



BROMLEY CIVIC CENTRE, STOCKWELL CLOSE, BROMLEY BRI 3UH

TELEPHONE: 020 8464 3333

CONTACT: Philippa Gibbs
philippa.gibbs@bromley.gov.uk

DIRECT LINE: 020 8461 7638

FAX: 020 8290 0608

DATE: 4 May 2023

To: Members of the
EXECUTIVE

Councillor Colin Smith (Chairman)

Councillor Kate Lymer (Vice-Chairman)

Councillors Yvonne Bear, Nicholas Bennett J.P., Aisha Cuthbert, Christopher Marlow,
Angela Page and Diane Smith

A meeting of the Executive will be held at Bromley Civic Centre on **WEDNESDAY 17
MAY 2023 AT 7.00 PM**

TASNIM SHAWKAT

Director of Corporate Services & Governance

Copies of the documents referred to below can be obtained from
<http://cds.bromley.gov.uk/>

A G E N D A

1 APOLOGIES FOR ABSENCE

2 DECLARATIONS OF INTEREST

3 TO CONFIRM THE MINUTES OF THE MEETING HELD ON 29 MARCH 2023 (to follow)

4 QUESTIONS

In accordance with the Council's Constitution, questions that are not specific to reports on the agenda must have been received in writing 10 working days before the date of the meeting - by **5pm on Tuesday 2 May 2023**.

Questions specifically relating to reports on the agenda should be received within two working days of the normal publication date of the agenda. Please ensure that questions specifically on reports on the agenda are received by the Democratic Services Team by **5pm on Thursday 11 May 2023**.

5 EXECUTIVE APPOINTMENTS (Pages 3 - 6)

6 CONTRACT AWARD OF CONSULTANCY SERVICES FOR THE CRYSTAL PALACE PARK REGENERATION PLAN (Pages 7 - 16)

- 7 **WORK SAFE PROJECT GATEWAY REPORT** (Pages 17 - 26)
- 8 **ARMED FORCES COVENANT REFRESH** (Pages 27 - 40)
- 9 **BROMLEY TOWN HEALTH AND WELLBEING CENTRE UPDATE** *(to follow)*
- 10 **CONSIDERATION OF ANY OTHER ISSUES REFERRED FROM THE EXECUTIVE, RESOURCES AND CONTRACTS POLICY DEVELOPMENT AND SCRUTINY COMMITTEE**
- 11 **LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) ORDER 2006 AND THE FREEDOM OF INFORMATION ACT 2000**

The Chairman to move that the Press and public be excluded during consideration of the items of business listed below as it is likely in view of the nature of the business to be transacted or the nature of the proceedings that if members of the Press and public were present there would be disclosure to them of exempt information.

Items of Business

Schedule 12A Description

- 12 **EXEMPT MINUTES OF THE MEETING HELD ON 29 MARCH 2023** *(to follow)*

- 13 **CONTRACT AWARD OF CONSULTANCY SERVICES FOR THE CRYSTAL PALACE PARK REGENERATION PLAN** (Pages 41 - 48)

Information relating to the financial or business affairs of any particular person (including the authority holding that information)

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Report No.
CSD23066

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EXECUTIVE

Date: Wednesday 17 May 2023

Decision Type: Non-Urgent Executive Non-Key

Title: EXECUTIVE APPOINTMENTS

Contact Officer: Philippa Gibbs, Deputy Democratic Services Manager
Tel: 0208 461 7638 E-mail: Philippa.Gibbs@bromley.gov.uk

Chief Officer: Tasnim Shawkat, Director of Corporate Services and Governance

Ward: All

1. Reason for decision/report and options

- 1.1 This report allows the Leader of the Council to announce the Members appointed to various Portfolio Holder and executive assistant roles to help with the administration of executive business during 2023/24. The appointments are set out in Appendix A, and any further appointments will be circulated or reported at the meeting.

2. **RECOMMENDATIONS**

- (1) That the appointment of Councillors to serve on the Executive and responsibility for Portfolios, as allocated by the Leader of the Council, be noted.
- (2) That any appointment of Councillors as Executive Assistants by the Leader of the Council be noted.
- (3) The appointment by the Leader of the Council of Executive Members to serve on the Health and Wellbeing Board for 2023/24 be noted.

Impact on Vulnerable Adults and Children

1. Summary of Impact: Not Applicable
-

Transformation Policy

1. Policy Status: Existing Policy
 2. Making Bromley Even Better Priority (delete as appropriate):
(5) To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.
-

Financial

1. Cost of proposal: Estimated Cost: Allowances relating to these posts amount to about £220k
 2. Ongoing costs: Recurring Cost:
 3. Budget head/performance centre: Democratic Representation
 4. Total current budget for this head: £1,095
 5. Source of funding: Revenue Budget
-

Personnel

1. Number of staff (current and additional): Not Applicable
 2. If from existing staff resources, number of staff hours: Not Applicable
-

Legal

1. Legal Requirement: Statutory Requirement:
 2. Call-in: Not Applicable:
-

Procurement

1. Summary of Procurement Implications: Not Applicable
-

Property

1. Summary of Property Implications: Not Applicable
-

Carbon Reduction and Social Value

1. Summary of Carbon Reduction/Sustainability Implications: Not Applicable
-

Customer Impact

1. Estimated number of users or customers (current and projected): Not Applicable
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: Not Applicable

3. COMMENTARY

3.1 The Constitution of the London Borough of Bromley specifies that the Executive should consist of the Leader plus at least two but no more than nine other Members as required by statute. At the Annual Meeting of the Council held after the local elections on 5th May 2022, the Leader of the Council was appointed for a four-year term of office until the next local elections. In accordance with the constitutional arrangements, the Leader appoints a Deputy Leader other Members to serve on the Executive for the 2022/23 Municipal Year. It is for the Leader to determine the portfolios, which portfolios are held by Members and their period of office. The Council's portfolios are:

- (i) Adult Care and Health
- (ii) Children, Education and Families
- (iii) Public Protection and Enforcement
- (iv) Renewal, Recreation and Housing
- (v) Resources, Commissioning and Contract Management
- (vi) Sustainability, Green Services and Open Spaces
- (vii) Transport, Highways and Road Safety

The proposed appointments by the Leader of the Council of Councillors to serve on the Executive are set out in Appendix A.

3.2 The Constitution also makes provision for non-Executive Councillors to be appointed by the Leader to assist Executive Portfolio Holders carry out their duties. Their role is to assist and advise the Portfolio Holder but they do not have any decision-making powers. However, under the Constitution, they can represent/deputise for the Portfolio Holder in most other circumstances. Executive Assistants may not serve on the PDS Committee which mirrors the Executive Portfolio they support. The Councillors to be appointed to serve as Executive Assistants will be reported at the meeting of the Executive.

3.3 The Leader also appoints Members to the Health and Wellbeing Board – the appointments will be reported to the meeting of the Executive.

