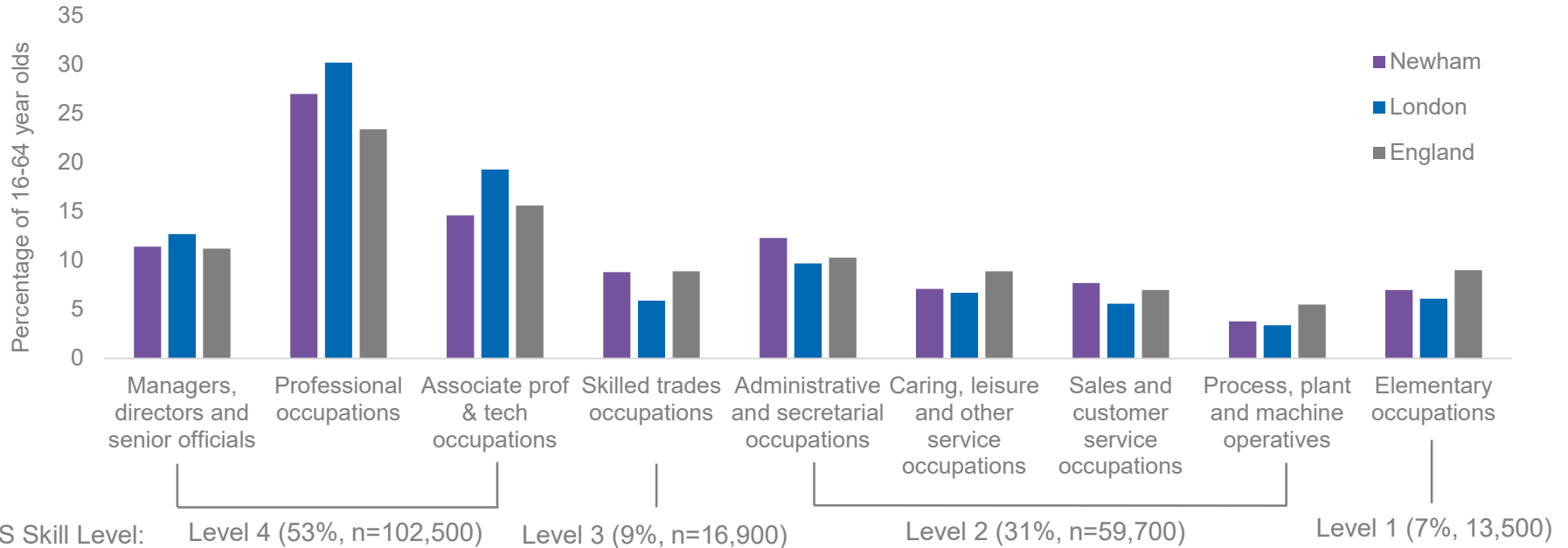


LONDON LIVING WAGE

Occupations held by Newham residents broadly follow the same trends as seen across London and nationally, with the majority (53%) holding 'skill level 4' professional occupations (an ONS designation).

- This is slightly (10%) less than the proportion holding skill level 4 occupations across London.
- Compared to London, a greater proportion of Newham residents work in skilled trades, administrative roles, and sales roles.
- National statistics show that almost a quarter of people working in the administrative and support service sector are in poverty.

Figure 9: Occupation type of Newham residents by broad occupation group and occupation level (ONS), as of June 2021



References

1. Office of National Statistics (NOMIS) (2020), Local Authority Profile
2. Joseph Rowntree Foundation (2022) UK Poverty Report 2022

Fifty four organisations are formally accredited as paying LLW and the majority are charities



LONDON LIVING WAGE

London living wage (LLW) is the minimum wage needed to live in London. It was developed by Trust For London in recognition of the higher cost of living in London and the shortfall in national living wage. It is currently set at £11.05 per hour, which would equate to an annual salary of approximately £21,500 for full-time workers.

- Paying LLW is voluntary but has been demonstrated to be associated with more staff feeling positive about their workplace, their family life, and their health and wellbeing.

