

NEWHAM AGEING WELL STRATEGIC ACTION PLAN

PRIORITY 3: FINANCE, EMPLOYMENT, VOLUNTEERING AND RETIREMENT



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CONTENTS

ACTION PLAN	4
3.1 Income maximisation	4
3.2 Employment opportunities, variety and support	6
3.3 Volunteering opportunities and variety	9
INDICATORS AND BASELINE DATA	11



I have my participation and contribution acknowledged and valued; and have a sense of purpose. I have enough income and receive all the financial benefits to which I am entitled.

ACTION PLAN

TASKS		YEAR TEAM BUDGET	SERVICE OUTPUTS	INTERMEDIATE OUTCOMES	STRATEGIC OUTCOMES
3.1 Income maximisation					
LEAD: Community Wealth Building Operations Manager (Council – Inclusive Economy and Housing)					
3.1a	Research and benchmark what constitutes a 'good standard of living' and 'financially comfortable'.	2022/23 Our Newham Money Existing	Terms are defined and agreed.	The Council and its partners work toward shared definitions.	Level of poverty in the 50+ population decreases.
3.1b	Promote the Money and Pension Service's budgeting tool .	2022/23 Our Newham Money Existing	<ul style="list-style-type: none"> Awareness Plan agreed and implemented. Number and nature of promotional activities. Number of residents reached; broken down by their protected characteristics. 	Residents are aware of and use, as they require, financial advice and support services to improve their financial health.	
3.1c	Produce a paper-based resource promoting the different elements of Our Newham Money . Within this explore different mediums and language needs (including British Sign Language).	2022/23 Our Newham Money/ Communications Existing	<ul style="list-style-type: none"> Paper-based resource agreed. Distribution Plan agreed and implemented. Number of residents supported by Our Newham Money; broken down by their protected characteristics and Service element. 		
3.1d	Provide support to residents, in need of support, to maximise their income through improving awareness of and access to financial advice and services.	2022/23 Our Newham Money Existing	<ul style="list-style-type: none"> Number of residents supported by Our Newham Money; broken down by their protected characteristics and Service element. Number of residents' aged 50+ to have their income maximised. 		

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3.1e	Co-design and introduce borough outreach session with Community Neighbourhoods to discuss financial matters and assistance (catering for those who are both working-age and retired).	2022/23 Our Newham Money Existing	<ul style="list-style-type: none"> Number of sessions delivered. Number of residents attending each session; broken down by their protected characteristics and nature of assistance provided. 		
3.1f	Work in partnership with the Poverty Alliance to map and implement support that can be provided to residents who are 'just about managing' (have expenditure higher than their income but are not entitled to benefits).	2023/24 Our Newham Money/Public Health Existing	Number of residents who are 'just about managing' accessing support; broken down by their protected characteristics.		
3.1g	Map national and local ' freecycle ' and ' too good to go ' schemes to explore how they could be implemented / be made more use of in Newham. Within this, explore how these schemes could be promoted through non-online mediums. Once identified implement and promote these schemes.	2023/24 Adults and Health Commissioning Existing	To be confirmed once explored.	<p>Residents are able to give and / or receive unwanted household items.</p> <p>Residents have access to surplus food from restaurants, shops and supermarkets at a cheaper price.</p>	
3.1h	Explore national / local opportunities for discounts for those aged 50+.	2023/24 Adults and Health Commissioning Existing	To be confirmed once explored.	Discounts for residents aged 50+ identified and widely promoted.	
3.1i	Improve the Social Welfare Alliance awareness of and how to access financial advice and support services.	2022/23 Our Newham Money Existing	<p>Number of awareness sessions delivered.</p> <p>Number and nature of Social Welfare Alliance partners engaged per session.</p>	Increased level of referral from Social Welfare Alliance partners to Our Newham Money.	