Non-Applicable Headings:	Vulnerable Adults and Children/Financial/Personnel/ Legal/Procurement
Background Documents: (Access via Contact Officer)	Council Constitution Executive Appointments Report – May 2022

The Executive

Leader	Cllr Colin Smith
Deputy Leader and Children, Education & Families	Cllr Kate Lymer
Adult Care & Health	Cllr Diane Smith
Public Protection and Enforcement	Cllr Angela Page
Renewal, Recreation & Housing	Cllr Yvonne Bear
Resources, Commissioning and Contract Management	Cllr Christopher Marlow
Sustainability, Green Services and Open Spaces	Cllr Aisha Cuthbert
Transport, Highways and Road Safety	Cllr Nicholas Bennett

Executive Assistants

Sustainability, Green Services and Open Spaces	Cllr Thomas Turrell
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Health and Wellbeing Board

Councillors	Cllr David Jefferys (Chairman)
	Cllr Robert Evans (Vice-Chairman)
	Cllr Yvonne Bear
	Cllr Will Connolly
	Cllr Chris Price
	Cllr Colin Smith
	Cllr Diane Smith
	Cllr Thomas Turrell

Foster Panel

Councillor Kira Gabbert
Councillor Hannah Gray
Councillor Pauline Tunnicliffe

Agenda Item 6

Report No.
HPR2023/026

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EXECUTIVE

Date: Wednesday 17 May 2023

Decision Type: Urgent Executive Key

Title: CONTRACT AWARD OF CONSULTANCY SERVICES FOR THE CRYSTAL PALACE PARK REGENERATION PLAN

Contact Officer: Alicia Munday, Head of Regeneration
Tel: 020 8313 4559 Email: Alicia.Munday@bromley.gov.uk

Mollie Lyon, Senior Regeneration Project Manager
Tel: 020 8313 4676 Email: Mollie.Lyon@bromley.gov.uk

Chief Officer: Director of Housing, Planning, Property and Regeneration

Ward: Crystal Palace & Anerley;

1. Reason for decision/report and options

In February this year, the Executive approved the procurement of a new multi-disciplinary team (Report No. HPR2023/007) to take forward the delivery of the Regeneration Plan for Crystal Palace Park; the rationale for that report being urgent was due to the timescales associated with the grant from the National Lottery Heritage Fund, which the Council was successful in securing to progress the development phase of the scheme.

This report is a recommendation to award the contract for multi-disciplinary consultancy services to deliver the capital schemes from RIBA Stages 2-7. The report is marked as Urgent as the project will be utilising grant funding which has timescales attached for delivery. Call in will therefore not apply.

This report also provides an update on the outcome of the advertisement of the Open Space Notice in relation to the proposed disposal by way of a grant of a long lease of Crystal Palace Park to the Crystal Palace Park Trust, pursuant to section 123(2A) of the Local Government Act 1972.

2. RECOMMENDATION(S)

That Members of the RRH PDS: -

2.1 Note the contents of this report and make any comments available to the Executive.

That Members of the Executive: -

2.2 Approve the recommendation outlined within the Part 2 report in relation to the award of the works contract for the multi-disciplinary team to deliver the Regeneration Plan.

2.3 Note the representations outlined in relation to the proposed disposal by way of a grant of a long lease of Crystal Palace Park to the Crystal Palace Park Trust, pursuant to section 123(2A) of the Local Government Act 1972.

2.4 Consider the objections made together with responses to these contained within the Report and formally agree to the Disposal of the Open Space Land.

Impact on Vulnerable Adults and Children

1. Summary of Impact: The park is visited by circa 935k visitors per annum. The majority of these visitors are from the communities that surround the park, some of which are within the 10% most deprived in the UK.
-

Transformation Policy

1. Policy Status: Existing Policy
 2. Making Bromley Even Better Priority:
 - (1) For children and young people to grow up, thrive and have the best life chances in families who flourish and are happy to call Bromley home.
 - (2) For adults and older people to enjoy fulfilled and successful lives in Bromley, ageing well, retaining independence and making choices.
 - (3) For people to make their homes in Bromley and for business, enterprise and the third sector to prosper.
 - (4) For residents to live responsibly and prosper in a safe, clean and green environment great for today and a sustainable future.
 - (5) To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.
-

Financial

1. Cost of proposal: See Part 2 Report
 2. Ongoing costs: Consultancy and Survey Fees
 3. Budget head/performance centre: Crystal Palace Park Regeneration Plan
 4. Total current budget for this head: £1.49m
 5. Source of funding: Capital Receipts, Grants and Forward Funding
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Personnel

1. Number of staff (*current and additional*): N/A
 2. If from existing staff resources, number of staff hours: N/A
-

Legal

1. Legal Requirement: Non-Statutory - Government Guidance:
 2. Call-in: Not Applicable: Urgent due to Funding Conditions
-

Procurement

1. Summary of Procurement Implications: See commentary
-

Property

1. Summary of Property Implications: See commentary
-

Carbon Reduction and Social Value

1. Summary of Carbon Reduction/Sustainability Implications: See commentary
-

Impact on the Local Economy

1. Summary of Local Economy Implications: See commentary
-

Impact on Health and Wellbeing

1. Summary of Health and Wellbeing Implications: See commentary

Customer Impact

1. Estimated number of users or customers (*current and projected*): N/A

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Yes
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1. Crystal Palace Park (CPP) is a 200-acre Grade II* park on the Heritage At Risk Register. At the intersection of five London boroughs in south London it attracts 930k visitors' pa. Created 1853 to 1855 as grounds to the Crystal Palace, the park and Palace were designed by Sir Joseph Paxton as a national centre for the education and enjoyment of people. Since the 1980s there have been numerous unsuccessful attempts to regenerate Crystal Palace Park, including the 2007 Masterplan developed by the then London Development Agency, which received planning permission in 2010 and was most recently valued in 2020 at £80m to deliver, but the costs for which will have increased due to inflation.
- 3.2. In March 2015 the Executive approved a new deliverable and sustainable approach to the regeneration of the park; the Crystal Palace Park Regeneration Plan. The £52m Regeneration Plan for the park has three strands: new governance structure; sustainable business model; and capital works. Crystal Palace Park Trust (CPPT) was formed in 2016 in response and is preparing to take over the Park in the coming months on a 125-year long lease.
- 3.3. **Award of multidisciplinary consultancy services**
- 3.4. Following approval in February 2023 to proceed to procurement to appoint the multidisciplinary consultancy services required to commence the capital restoration works, this report seeks approval to award the consultancy contract the winning tenderer, as outlined within Part 2 of this report.
- 3.5. Outline Planning Permission for the Regeneration Plan was received in March 2023, following the GLA's decision to enable the application to be determined by the Local Planning Authority in October 2022. As part of the delivery of the Regeneration Plan, Reserved Matters Applications will be submitted for each element of the capital works where necessary.
- 3.6. In March 2023, the Council was notified that it has been allocated almost £5m from the National Lottery Heritage Fund, with an initial award of £304,350 to progress the scheme. Executive resolved to accept this funding (Report No. HPR2023/023) and proceed with the wider scheme deliverable within the funding allocation. The grant is specifically to take forward the restoration of the Southwest corner of the park: the Penge gate, the lower Paxton axis, and dinosaur landscape. In addition, the grant will go towards the new playground, the replacement information centre, and the associated activity plan. Therefore, this report seeks authority to award the multidisciplinary consultancy team to progress the scheme from RIBA Stages 2-7.
- 3.7. In February 2023, (Report No. HPR2023/007), Members approved the procurement of multidisciplinary consultancy services from RIBA Stages 2-7, to deliver the Crystal Palace Park Regeneration Plan. It should be noted that the Regeneration Plan is already on the Capital Programme, with funding secured for the works required. The appointment of this multidisciplinary consultancy team replaces AECOM who were awarded a two-stage contract to support the delivery of the capital works in 2016, following mutual agreement between parties to terminate the contract.

Tender Process

- 3.8. As outlined in Report HPR2023/007, Officers opted to use an open competitive tender process with a robust set of quality requirements to ensure appropriately experienced team were procured. The Council's 60:40 finance quality ratio was used in order to ensure best value. In January 2023, Officers organised a soft-market event, where around 15 consultants were invited to discuss the tender with the project team. A presentation was given on the overall Regeneration Plan and the Procurement process.