In Newham as of October 2021, 47 organisations were formally accredited as paying London Living Wage. This figure has now risen to 54.

- The majority of LLW organisations are charitable.
- 'Other private sector' organisations was a broad category (pragmatically assigned for this report) that included financial institutions, consultancies, retail, and security, among others.
- Newham Council was accredited in March 2021.

These figures represent a very small proportion of the 16,000 active businesses in the borough.

- However, they are very likely to underestimate the true number of LLW organisations as they do not include those paying LLW but not accredited.

Table 4: Organisations in Newham accredited as paying London Living Wage, by broad industry as of October 2021 (n=47)

| Industry | London Living Wage accredited organisations |
|-----------------------------|---|
| Charity / Social Enterprise | 15 |
| Other Private Sector | 11 |
| Cleaning | 4 |
| Construction/Manufacturing | 4 |
| Hospitality | 4 |
| Government | 3 |
| Transport | 2 |
| Education | 2 |
| Religious Institution | 1 |
| Health | 1 |

References

1. London Living Wage Foundation. Available from: <https://www.livingwage.org.uk/>

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Whilst the Council is LLW-accredited, there is still much more to do to encourage broader take-up



LONDON LIVING WAGE

There are two primary routes of encouraging the take-up of London Living Wage.

Leveraging our role as a commissioner to build in LLW payments into contracts

- The Council is using social value requirements in procurements to strongly encourage contracted providers to pay LLW as part of their social value mandated contributions.
- For existing contracts, managers are required to uplift pay to LLW at the first legal opportunity (typically a contract review or extension).
- Quarterly meetings are held with the LLW Foundation to continue to champion LLW across Council departments.

Promoting the benefits of LLW with local partners

- The Council's Community Wealth Building (CWB) Pledge encourages local businesses to become LLW accredited should they wish to reach the status of CWB 'partner.'
- Local areas of development (e.g. Royal Docks) have developed action plans to encourage hyper-local businesses to sign up.
- Simple toolkits have been developed to support partners to contract with LLW-paying support services, such as accredited caterers or cleaners.

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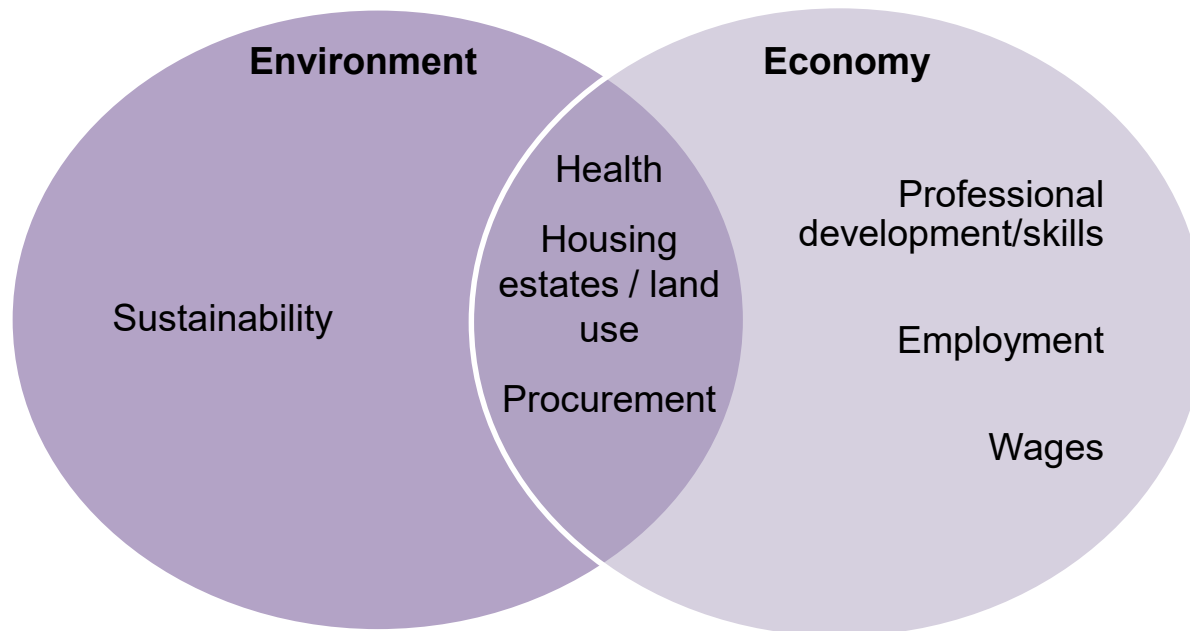
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Anchor institutions are rooted in the local area and have a key role in supporting local communities