TASKS		YEAR TEAM BUDGET	SERVICE OUTPUTS	INTERMEDIATE OUTCOMES	STRATEGIC OUTCOMES
3.1j	Raise awareness of the State Pension and importance of National Insurance contributions/credits.	📅 2022/23 👤 Our Newham Money 💷 Existing	Number of residents supported by Our Newham Money to arrange contributes toward their State Pension; broken down by their protected characteristics.	Increase in the number of residents eligible for the State Pension.	
3.1k	Raise awareness of the benefits a workplace pension.	📅 2022/23 👤 Our Newham Money 💷 Existing	<ul style="list-style-type: none"> • Awareness Plan agreed and implemented. • Number of residents reached; broken down by their protected characteristics. 	Increase in residents aged 50+ paying into their workplace pension; broken down by protected characteristics.	
3.2 Employment opportunities, variety and support					
LEAD: Our Newham Money Manager (Council – Inclusive Economy and Housing)					
3.2a	Survey employees aged 50+ to better understand issues that may affect them (e.g. arthritis, menopause, sensory loss, etc) and how they can be supported at work. Within this consider how to better support those in manual roles (i.e. annual Health MOT's, risk assessment, opportunities for retraining, etc).	📅 2023/24 👤 OneSource/ Health and Safety 💷 Existing	<ul style="list-style-type: none"> • Employees aged 50+ surveyed and results collated. • Next steps to be advised. 	Managers understand the issues that may affect older employees and how they can be supported.	Working-age population in fulfilling employment.
3.2b	Explore use of Social Value to encourage employment opportunities for older residents within the Council's 'over threshold' procurements.	📅 2023/24 👤 Strategic Procurement 💷 Existing	<ul style="list-style-type: none"> • Social Value criteria agreed in relation to benefits to residents 50+ • Number of contracts awarded that meet the Social Value criteria 	Residents benefit from the contract commissioned by the Council.	







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TASKS		YEAR TEAM BUDGET	SERVICE OUTPUTS	INTERMEDIATE OUTCOMES	STRATEGIC OUTCOMES
3.2c	Co-design an advice booklet for local employers re: workplace measures and support for employees aged 50+. Within this promote Our Newham Works and its Supported Employment Team and Access to Work.	2023/24 Our Newham Work/Our Newham Learning and Skills Existing	<ul style="list-style-type: none"> Booklet designed. Distribution plan agreed and implemented. Number of residents receiving support Access to Work. Number of residents accessing Supported Employment; broken down by their protected characteristics. 	Newham businesses understand the issues that may affect older employees and how they can better support them.	
3.2d	Explore creating a role to be a point of contact for local employers to provide advice and support around work place measures to support older employees.	2022/23 Our Newham Money Existing	To be confirmed, once explored.		
3.2e	Undertake an annual employment questionnaire with residents aged 50+ to gather data on transferable skills, skills gaps and barriers into local employment.	2022/23 Our Newham Money Existing	<ul style="list-style-type: none"> Employment questionnaire agreed. Number of residents to complete and return the questionnaire; broken down by their protected characteristics. Actions identified and added to this Action Plan for Year 2. 	Better understanding of the barriers into local employment for residents aged 50+.	
3.2f	Where skills gaps have been identified develop / commission training in these areas to encourage residents aged 50+ into local vacancies and wider opportunities.	2023/24 Our Newham Work/Our Newham Learning and Skills Existing	<ul style="list-style-type: none"> Training developed / commissioned and advertised. Number of residents accessing the training; broken down by their protected characteristics. Number of residents who access the training supported into employment; broken down by their protected characteristics. 		
3.2g	Lakeside employ a high number of older local people. Explore their approach and potential implementation among large local employers.	2023/24 Our Newham Money Existing	To be confirmed, once explored.	Increase in the number of residents' aged 50+ in employment.	

TASKS		YEAR TEAM BUDGET	SERVICE OUTPUTS	INTERMEDIATE OUTCOMES	STRATEGIC OUTCOMES
3.2h	Develop / commission a mentoring programme for residents aged 50+ who are looking for employment / change in career. Our Newham Work would refer residents into this programme.	📅 2023/24 👤 Our Newham Money 💷 Existing	<ul style="list-style-type: none"> • Mentoring programme developed/ commissioned. • Number of residents referred to and accessing the programme; broken down by their protected characteristics. • Number of residents who access the programme supported into employment; broken down by their protected characteristics. 		
3.2i	Pilot, within the mentoring programme, Employment Psychological Support Service for residents' aged 50+ to overcome barriers to employment. Our Newham Work would refer residents into this Service.	📅 2023/24 👤 Our Newham Money 💷 Existing	<ul style="list-style-type: none"> • Pilot implemented and evaluated. • Number of residents referred to and accessing the Service; broken down by their protected characteristics. • Number of residents who access the Service supported into employment; broken down by their protected characteristics. 		
3.2j	Co-design and deliver two Preparing for Retirement sessions for residents per year. This will be done in partnership with local partners (e.g. banks, etc); and will cover income maximisation, volunteering, health and wellbeing, Advanced Planning, etc	📅 2022/23 👤 Adults and Health Commissioning 💷 Existing	<ul style="list-style-type: none"> • Session agreed. • Number of sessions delivered. • Number of attendees at each session; broken down by their protected characteristics. 	Residents are aware of the areas to consider when preparing for retirement.	Residents are aware of the areas to consider when preparing for retirement.
3.2k	Co-design and a paper-based resource on Preparing for Retirement. Within this explore different mediums and language needs (including British Sign Language).	📅 2022/23 👤 Our Newham Money/ Communications 💷 Existing	<ul style="list-style-type: none"> • Paper based resource agreed. • Distribution Plan agreed and implemented. 		