3.9. The Council requested that the following disciplines be included within the multi-disciplinary team, with the main tenderer acting as Lead Consultant:

- Accessibility Consultant
- Architecture (Heritage)
- Architecture (New Buildings)
- Building Control
- Civil Engineering
- Contract Administrator
- Ecology Consultant
- Energy and Sustainability Consultant
- Fire Safety Consultant
- Heritage Consultant
- Landscape Architect
- Lighting Designer
- M&E Engineer
- Planning Consultant (RTPI accredited)
- Principal Designer (CDM Regs.)
- Project Manager
- Structural Engineering
- Transport Consultant
- Wayfinding Consultant

3.10. Tenderers were asked to provide a fixed fee to deliver the two sites where funding has been secured (Italian Terraces and Tidal Lakes) and a percentage fee for the other capital works that will be brought forward as additional funding becomes available. The consultancy contract has break clauses and gateway points to reflect the phased nature of the works and the staggered funding arrangements.

3.11. A separate procurement process is being undertaken to appoint the Quantity Surveying services to ensure a direct contractual relationship with the Council, given the stringent funding and financial requirements involved with the delivery of the Regeneration Plan.

Tender Outcome

3.12. Please refer to Part 2 of this report for details on the outcome of the multi-disciplinary tender.

Disposal of Land by way of a long lease to Crystal Palace Park Trust

3.13. Land Disposal

Members approved the disposal of the Sydenham and Rockhill housing sites in line with the approved Outline Planning Application. Officers are currently working on progressing this disposal and will soon be seeking authority to procure the necessary Marketing Agents to support with the sale of the two housing sites.

3.14. Transfer of the Park to the Crystal Palace Park Trust (CPPT)

Members delegated authority to the Director of Housing, Planning, Property and Regeneration to settle, agree and negotiate commercial terms in respect of the proposed disposal of the Park by way of a grant of a 125-year lease to the CPPT. The commercial terms for the disposal were agreed with CPPT in March 2023, and the Council is now preparing a suite of leases ahead of the transfer in the coming months.

3.15. Disposal of the Park as Open Space Land

Members also approved the placement of advertisements of the intention to dispose of the Park (excluding the housing sites) to the CPPT pursuant to section 123(2A) of the Local Government Act 1972. As such, a notice was placed in the local News shopper on the 23rd March 2023 for a period of two weeks.

The comments received from the four objectors can be summarised as:

- The site disposal plan was not sufficient
- Legalities of the Trust as a Governing Body
- Purpose of the disposal & the enabling development
- Environmental impact on the Park
- Delivery of the capital works

The site disposal plan was not sufficient: The red line boundary proposed for disposal is presented on the website outlined on the disposal notice: CPP - S123 LGA1972 Plan.pdf (crystalpalaceparkregenerationplan.com).

Legalities of the Trust as Governing Body: The Trust is governed by their legal Charitable objectives, which are accountable to the Charities Commission. There are numerous of examples of Trusts that manage park and open spaces on behalf of the public sector, and this is lawful. The Crystal Park Trust has to comply with all statutory licensing for events, as any organisation would in the Borough. The Trust business model has already demonstrated its success and investment back into the park

Purposes of the disposal and enabling development: The Crystal Palace Park Enabling Regeneration Plan, including the sale of parts of the park, has already had planning permission granted by the Local Planning Authority and the Greater London Authority. The disposal of the park on a 125-year long lease and the two sites for enabling development form the basis of the business model that the Regeneration Plan is modelled upon, which was approved by the Council's executive in 2015 and 2022. The proposed lease does not permit the Trust to sell any further sections of the parkland or develop on to it.

The Council has agreed a Shadow Section 106 agreement with the Local Planning Authority to ensure that following the disposal of the land, the capital receipts are ring-fenced for the restoration of priority areas of heritage within the Park.

Environmental impact on the Park: A Biodiversity Net Gain calculation was undertaken as part of the planning process, and it was confirmed that there is an overall net gain of 12% of habitat units and a net gain of 37% of hedgerow units, which is representative of the overall setting of the Park. Removed vegetation will be replaced through the implementation of soft landscaping throughout the Park. The Council has committed to providing a 10-year landscaping management and maintenance plan to ensure that existing and new vegetation is monitored.

Bromley Local Plan policy 73 requires proposals for new development to take particular account of existing trees on the site and on adjoining land, which in the interests of visual amenity and/or wildlife habitat, are considered desirable to be retained. Tree preservation orders will be used to protect trees of environmental importance and visual amenity. When trees have to be felled, the Council will ensure suitable replanting; the Council is governed by stringent planning conditions that require appropriate replacement of trees of a native species where felled.

Delivery of the capital works: The Council will remain responsible for the delivery of the approved Regeneration Plan in the Park, and this Plan has been approved by the Local Planning Authority and Greater London Authority. The Trust is not responsible for completing the capital works involved in the Regeneration Plan.

4. IMPACT ON VULNERABLE ADULTS AND CHILDREN

- 4.1. The Regeneration Plan will have a positive impact on vulnerable adults and children. The park is an unrestricted public space and leisure facility which is easily accessible by public transport and car.
- 4.2. The Park is designed for public enjoyment and education and includes the popular dinosaurs which are a unique London attraction. The Regeneration Plan will improve access and public enjoyment, and will increase the amount of high quality, freely accessible public land within the park. The Park provides green space for many local families who do not have access to gardens of their own.

5. TRANSFORMATION/POLICY IMPLICATIONS

- 5.1. The Regeneration Plan has been a long term strategic solution for the Park which has a significant conservation deficit. Progressing this scheme will ultimately lead to a restored and sustainable park as well as eventual revenue savings.
- 5.2. The project will contribute to the Corporate Strategy to Make Bromley Even Better. It will meet the following objectives:
 - For residents to live responsibly and prosper in a safe, clean and green environment great for today and a sustainable future.
 - To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.

6. FINANCIAL IMPLICATIONS

- 6.1 The financial implications are contained within part 2 of this report.

7. PERSONNEL IMPLICATIONS

N/A

8. LEGAL IMPLICATIONS

This report seeks approval of the executive to approve proceeding to procurement for a multidisciplinary consultancy contract(s) to provide the necessary consultancy services to progress the delivery of the heritage works as more fully set out in this report.

The council has the legal power to hold, maintain and develop its land holdings and buildings in connection with its functions and general powers in the way described in this report, in particular

in connection with its leisure and recreation powers under the local government act, the localism act gives the council the power to do anything that individuals may do and the council has the power to do anything calculated to facilitate, or is conducive or incidental to the discharge of any of its functions.

The Council may provide and commission through contract(s), the various consultancy services as more fully set out in this report.

The commissioning of a services contract to provide the various Consultancy services are public service contracts within the meaning of the Public Contracts Regulations 2015 (Regulations). Where the value exceeds the relevant threshold (£170,782 (excluding VAT)) such a procurement is governed by the Regulations and the Council must undertake a full procurement exercise or utilise a framework which is compliant with the Regulations. Where the value is below the threshold, such a procurement is not governed by the Regulations. However, in accordance with its fiduciary duty the Council has a legal duty to manage funds contributed by taxpayers efficiently and to use such funds to the best advantage of the Council. Estimated values appear elsewhere in this report. Compliance with the Council's Procurement Rules (CPR's) should satisfy the Council's fiduciary duty.

Under the CPR's where the estimated value of the proposed procurement is £1m and above authority to proceed to procurement requires approval of the Executive in agreement with the Portfolio Holder, Director of Finance, Assistant Director of Governance and Contracts, Director of Corporate Services. Delegated Budget holder and Chief Officer through this Member Gateway report.