ANCHOR INSTITUTIONS

Anchor institutions are organisations rooted in the local community, such as universities and hospitals, who have the opportunity to invest in their surrounding communities through the running of their business.

- They are unlikely to re-locate and therefore are significantly invested in the local area.
- They can play an important role in improving the health and wellbeing of their local communities
- A few examples in Newham include: Newham Council, Barts Health, East London Foundation Trust, and University of East London.



References

1. Kings Fund (2021) Anchor institutions and how they can affect people's health

An anchor charter is in operation across North East London CCGs and Councils



ANCHOR INSTITUTIONS

The North East London Integrated Care System (NEL ICS) recently launched an anchor charter, covering the seven London boroughs of Newham, Tower Hamlets, Waltham Forest, Barking & Dagenham, Havering, Redbridge, and City and Hackney.

The anchor charter commits NHS and Council organisations across this large geographic patch to:

- 1. Widening access to employment, training, and a better working experience**, to upskill and employ local people and commit to inclusive practices among staff;
- 2. Procurement for social value**, to more effectively use our money to support local inclusive growth and reduce inequalities;
- 3. Maximising the social value of our buildings and land**, to capitalise on opportunities to use physical capital to benefit local communities; and
- 4. Supporting a greener and healthier future**, considering environmental impact and opportunities to reduce health inequalities linked to sustainability.

References

- NEL ICS (2021) NEL ICS Anchor Charter: collaborative action to reduce health inequalities and support economic recovery

An anchor charter is in operation across North East London CCGs and Councils



ANCHOR INSTITUTIONS

Our Anchors run a number of programmes for residents. Some examples of the anchor charter in practice have included:

- **Barts Health Futures Hub:** operating out of Newham College Stratford campus, the hub provides career advice, pre-employment training, and apprenticeship opportunities with the trust. For example:
 - Community Works for Health ring-fence a number of entry-level roles at the trust for local residents, particularly those with additional health or social care needs, offering pre-employment support and referrals to skills training.
 - Healthcare Horizons works with young people to promote careers in the NHS and further education, and offer online mentoring, career workshops, and placement opportunities.
- **Health and Care Space Newham:** a partnership between Newham Council and East London Foundation Trust, the ambition is to develop facilities that offer GP services alongside other community health and social care offers.
- **Newham's Citizen Assembly Advisory Group:** bringing together anchor institutions and major partners to advise on the development of its citizens assembly.
- **Newham Council Expressway Youth Incubator:** a programme helping young entrepreneurs to establish their business careers in Newham.

References

1. NEL ICS (2021) NEL ICS Anchor Charter: collaborative action to reduce health inequalities and support economic recovery

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Evidence from this needs assessment highlights a number of priority areas

PRIORITY AREAS

Step 48: Encourage actions that address the links between poor health and employment status