TASKS		YEAR TEAM BUDGET	SERVICE OUTPUTS	INTERMEDIATE OUTCOMES	STRATEGIC OUTCOMES
3.3 Volunteering opportunities and variety					
LEAD: Assistant Director of Resident Engagement and Participation (Council – People, Policy and Performance)					
3.3a	Embed older people’s volunteering opportunities in Newham’s new Volunteering Coordinator Forum.	2022/23 Resident Engagement and Participation Existing	50+ workstream established.	Number and variety of volunteering opportunities increased.	Residents have their participation and contribution acknowledged and valued; and have a sense of purpose.
3.3b	Co-design and deliver Preparation for Volunteering Courses.	2022/23 Our Newham Learning and Skills Existing	<ul style="list-style-type: none"> • Course agreed and implemented. • Number of courses delivered. • Number of residents attending each course; broken down by their protected characteristics. 	Increase in the number of residents’ aged 50+ volunteering.	
3.3c	Complete an annual volunteering opportunities audit - so that these opportunities can be ‘advertised’. This includes actions within this Strategy.	2022/23 Resident Engagement and Participation Existing	<ul style="list-style-type: none"> • Audit completed and analysed. • Opportunities advertised. • Number of residents taking up the opportunities; broken down by protected characteristics, nature of the opportunities and Neighbourhood. 		
3.3d	Establish a ‘volunteer pool’ that different Teams within the Council and the community, faith and voluntary sector can utilise. Within this action: <ul style="list-style-type: none"> • use Kinetic to capture volunteers’ time-offer (i.e. one-offs, weekly commitment, etc), experience / skills and interests. • use Kinetic to promote the pool across the Council and its partners; • refresh the current ‘Time Bank’ / reward mechanism. 	2022/23 Resident Engagement and Participation Existing	<ul style="list-style-type: none"> • Pool in place. • Volunteer time and skills, interests captured • Communication / Promotion Plan in place. • Number of Council Teams / borough-based organisations access the pool. • Time bank / reward mechanism in place. 	Residents aged 50+ experience and skills are utilised to benefit the wider population.	

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3.3e	Improve opportunities for educational volunteering - notably for older residents to help young children with reading; and older pupils with life skills.	 2022/23  Resident Engagement and Participation  Existing	<ul style="list-style-type: none"> • Number and nature of intergenerational opportunities. • Number of residents taking up the opportunities; broken down by their protected characteristics. 		
3.3f	Pilot a 'Human Library Service'- residents can book time with other interesting residents to find out more about their life (i.e. as LGBTQ+, as a refugee, as an author, etc).	 2022/23  Resident Engagement and Participation  Existing	<ul style="list-style-type: none"> • Human Library Service implemented. • Number of residents using the Human Library Service. 		

INDICATORS AND BASELINE DATA

OUTCOME	INDICATOR	DATA SOURCE	COLLECTED	BASELINE
Level of poverty in the 50+ population decreases.	Older People in Poverty - Income Deprivation Affecting Older People Index	Fingertips	Annually	37.3% 2019/20
	Number of residents aged 45+ who advise their housing costs (rent or mortgage) are 'Easily Affordable' or 'Fairly Affordable'; broken down by age groups 45-64 and 65+	Council's Resident Survey	Annually	Ages 45-64 = 41% Ages 65+ = 57% 2021/22
	Number of residents aged 45+ who advise they are financially managing - 'Living Comfortably' or 'Doing Alright'; broken down by age groups 45-64 and 65+	Council's Resident Survey	Annually	45-64 = 48% 65+ = 69% 2021/22
Working-age population in fulfilling employment.	Percentage of people in employment (50 - 64)	Fingertips	Annually	79.7% 2020/21
	Number of working-age residents aged 45+ who advise they are 'Employed Full-Time', 'Employed Part-Time' or 'Self-Employed'	Council's Resident Survey	Annually	54% 2021/22
Residents have their participation and contribution acknowledged and valued; and have a sense of purpose.	Number of residents who advise they have felt optimistic about the future in the past two weeks 'All of the time' or 'Often'; broken down by age groups 45-64 and 65+	Council's Resident Survey	Annually	45-64 = 37% 65+ = 27% 2021/22
	Number of residents aged 50+ who rate their life satisfaction 7, 8, 9 or 10 out of 10; broken down by age groups 45-64 and 65+	Council's Resident Survey	Annually	45-64 = 56% 65+ = 67% 2021/22

Contact

To find out more about the strategy or how you can take part, get in touch via: AgeingWell@newham.gov.uk or 020 3373 0731 (9am - 5pm Monday to Friday).

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