All Council decision-making must be made rationally in accordance with administrative law principles, by taking proper account of all relevant considerations and disregarding those that are irrelevant. Furthermore, the Council must comply with its Fiduciary duty towards taxpayers and ensure resources are used prudently.

As the scheme develops, officers will need to keep under review the procurement strategy and the delivery of the scheme generally, which may necessitate the taking of further decisions and presenting further reports as may be necessary to progress the scheme.

9. PROCUREMENT IMPLICATIONS

See Part 2 report.

10. PROPERTY IMPLICATIONS

N/A

11. CARBON REDUCTION/SOCIAL VALUE IMPLICATIONS

11.1. The Regeneration Plan was assessed against the existing socio-economic baseline conditions as part of the outline planning application. Different socio-economic baseline conditions were considered to assess effects at a local, borough and regional level. The socio-economic baseline conditions were established using nationally recognised data and research, including (but not limited to) the 2011 Census, Office for National Statistics employment data, and statistics released by the Department for Education and National Health Service. Once complete and in operation, the Regeneration Plan interventions will generate 46 net jobs in the Greater London area through a variety of means.

11.2. The future occupants of the new residential developments within the Regeneration Plan are estimated to spend approximately £3.6 million per annum in Greater London each year. The 210 additional dwellings will account for 3.3% of the total housing target set for Bromley in

the London Plan between 2015 and 2025.

- 11.3. Primary healthcare facilities within 1km of the Site currently have an average of 1,863 patients per GP, which is broadly in line with the standard of one GP per 1,800 registered patients. The residential elements of the Regeneration Plan will increase this ratio to 1,875 patients per GP, but this is still in line with the set target for the UK.
- 11.4. The landscaping works within the Regeneration Plan will improve and expand open space across the Park by around 2.7ha and the quality of the open space will be greatly enhanced through new character areas, improved infrastructure and better accessibility. The works aim to re-establish the Park's cultural significance and identity.
- 11.5. The Regeneration Plan will provide 2,730m² of publicly accessible play space across three separate areas. This space will be accessible from the residential units within the Regeneration Plan and will cater for the needs of children of all ages within these units. In addition, the over-provision provided by the Regeneration Plan will improve the provision of local play space and will be accessible to visitors and the community.
- 11.6. The assessment for the outline planning application identified no potential significant adverse effects relating to socio-economics within either the construction/demolition or operational phase hence there is no requirement for mitigation. Significant beneficial effects are anticipated during operation as a result of the provision of open space in the local area (major beneficial) and the provision of open space locally (moderate beneficial).

12. IMPACT ON THE LOCAL ECONOMY

- 12.1. The implementation of the Regeneration Plan will bring much-welcomed increased footfall to nearby shops and businesses, ultimately having a positive impact on the local economy.

13. IMPACT ON HEALTH AND WELLBEING

- 13.1. The Regeneration Plan will improve the internationally treasured public Crystal Palace Park, making it more accessible for all. Improved accessibility to open spaces will have a positive impact on health and wellbeing, particularly for nearby residents who do not benefit from private amenity space.

14. CUSTOMER IMPACT

- 14.1. The appointment of the multi-disciplinary team will support the implementation of the Regeneration Plan, which once complete, will have a positive impact on all new and existing park users.

15. WARD COUNCILLOR VIEWS

- 15.1. Ward Cllrs are supportive of the Regeneration Plan and the necessary steps required to implement its delivery.

Non-Applicable Headings:	7. Personnel Implications 9. Property Implications
Background Documents: (Access via Contact Officer)	HPR2022/022, HPR2023/007, HPR2023/023

Agenda Item 7

Report No.

London Borough of Bromley

PART 1 - PUBLIC

Decision Maker: EXECUTIVE

With pre-decision scrutiny from Executive, Resources and Contracts Policy and Development Scrutiny Committee on 15 May 2023

Date: 17 May 2023

Decision Type: Non-Urgent Executive Key

Title: Work Safe Project Gateway Report

Contact Officer: Heather Sinclair-Constance, Programme Manager – Adult Social Care Reform
Tel: 020 8313 4641 E-mail: heather.sinclair-constance@bromley.gov.uk

Chief Officer: Kim Carey, Director of Adult Services

Ward: All

1. REASON FOR REPORT

- 1.1 Bromley Council takes the safety of employees seriously, especially when risks to their health and safety may not be as easy to identify as others. We know that Lone working and the risks to employee's safety from this, require extra effort to identify the risks. We are committed to making a Bromley a fantastic place to live and work, where everyone can lead healthy, safe, and independent lives.
- 1.2 The Council has a range of guidelines and policies for staff to cover the requirements for Lone Working (lone workers are those who work by themselves without close or direct supervision). In August 2022, we introduced 'Peoplesafe' supplying staff with the relevant personal safety device to ensure, as far as is reasonably practical, that staff are safe while lone working. Adult Services were allocated 31 devices and Children's Services were allocated 56.
- 1.3 We know that Lone Worker devices and apps, such as 'Peoplesafe' can play a useful part of an organisation's overall personal safety strategy. The Council applied for funding from South East London Integrated Care System (ICS) to help expand the number of 'Peoplesafe' devices offered to staff working in adult's and children's services, develop the #WorkSafe Campaign to raise awareness, remind people how to report and record incidents, offer bespoke training and support to staff and embed the 'Work Safe' approach across adult's and children's services that has been developed through staff engagement.

- 1.4 The Council was awarded £65,000 from South East London Integrated Care System Workforce Programme to deliver the 'Work Safe Project'.

The report seeks authorisation to drawdown the £65,000 grant received from South East London Integrated Care System Workforce Programme to deliver the Work Safe Project to support staff working across adult's and children's service in Bromley.

2. RECOMMENDATION(S)

- 2.1 The Executive, Resources and Contracts PDS Committee are asked to note and comment on the content of this report.
- 2.2 The Executive is recommended to approve:
- i) The drawdown of the total grant amount of £65k to be used as set out in Paragraphs 3.4 to 3.12 of this Report.

Impact on Vulnerable Adults and Children

1. Summary of Impact: The 'People at the Heart of Care' plan out a 10-year Vision for how the government will transform support and care in England by putting people at its heart.
 2. The 'Next steps to put People at the Heart of Care' plan sets out how the government is building on its progress over the last year to make sure care is of outstanding quality, personalised and accessible.
-

Transformation Policy

1. Policy Status: New Policy: 'Next steps to put People at the Heart of Care' – a plan for adult social care system reform over two years (2023 to 2024 and 2024 to 2025) to further digitise the social care sector and bolster the workforce.
 2. Making Bromley Even Better Priority (delete as appropriate):
 - (1) For children and young People to grow up, thrive and have the best life chances in families who flourish and are happy to call Bromley home.
 - (2) For adults and older people to enjoy fulfilled and successful lives in Bromley, ageing well, retaining independence and making choices.
 - (5) To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.
-

Financial

1. Cost of proposal: Estimated Cost: £65,000
 2. Ongoing costs: Not known at this time
 3. Budget head/performance centre: Adult Social Care
 4. Total current budget for this head: £65,000
 5. Source of funding: South East London Integrated Care System Workforce Programme
-

Personnel

1. Number of staff (current and additional): 3.0 FTE
 2. If from existing staff resources, number of staff hours: Existing staff resources
-

Legal

1. Legal Requirement: Statutory Requirement:
 - Health and Care Act 2022
 - Care Act 2014
 - Employment Act 1996; 2002; 2008
 2. Call-in: Applicable:
-

Procurement

1. Summary of Procurement Implications: Not Applicable
-

Property

1. Summary of Property Implications: Not Applicable
-

Carbon Reduction and Social Value

1. Summary of Carbon Reduction/Sustainability Implications:
-

Customer Impact

1. Estimated number of users or customers (current and projected): Not Applicable
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: Not Applicable

3. COMMENTARY

- 3.1 In 2022, a survey by UNISON of nearly 3,000 social care practitioners working in adult's and children's services found that over 40% of social work staff in the UK have faced abuse from service users, their families, or members of the public during the year.
- 3.2 Thirteen per cent of staff said they had been threatened this year, 11% had experienced harassment, 3% had been on the receiving end of online abuse and 2% had faced physical abuse – with younger staff more likely to report all categories of abuse. In addition, 44% of survey participants reported a rise in such behaviour since the onset of Covid, while just 2% felt it had decreased.
- 3.3 Lone Worker devices and apps can play a useful part of an organisation's overall personal safety strategy. As a Local Authority with employees that work alone, we have a duty of care to ensure risks are mitigated to an acceptable level.