| Priority Area | Existing Programmes of Action | Planned Programmes of Action | Identified Gap(s) |
|---|--|---|---|
| 48.1 Strengthen pathways to employment for people experiencing a range of long-term conditions | <ul style="list-style-type: none"> Our Newham Work supported employment team including access to work take up and employer engagement (Disability Confident) Jobcentre Plus-commissioned work and health programme Two year pilot within community substance misuse service. Talking therapies employment advisors | <ul style="list-style-type: none"> Refresh of Newham's Supported Employment Strategy East London Foundation Trust development of a Recovery College for mental health and well-being education | <p>Explore ways to:</p> <ul style="list-style-type: none"> Celebrate good practice in inclusive employment and disability confidence Engage employers to support inclusive practices, e.g. through supporting uptake of the Good Work Standard and Community Wealth Building pledge |
| 48.2 Tackle disproportionality in employment and barriers to employment, with a particular focus on opportunities for women | <ul style="list-style-type: none"> Anti-Poverty Alliance – maximising benefit uptake, wrap around support Council's Social Value framework Community Wealth Building strategy and programme of action Supporting Families prioritising parental employment amongst key performance indicators | <ul style="list-style-type: none"> Analysis of employment and unemployment rates for adults with SEND in Newham Digital inclusion and literacy –social capital Integrated employment support in family hubs Prioritisation of employment within Supporting Families | <ul style="list-style-type: none"> Scoping and development of a Newham mentoring support programme Increasing childcare uptake as part of the borough's benefit maximisation programme A deeper dive on women in the workplace and structural racism |

Evidence from this needs assessment highlights a number of priority areas

PRIORITY AREAS

Step 48: Encourage actions that address the links between poor health and employment status

| Priority Area | Existing Programmes of Action | Planned Programmes of Action | Identified Gap(s) |
|--|---|--|---|
| 48.3 Collaboration between statutory and Council employment support services, and VCFS organisations providing more holistic support | <ul style="list-style-type: none"> ▪ Anti-Poverty Alliance Skills and Employment work stream including a directory of skills and employment support in Newham ▪ The Newham Advice Partnership – increasing provision of social welfare advice and support in community settings | <ul style="list-style-type: none"> ▪ Integrate employment support in food clubs ▪ Skills-mapping round table in collaboration with Our Newham Learning and Skills ▪ Prioritisation of training on poverty and in-work poverty through the Social Welfare Alliance | <ul style="list-style-type: none"> • Explore training digital health champions in the community |
| 48.4 Ensure all residents have equal opportunity to employment and training in Newham, regardless of country of birth / their parents' birth | <ul style="list-style-type: none"> ▪ Employment rights hub ▪ Tackling racism, inequalities, and disproportionality (TRID) group ▪ Moving On Up - Trust for London ▪ No recourse to public funds group/ Migrant Health Action Plan | Not identified at this stage | <ul style="list-style-type: none"> ▪ Trade Union engagement around work rights and fair treatment in the workplace |

Evidence from this needs assessment highlights a number of priority areas

PRIORITY AREAS

Step 49: Maximise the reach of the London Living Wage (LLW) in the borough

| Priority Area | Existing Programmes of Action | Planned Programmes of Action | Identified Gap(s) |
|--|--|--|--|
| 49.1 Maximise the reach of existing London Living Wage (LLW)-accredited organisations, e.g. the Royal Docks and Newham Council, through commissioning and influencing levers | <ul style="list-style-type: none"> ▪ Newham's LLW steering group ▪ Royal Docks LLW Place and Business Enterprise Zone (and action group) | <ul style="list-style-type: none"> ▪ Business engagement events with Enabled Living ▪ Royal Docks LLW action plan and mapping of un-accredited businesses | <ul style="list-style-type: none"> ▪ LLW in Healthy Schools programme ▪ Public health support package for businesses working towards Good Work Standards |
| 49.2 Ensure micro businesses (as well as larger organisations) are supported and encouraged to pay London Living Wage (LLW) | <ul style="list-style-type: none"> ▪ Newham's LLW steering group ▪ Royal Docks LLW Place and Business Enterprise Zone | <ul style="list-style-type: none"> ▪ Royal Docks LLW action plan ▪ Encourage LLW as part of Community Wealth Building pledges ▪ Work with sole traders as part of Healthy Living contracts ▪ LLW requirements in s106 agreements ▪ Promotion of LLW in business networking events | Not identified at this stage |

Evidence from this needs assessment highlights a number of priority areas

PRIORITY AREAS

Step 49: Maximise the reach of the London Living Wage (LLW) in the borough

| Priority Area | Existing Programmes of Action | Planned Programmes of Action | Identified Gap(s) |
|---|---|---|--|
| 49.3 Promote LLW in local industries where we have collective influence, e.g. schools, hospitality | <ul style="list-style-type: none"> ▪ Newham’s LLW steering group ▪ Fifty Steps change-maker ▪ LLW promotion pack for schools | <ul style="list-style-type: none"> ▪ Share and celebrate case studies of best practice in business ▪ Encouraging LLW uptake in the Council’s contracts register | <ul style="list-style-type: none"> ▪ LLW in Healthy Schools programme ▪ Public health support package for businesses working towards Good Work Standards |
| 49.4 Maintain engagement with employers to encourage fair pay, where businesses are not yet accreditation-ready | <ul style="list-style-type: none"> ▪ Employer engagement through Our Newham Work | <ul style="list-style-type: none"> ▪ LLW requirements in s106 agreements | <ul style="list-style-type: none"> ▪ Explore ways to engage businesses to support inclusive practices |

Evidence from this needs assessment highlights a number of priority areas

PRIORITY AREAS

Step 50: Maximise the contributions of Newham's Anchor institutions to tackle socio-economic inequalities

| Priority Area | Existing Programmes of Action | Planned Programmes of Action | Identified Gap(s) |
|---|--|---|---|
| 50.1 Widen accessibility of access points to employment and training in anchor institutions | <ul style="list-style-type: none"> Step into Healthcare – Newham College Health Academy / Health Hub at Newham College Local employment as a priority area for the North East London Integrated Care System | <ul style="list-style-type: none"> Explore opportunities for apprenticeships with East London Foundation Trust Enabled Living and University of East London support to local businesses around training and opportunities | <ul style="list-style-type: none"> Ensure opportunities are promoted through young people-specific routes Engage with anchor HR departments to review inclusivity of recruitment Consider targeted work with Newham Hospital as a local anchor |
| 50.2 Develop shared priority areas across anchors for social value in procurements | Not identified at this stage | <ul style="list-style-type: none"> Review of Barts social value framework | Not identified at this stage |
| 50.3 Better understand and explore widening routes into employment for young people | <ul style="list-style-type: none"> Our Newham Work Young People's Team Moving on Up (Trust for London) Kickstart programme Youth Assembly report on the future of employment | <ul style="list-style-type: none"> Supporting young homeless men access employment via accommodation support (learning from St Basil's project in Birmingham) Explore opportunities for apprenticeships with East London Foundation Trust | <ul style="list-style-type: none"> Strengthen partnerships with Active Newham to increase health and self esteem Scoping a Newham mentoring programme for young people on life skills |

Based on the evidence and partner engagement, we have identified one high impact action area



PRIORITY AREAS

Through this health needs assessment and the priority area mapping, a common theme was identified as a potential area of high-impact change: **mentoring**.

- Residents and Newham's youth empowerment lead highlighted the importance of employment support that includes broader needs such as motivation and confidence building, fundamental skills such as budgeting, and career exploration.
- Job support services identified an imbalance in the jobs available locally and the job-readiness of those job-seeking. This was echoed by colleagues working with young people, who identified gaps in support around confidence building and social and emotional skills.
- Some coaching and mentoring support is available in the system but there is scope for a broader and more consistent offer, with greater collaboration between Council, statutory, and VCFS.

The purpose of developing a local mentoring programme is threefold:

1. To empower residents to reach their full potential, and increase confidence and opportunities to engage in the local economy;
2. To build social capital in local communities, widening social networks and creating opportunities for social mobility; and
3. To capitalise on local anchor institutions and businesses and their commitment to community wealth building and ESG.

Manifesto Links

- Develop a gold standard across the Council's Adult and Skills Learning Hubs which are inclusive and where people feel inspired to success and enabled to access a range of full-time jobs and career opportunities.
- Continued investments in skills and training, [...] as part of a refreshed Lifelong Learning strategy to prepare residents for the jobs of the future.
- Establish a dedicated Women's Hub in Newham [...] to support women with skills, training and routes into employment.