Summary of Business Case

- 3.4 In August 2022, we introduced 'Peoplesafe' supplying staff with the relevant personal safety device to ensure, as far as is reasonably practical, that staff are safe while lone working. The number of devices that were allocated to adult's and children's services meant they would be a shared resources within Teams, however, feedback from social care staff highlighted that a device per worker would support them to 'feel safer' at work rather than sharing a device across a Team.
- 3.5 The Council takes the safety of employees seriously, especially when risks to their health and safety may not be as easy to identify as others. We know that Lone working and the risks to employee's safety from this, require extra effort to identify the risks.
- 36 In February 2022, we applied for funding from South East London Integrated Care System Workforce Programme to help expand the number of 'Peoplesafe' devices offered to staff working in adult's and children's services, develop the #WorkSafe Campaign to raise awareness, remind people how to report and record incidents, offer bespoke training and support to staff and embed the 'Work Safe' approach across adult's and children's services that has been developed through staff engagement.

Key aims and outcomes:

- 3.6 The aims are to:
1. expand the number of 'Peoplesafe' devices that are available to staff considered as Lone Workers based in children's and adult's services.
 2. highlight the Council's Zero tolerance approach to abuse, violence and frightening behaviour toward our staff and encourage our staff in children's and adult's services to report and record incidents, accessing our health and wellbeing provision to help deal with the affects where needed.
 3. ensure our social care staff have the knowledge and skills to deal with potential dangers they may face at work and coping mechanisms to defuse dangerous situations.

3.7 The project outcomes are:

- An increased number of Lone Workers in adult's and children's services are given 'Peoplesafe' devices through its expansion.
- Staff in adult's and children's services can focus on supporting our children, families and adults who require social care by providing outstanding high-quality care and support to our residents without fear of frightening behaviour, abuse, or violence.
- Staff, residents, and partners know that Bromley Council has a Zero tolerance policy on frightening behaviour, abuse, or violence against its staff and are clear how it tackles violence and know how to report and record an incident as a result of the #WorkSafe Campaign.
- Adult's and children's staff acquire the knowledge and skills to Managing frightening or violent situations and conflict management training to help staff deal with potential dangers they may face in their work and advice on how to defuse dangerous situations.

3.8 The project deliverables are:

- Procure/purchase an additional allocation of approx. 500 'Peoplesafe' devices to staff in adult's and children's services to ensure, as far as is reasonably practical, that they are safe while Lone Working.
- Development of #WorkSafe Campaign in partnership with staff, residents, and our partners.
- Commissioning and delivery of a bespoke training programme for social care staff to strengthen their knowledge and skills enabling them to better manage and respond to potential dangers they may face in their work as well as advice on how to defuse dangerous situations.
- Evaluation of the impact of Work Safe across children's and adult's services, which will include a review of incident reporting and recording, absence, and sick leave, health, and wellbeing monitoring, the #WorkSafe campaign, application of knowledge and skills obtained from the bespoke training within practice and behavioural change.

3.9 The project delivery approach:

- The project will be managed by the Adult Social Care Reform Programme Team and will report into the Adult Social Care Transformation and Assurance Board.
- The project management approach will underpin delivery ensuring the intended outcomes are delivered in time and to budget, ensuring value for money.
- Staff consultation and engagement is a fundamental element of this project. A person centred approach will be adopted throughout the delivery whilst matrix-managing teams from across adult's and children's services and working in partnership with colleagues from across the Council involved in project.
- This project will adhere to Council governance and procedures, which includes standard reporting requirements.

3.10 **Project timescales:** April 2023 until March 2024

Phase	Workstream	Timeframe
Phase 1	#WorkSafe Campaign	April 2023 – March 2024 <ul style="list-style-type: none"> • April'23: #WorkSafe Campaign developed by the Communications and Engagement Group in consultation with staff. • From July'23: #WorkSafe Campaign begins.
Phase1B	Lone Worker Devices	April 2023 – March 2024 <ul style="list-style-type: none"> • April-June23: Commissioning, device purchase set-up and testing. • From July'23: Device allocation process. Sep'23 – Peoplesafe device expansion used by staff children's and adult's services underpinned by the Lone Working Policy, Guidance and Procedures.
Phase 1C	Training	April 2023 – January 2024 <ul style="list-style-type: none"> • April'23: Bespoke training specification developed in consultation with staff, training procured and mobilised. • From Oct'23 – Bespoke training programme delivered to children's and services staff.
Phase 1D	Internal Evaluation	April 2023 – July 2024 <ul style="list-style-type: none"> • March: Development of internal evaluation framework and rollout of pre project surveys. • From June'23: • Sep'23 – on-going delivery of internal evaluation framework including rollout of mid project surveys, and staff engagement activities. • March'24 - on-going delivery of internal evaluation framework including rollout of post project surveys, and staff engagement activities • April-July'24 Internal evaluation report with findings produced.

3.11 An internal evaluation will be undertaken, which will include, but not limited to, the following:

- Pre, mid and post project surveys for all children's and adult's services staff about their awareness of the Council's Lone Working Policy, and guidance and procedures to respond to frightening behaviour, abuse, or violence.
- Pre, mid and post project surveys for staff allocated a 'Peoplesafe' device.
- #WorkSafe campaign monitoring of reach, impact, social media, website, and other digital tools.
- Training course attendance and evaluation
- Principal Social Workers/Senior Social Workers 'Work Safe' practice review sessions with staff
- Analysis of the children's and adult's services workforce profile data pre, during and after the project delivery.
- Review of incidents reported and recorded pre, mid and post project.

3.12 Drawdown of the £65,000 grant received from South East London Integrated Care System Workforce Programme will allow the Council to deliver the Work Safe Project as set out in 3.6 to 3.11 above.

4. MARKET CONSIDERATIONS

- 4.1 The Council will seek permission in a future report to use the Crown Commercial Services framework to commission the additional Lone Worker Devices for employees in adult's and children's services who work alone.

5. SOCIAL VALUE, CARBON REDUCTION AND LOCAL / NATIONAL PRIORITIES

- 5.1 N/A

6. STAKEHOLDER ENGAGEMENT

- 6.1 The number of devices that were allocated to adult's and children's services meant they would be a shared resources within Teams, however, feedback from social care staff highlighted that a device per worker would support them to 'feel safer' at work rather than sharing a device across a Team.
- 6.2 Staff consultation and engagement is a fundamental element of this project. A person centred approach will be adopted throughout the delivery whilst matrix-managing teams from across adult's and children's services and working in partnership with colleagues from across the Council involved in project.

7. PROCUREMENT AND PROJECT TIMESCALES AND GOVERNANCE ARRANGEMENTS

- 7.1 N/A

8. IMPACT ASSESSMENTS (INCLUDING VULNERABLE ADULTS AND CHILDREN)

- 8.1 N/A

9. TRANSFORMATION/POLICY IMPLICATIONS

- 9.1 The Adult Social Care Reform addresses the MBMB priorities 2 and 5 as detailed below:
- (2) For adults and older people to enjoy fulfilled and successful lives in Bromley, ageing well, retaining independence, and making choices, and
 - (5) To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.
- 9.2 The Council as the employer has duty to protect the health, safety and welfare of their employees and other people who might be affected by their business. The Lone Working Policy, Procedure and Guidance applies to all activities undertaken by London Borough of Bromley. The policy is designed to assist managers with their specific health and safety responsibilities and for staff who, as part of their normal duties, work alone.

10. IT AND GDPR CONSIDERATIONS

- 10.1 The Provider of the 'Peoplesafe' devices has demonstrated sufficient documentation and policy to confirm they adhere to all current and relevant GDPR and data storing/sharing requirements.
- 10.2 A Data Protection Impact Assessment will be completed in partnership with colleagues in IT. The use of any new technology solutions to support implementation of the reforms will include the standard wording and expectations upon staff, partners, and providers in relation to IT and GDPR.

11. STRATEGIC PROPERTY CONSIDERATIONS

- 11.1 N/A

12. PROCUREMENT CONSIDERATIONS

- 12.1 No procurement action required at this time. Advice will be sought with regards to the procurement of additional devices via the Crown Commercial Services G Cloud 13.

13. FINANCIAL CONSIDERATIONS

- 13.1 This report requests the drawdown of £65k grant funding from the 2023/24 Central Contingency to the Adult Social Care revenue budget. This is a one-off ringfenced grant, allocated to the Council by South East London ICB for the proposed Work Safe Project under a Section 256 agreement.
- 13.2 As part of the project, it is intended to purchase a number of Peoplesafe devices which will be subject to a separate procurement exercise. This will need to quantify the ongoing cost implications and whether this can be contained within existing social care budgets and/or considered as part of the department's planning for the 2024/25 draft budget and 4-year forecast.

14. PERSONNEL CONSIDERATIONS

- 14.1 N/A

15. LEGAL CONSIDERATIONS

- 15.1 The Health and Safety at Work Act 1974 directs the legislative practice for workplaces in the UK. All employers have a common law duty to take reasonable care for the safety of their employees; they have a duty to see that reasonable care is taken to provide them with a safe place of work, safe tools and equipment and a safe system of working (*Wilson & Clyde Coal Co Ltd v English [1938] AC 57*). The Health and Safety at Work Act imposes a general duty on employers to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all of their employees. The Management of Health and Safety at Work Regulations 1999 (SI 1999/3242) imposes specific duties on employers such as;
- Undertaking risk assessments
 - Applying the principles of prevention (those relevant to stress are);
 - Avoiding risks

- Combating risks at source
- Developing coherent overall prevention policy's
- Giving appropriate instructions
- Providing “*comprehensible and relevant information*”...identified by assessment and the measures that will be implemented (Reg 10(1)).

The scope of the common law duty of care under the law of negligence is influenced by the employer’s obligations under health and safety law. Failure by an employer to comply with regulations may assist an employee in establishing the extent of the employer’s duty to prevent an employee being made ill by stress at work. It may also assist an employee in establishing the breach of the common law duty by the employer and whether an injury to the employee was reasonably foreseeable.

This request comes from a grant to LBB in the sum of £65,000. The sum specifically to assist provide Safe Working conditions.

Its aim is to provide an additional (approx.) 500 ‘Peoplesafe’ devices to staff in adult’s and children’s services to ensure, as far as is reasonably practical, that they are safe while Lone Working.

Develop #WorkSafe Campaign in partnership with staff, residents, and our partners. Commissioning and delivery of a bespoke training programme for social care staff to strengthen knowledge and skills enabling them to better manage and respond to potential dangers they may face in their work as well as advice on how to defuse dangerous situations.

This would go some way to evidencing LBB is doing what it reasonably can to fulfil its common law duty of care under the law of negligence thus fulfilling its obligations under statute, such as Health and Safety Regulations, Care Act and Employment Regulations.

Non-Applicable Headings:	<ul style="list-style-type: none"> 5. SOCIAL VALUE, CARBON REDUCTION AND LOCAL / NATIONAL PRIORITIES 8. IMPACT ASSESSMENTS (INCLUDING VULNERABLE ADULTS AND CHILDREN) 13. PROCUREMENT AND PROJECT TIMESCALES AND GOVERNANCE ARRANGEMENTS 14. STRATEGIC PROPERTY CONSIDERATIONS 15. PROCUREMENT CONSIDERATIONS 16. PERSONNEL CONSIDERATIONS 17. WARD COUNCILLOR VIEWS
Background Documents: (Access via Contact Officer)	People at the Heart of Care, Adult Social Care Reform.

London Borough of Bromley

Part 1 – PUBLIC

Decision Maker: Executive

Date: Wednesday 17 May 2023

Decision Type: Non-Urgent Executive Non-Key

TITLE: RENEWAL OF THE ARMED FORCES COVENANT

Chief Officer: Sara Bowrey, Director of Housing, Planning, Property and Regeneration

Tel: 020 8313 4013 E-mail: Sara.Bowrey@bromley.gov.uk

Ward: Borough Wide

1. REASON FOR REPORT

- 1.1 This report summarises a recent review of the Council's work under the Armed Forces Covenant and planned future work to support Bromley's Armed Forces Community as part of the renewal of the Covenant.

2. RECOMMENDATION(S)

- 2.1 The Executive is asked to:
1. Note the review of the implementation of the Armed Forces Covenant in Bromley.
 2. Note the ongoing work being done to meet the aspirations outlined in the Armed Forces Covenant for Bromley signed on 24 April 2013.
 3. Note Sara Bowrey, Director of Housing, Planning, Property and Regeneration as Council Officer Armed Forces Champion and Councillor Mike Botting as Council Member Armed Forces Champion.

Impact on Vulnerable Adults and Children

1. Summary of Impact:

Corporate Policy

1. Policy Status: Existing Policy.
2. MBEB Priority:
 1. For children and young people to grow up, thrive and have the best life changes in families who flourish and are happy to call Bromley home.
 2. For adults and older people to enjoy fulfilled and successful lives in Bromley, ageing well, retaining independence, and making choices.

Financial

1. Cost of proposal: Estimated No Cost.
2. Ongoing costs: Not Applicable.
3. Budget head/ performance centre: Nil.
4. Total current budget for this head: Nil.
5. Source of funding:

Personnel

1. Number of staff (current and additional): Nil.
2. If from existing staff resources, number of staff hours:

Legal

1. Legal Requirement:
2. Call-in:

Procurement

1. Summary of Procurement Implications: Not Applicable.

Customer Impact

1. Estimated number of users/ beneficiaries (current and projected): To support serving and former service personnel and their families.

Ward Councillor Views

1. Have Ward Councillors been asked for comments? No.
2. Summary of Ward Councillors Comments:

3. COMMENTARY

Background

- 3.1 The Armed Forces Covenant was published in 2011 by the Government as part of its approach to ensure that the Armed Forces are valued and supported, and its core principles were enshrined in law for the first time in the Armed Forces Act 2021.
- 3.2 The Covenant is designed to set out the relationship between the Nation and the State and the Armed Forces and seeks to formalise the moral obligation that has historically existed between the Nation and members of the Armed Forces and their families.
- 3.3 The Covenant focuses on helping members of the Armed Forces community have the same access to Government and Commercial Services and products as any other citizen.
- 3.4 Bromley's Executive signed up to the Community Covenant on 24 April 2013.