Find out more at
[Newham Public Health Information](#)

Newham Public Health

APPENDIX

Further details of employment support services in Newham

Newham Public Health

Appendix: Further details on the services available through Jobcentre Plus

JOBCENTRE PLUS

| | Kickstart Scheme | Job Entry Targeted Support | Work and Health Programme* | Flexible Support Fund (FSF) | Low Value Provision |
|----------------|--|--|--|---|---|
| Eligibility | <ul style="list-style-type: none"> ▪ Benefits claimants ▪ Aged 16-24 ▪ Not in school ▪ At risk of long-term unemployment (e.g. may have a long-term condition or disability) | <ul style="list-style-type: none"> ▪ Benefits claimants ▪ Unemployed for 13+ wks | <ul style="list-style-type: none"> ▪ Benefits claimants ▪ Unemployed for 2+ yrs and/or multiple barriers to employment, e.g. disability, drug dependence, ex-offending, homelessness | <ul style="list-style-type: none"> ▪ Benefits claimants supported by Jobcentre Plus ▪ Aimed at those about to start a job or where something specific might be needed to be more employable | <ul style="list-style-type: none"> ▪ Part of the FSF ▪ Must be used to remove a barrier to work |
| Offer in Brief | <ul style="list-style-type: none"> ▪ Self marketing ▪ Engagement with Kickstart and other disability-confident organisations | <ul style="list-style-type: none"> ▪ Light touch, personalised ▪ Action planning, basic skills and job search support ▪ Transferrable skills analysis | <ul style="list-style-type: none"> ▪ 21-month programme of intensive support ▪ Health-qualified key workers ▪ In-work support | <ul style="list-style-type: none"> ▪ Fund to cover extra costs associated with finding a job, e.g. transport, clothing/uniforms, tools. ▪ Fund amount is discretionary | <ul style="list-style-type: none"> ▪ Fund to provide short vocational or occupational training to those with a job offer or who need it to compete for vacancies |

*Locality specific service available in Local London refers: Barking and Dagenham, Bexley, Bromley, Enfield, Greenwich, Havering, Newham, Redbridge and Waltham Forest.

References

1. Informal interview with Jobcentre Plus Disability Employment Managers, September 2021
2. Informal interview with Maximus, September 2021

Appendix: Further details on the services available through Jobcentre Plus

JOBCENTRE PLUS

| | Work Capability Assessment | Intensive Personalised Employment Support | Access to Work | Sector-based Work Academy Programme |
|----------------|--|---|--|---|
| Eligibility | <ul style="list-style-type: none"> ▪ Triggered as part of information given in benefits claim, e.g. if have a disability or health condition that's now a barrier | <ul style="list-style-type: none"> ▪ Benefits claimants ▪ Have a disability and/or long-term condition ▪ Have complex barriers to work ▪ Want to work but require intensive support ▪ 12+ mo. unemployed | <ul style="list-style-type: none"> ▪ Aged 16+ ▪ Have a disability of health condition ▪ Be in, or have an offer of, paid employment (incl. self-employment, apprenticeships) ▪ Live in Great Britain | <ul style="list-style-type: none"> ▪ Benefits claimants ▪ For those ready to start a job but who need industry-specific skills |
| Offer in Brief | <ul style="list-style-type: none"> ▪ Advises whether the claimant has limited capability for work and/or work-related activity | <ul style="list-style-type: none"> ▪ Work coach and key workers ▪ In-work support for those in work ▪ Should see progress in ability to join workforce | <ul style="list-style-type: none"> ▪ Discretionary grant award ▪ Covers <i>anything</i> beyond employer's reasonable adjustments, incl. family support/carers ▪ 'Britain's best kept secret' | <ul style="list-style-type: none"> ▪ 6w placements in genuine vacancies ▪ Three required elements: (1) pre-employment training, (2) work experience placement, and (3) guaranteed job interview |

References

1. Informal interview with Jobcentre Plus Disability Employment Managers, September 2021
2. Informal interview with Maximus, September 2021