Evaluating the Covenant

- 3.5 It is now ten years since the Covenant was signed. The following summarises some of the work and events delivered as part of the delivery of the Armed Forces Covenant in the London Borough of Bromley.

Civic Events and Promoting the Armed Forces to the Community

- Each November Bromley holds Remembrance Day Services throughout the borough that are attended by Elected Members and the Mayor of the Council.
- Since the creation of Armed Forces Day, Members of the Council and representatives of the Armed Forces including the Sea Cadets, RAF Flying Cadets, Royal Naval Association, Armed Forces Standard List and the Royal British Legion have marked the occasion by flag raising ceremonies at the Old Palace Gardens at the Civic Centre.

A Forces Friendly Employer

- The Council positively supports staff who are reservists. Our offer to reservist employees includes:
 - 10 days additional paid leave each year to carry out operational training.
 - A flexible working policy to assist with military commitments.
 - Management support in preparation for, during and after mobilisation.
 - Access to Occupational Health Service.
 - Eligibility for sickness absence pay in line with terms and conditions.

- Eligibility for maternity, paternity and adoption leave in line with terms and conditions.
- The new HR Payroll System that went live in April this year will enable us to monitor the number of reservists employed at Bromley.
- Following the signing of the Armed Forces Covenant, the Council will apply to be accredited with the 'Bronze Award' under the Ministry of Defence (MoD) Defence Employer Recognition Scheme.

Housing

- Bromley's Housing Allocations Scheme incorporates The Housing Act 1996 (Additional Preference for Armed Forces) (England) Regulations 2012, giving additional preference priority for housing to members of the Armed Forces and their family.
- Additional preference is also given to the following persons if they fall within one or more of the statutory reasonable preference categories and are in urgent housing need:
 - Serving members of the regular forces who are suffering from a serious injury, illness or disability which is wholly or partly attributable to their service.
 - Former members of the regular forces.
 - Bereaved spouses or civil partners of those serving in the regular forces where:
 - (i) the bereaved spouse or civil partner has recently ceased, or will cease to be entitled, to reside in Ministry of Defence accommodation following the death of their service spouse or civil partner, and
 - (ii) the death was wholly or partly attributable to their service.
 - existing or former members of the reserve forces who are suffering from a serious injury, illness, or disability which is wholly or partly attributable to their service.
- Returning members of the Armed Forces who have a housing need in accordance with either the Local or Reasonable Preference categories may be subject to further consideration or exemption from the local connection rule.

Health and Wellbeing

- Several key partnership policies, including the Bromley Mental Health and Wellbeing Strategy, the Learning Disability Strategy and the borough's Suicide Prevention Plan are in the process of being refreshed, and will include the Armed Forces community as a unique group.
- As part of raising awareness of the Armed Forces community with General Practitioners (GPs), colleagues in Public Health have carried out a piece of work to identify the offer from GPs in the borough to the Armed Forces community and if practices are signed up the Veteran

Friendly Scheme. A report to the Health and Wellbeing Board will be shared this Summer, and a focused chapter on the Armed Forces will be included in the Joint Strategic Needs Assessment (JSNA) in March 2024.

- The Council's dedicated Loneliness Champion is in contact with Voluntary and Community Sector Enterprise (VCSE) organisations, including Biggin Hill Memorial Museum and the Royal British Legion to identify information about local community groups, activities, and support services for loneliness that members of the Armed Forces community can be signposted to.

School Admissions

- Serving Armed Forces personnel who are not living in the area but have a confirmed local posting, are allocated a place in advance of arriving in the borough. The admission authority holds a school offer open until they move to the area.
- The School Admissions Code allows service children to be considered as an exemption to the Infant Class Size Limit, where the service child is first on the waiting list for a school place.

Financial Support

- When the Council Tax Benefit was abolished in April 2013 and replaced by Council Tax Support, Bromley Council decided that it would continue to disregard income from War Widow's, Widower's Pensions and War Disablement Pensions in full. In taking this approach recipients continue to receive the maximum available support to assist with Council Tax payments.
- The principle described above is also applied to recipients of Housing Benefit.

Advice and Support Services

- The Council has a dedicated page for 'Ex-Service Organisations' which features links to other Voluntary and Community Sector Enterprise organisations such as Blind Veterans UK for dedicated advice and support.
- A dedicated 'Armed Forces Covenant' webpage on the Council's website is currently in development, with an expected 'go live' date of June 2023.

Extending the Covenant

- 3.6 The Council has been liaising closely with the Head of Community Engagement at the Armed Forces Covenant Fund Trust in preparation for the extension of Bromley's Armed Forces Covenant.

- 3.7 In line with good practice and following the recommendations of the Armed Forces Covenant Fund Trust bespoke project 'Renewing the Covenant in the Capital' the Council has refreshed its pledges (Section Four) as follows:

SECTION FOUR: OUR COMMITMENT

5.1 Demonstrating we are an Armed Forces-friendly organisation by:

- Publicising our Armed Forces Covenant and displaying the Armed Forces Covenant logo on our Corporate website.
- Promoting a greater understanding and awareness of the needs and contributions of the Armed Forces Community within the borough using all our communication channels.
- Encouraging our supply companies, community and local strategic partnership organisations to sign up to the Covenant.
- Engaging with our partners in the private, public and voluntary sectors to identify opportunities to fulfil the objectives of the Covenant.
- Raising public awareness of the Armed Forces through our website and newsletter in a culturally and politically sensitive manner.

5.2 Strengthening our links with the Armed Forces Community by:

- Appointing an Armed Forces Member Champion and Senior Officer point of contact within the Council to ensure our commitments are implemented and maintained.
- Ensuring staff and elected Members are made aware of the Armed Forces Covenant for Bromley.
- Offering support to our local cadet units.
- Working closely with the South East London Clinical Commissioning Group (SEL CCG) and attend Covenant Stakeholder meetings.
- Ensuring that Joint Strategic Needs Assessments (JSNAs) by Council/ Public Health and wellbeing departments will try to take consideration of the Armed Forces community.
- Making information about support available to the Armed Forces community easily accessible to all.
- Considering the needs of the Armed Forces Community as part of the wider Bromley community in future service and infrastructure planning.

5.3 Seeking to support the employment of veterans and service leavers:

- Recognising that the Armed Forces community bring a variety of transferable skills and qualities developed through their military careers when interviewing for positions.
- Ensuring our recruitment process is inclusive and accessible.
- Anticipating and providing reasonable adjustments as required.
- Promoting employment opportunities available to members of the Armed Forces Community.
- Enrol on the Defence Employer Recognition Scheme.

5.4 Striving to support the families of the Armed Forces Community by:

- Ensuring the Armed Forces Community has fair access to our services and is not put at a disadvantage by their service.
- Ensuring information and signposting to appropriate support services for the Armed Forces Community is freely available and easy to access.
- Connecting with GP practices to encourage staff to ask patients about service background.
- Ensuring school admission policies recognise the needs of children of the Armed Forces community.

5.5 Seeking to support out employees who choose to be members of the Reserve Forces or Cadet Force Adult Volunteers.

- Providing the necessary support for our employees within the Armed Forces Community, including additional paid leave as appropriate and flexible working opportunities.
- We will, wherever possible, accommodate the mobilisation of our reservists if they are required to deploy.
- Ensuring employees are able to easily disclose whether they are members of the Armed Forces Community.
- We will encourage any reservists in our organisation to participate in Reserves Day.

5.6 Ensuring support is given to members of the Armed Forces Community with urgent housing needs.

- Ensuring our Housing Allocation Scheme recognises the needs of the Armed Forces Community, providing additional preference for the Armed Forces as part the Housing Act 1996.

5.7 Recognising and remembering the sacrifices made by the Armed Forces Community by:

- Flying the Armed Forces Day Flag.
- Supporting and promoting other Armed Forces events in the local community.
- Mindfully recognising and remembering the contribution and sacrifices made by British and Commonwealth military and civilian service men and women who have been affected by armed conflict by supporting Remembrance Sunday and Armistice Day.

3.8 The Council's refreshed Armed Forces Covenant is appended in full to this report for information (Appendix One).

Next Steps

- 3.9 The Council has developed an action plan to sit beneath the Armed Forces Covenant, which the Council's new Armed Forces Partnership will meet formally on an annual basis to review activity from the previous year, any arising issues, and plans for the following year.
- 3.10 The Mayor, alongside the Leader, the Chief Executive and Ministry of Defence representative will sign Bromley's refreshed Armed Forces Covenant at the Council's Armed Forces Day event on Wednesday 21 June 2023.



THE LONDON BOROUGH OF BROMLEY

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans, and military families make to our organisation, our community and to the country.

Signed on behalf of:

London Borough of Bromley

Name: Mike Botting
Position: Mayor of the London Borough of Bromley
Signature:

Name: Colin Smith
Position: Leader of the London Borough of Bromley
Signature:

Name: Ade Adetosoye CBE
Position: Chief Executive
Signature:

Name: Tasnim Shawkat
Position: Director of Corporate Services
Signature:



Signed on behalf of:

Ministry of Defence

Name: Lieutenant Colonel Ryan Sinclair
Position: Commanding Officer 106 (Yeomanry) Regiment
Signature:



THE ARMED FORCES COVENANT

An Enduring Covenant Between

The People of the United Kingdom
His Majesty's Government

- and -

All those who serve or have served in the Armed Forces of the Crown

And their Families

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most, such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

SECTION ONE: PRINCIPLES OF THE ARMED FORCES COVENANT

- 1.1 We, London Borough of Bromley Council, will endeavour to uphold the key principles of the Armed Forces Covenant:
- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
 - *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*
- 1.2 The purpose of this Covenant is to encourage support for the Armed Forces Community working and residing in London and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most. This includes Pre-Services, Serving and ex-Service personnel, their families and Widow(er)s in London.
- 1.3 For London Borough of Bromley, and partner organisations, the Covenant presents an opportunity to bring their knowledge, experience and expertise to bear on the provision of help and advice to members of the Armed Forces Community. It also presents an opportunity to build upon existing good work on other initiatives such as the Welfare Pathway.
- 1.4 For the Armed Forces community, the Covenant encourages the integration of Service life into civilian life and encourages members of the Armed Forces community to help their local community.

SECTION TWO: DEMONSTRATING OUR COMMITMENT

- 2.1 The Armed Forces Community is defined, for the purpose of the Armed Forces Covenant, as including all those forces whom the Nation has a moral obligation due to service in HM Armed Forces. The Armed Forces Community includes:
- Regular Personnel – Individuals currently serving as members of the Royal Navy and Royal Marines, Army or Royal Air Force.
 - Reservists – Volunteer Reservists serving as members of the Royal Navy, Royal Marines, Army Reserves or Royal Air Force Reserves.
 - Veterans – Those who have served in HM Armed Forces, whether Regular or Reservist.
 - Cadet Force Adult Volunteers – Adult Volunteers currently volunteering in the Sea Cadet Corps, Army Cadet Force or Royal Air Force Air Cadets.
 - Families of Regular, Reservists and Veterans – Those who have served in HM Armed Forces, whether as a Regular or a Reservist.
 - Bereaved – The immediate family of Service Personnel and Veterans who have died, whether or not that death has any connection with service.

SECTION THREE: OBJECTIVES AND GENERAL INTENTIONS

Aims of the Covenant

- 3.1 The Armed Forces Covenant complements the principles of the Armed Forces Covenant which defines the enduring, general principles that should govern the relationship between the Nation, the Government, and the Armed Forces community.
- 3.2 It aims to encourage all parties within a community to offer support to the local Armed Forces community and make it easier for Service personnel, families, and veterans to access the help and support available from the Ministry of Defence (MoD), from statutory providers and from the Charitable and Voluntary Sector. These organisations already work together in partnership at local level.
- 3.3 The scheme is intended to be a two-way arrangement and the Armed Forces community are encouraged to do as much as they can to support their community and promote activity which integrates the Service community into civilian life.

SECTION FOUR: OUR COMMITMENT

4.1 Demonstrating we are an Armed Forces-friendly organisation by:

- Publicising our Armed Forces Covenant and displaying the Armed Forces Covenant logo on our Corporate website.
- Promoting a greater understanding and awareness of the needs and contributions of the Armed Forces Community within the borough using all our communication channels.
- Encouraging our supply companies, community and local strategic partnership organisations to sign up to the Covenant.
- Engaging with our partners in the private, public and voluntary sectors to identify opportunities to fulfil the objectives of the Covenant.
- Raising public awareness of the Armed Forces through our website and newsletter in a culturally and politically sensitive manner.

4.2 Strengthening our links with the Armed Forces Community by:

- Appointing an Armed Forces Member Champion and Senior Officer point of contact within the Council to ensure our commitments are implemented and maintained.
- Ensuring staff and elected Members are made aware of the Armed Forces Covenant for Bromley.
- Offering support to our local cadet units.
- Working closely with the South East London Clinical Commissioning Group (SEL CCG) and attend Covenant Stakeholder meetings.
- Ensuring that Joint Strategic Needs Assessments (JSNAs) by Council/ Public Health and wellbeing departments will try to take consideration of the Armed Forces community.
- Making information about support available to the Armed Forces community easily accessible to all.
- Considering the needs of the Armed Forces Community as part of the wider Bromley community in future service and infrastructure planning.

4.3 Seeking to support the employment of veterans and service leavers:

- Recognising that the Armed Forces community bring a variety of transferable skills and qualities developed through their military careers when interviewing for positions.
- Ensuring our recruitment process is inclusive and accessible.
- Anticipating and providing reasonable adjustments as required.
- Promoting employment opportunities available to members of the Armed Forces Community.
- Enrol on the Defence Employer Recognition Scheme.

4.4 **Striving to support the families of the Armed Forces Community by:**

- Ensuring the Armed Forces Community has fair access to our services and is not put at a disadvantage by their service.
- Ensuring information and signposting to appropriate support services for the Armed Forces Community is freely available and easy to access.
- Connecting with GP practices to encourage staff to ask patients about service background.
- Ensuring school admission policies recognise the needs of children of the Armed Forces community.

4.5 **Seeking to support out employees who choose to be members of the Reserve Forces or Cadet Force Adult Volunteers.**

- Providing the necessary support for our employees within the Armed Forces Community, including additional paid leave as appropriate and flexible working opportunities.
- We will, wherever possible, accommodate the mobilisation of our reservists if they are required to deploy.
- Ensuring employees are able to easily disclose whether they are members of the Armed Forces Community.
- We will encourage any reservists in our organisation to participate in Reserves Day.

4.6 **Ensuring support is given to members of the Armed Forces Community with urgent housing needs.**

- Ensuring our Housing Allocation Scheme recognises the needs of the Armed Forces Community, providing additional preference for the Armed Forces as part the Housing Act 1996.

4.7 **Recognising and remembering the sacrifices made by the Armed Forces Community by:**

- Flying the Armed Forces Day Flag.
- Supporting and promoting other Armed Forces events in the local community.
- Mindfully recognising and remembering the contribution and sacrifices made by British and Commonwealth military and civilian service men and women who have been affected by armed conflict by supporting Remembrance Sunday and Armistice Day.

4.8 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Armed Forces Community and our customers on how we are doing.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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