

Tourism, Equalities, Communities & Culture Committee

Date: **14 January 2021**

Time: **4.00pm**

Venue **Virtual**

Members: **Councillors:** , Ebel (Joint Chair), Powell (Joint Chair), Rainey (Deputy Chair), Evans (Opposition Spokesperson), Nemeth (Group Spokesperson), Grimshaw, Mac Cafferty, Mears, O'Quinn and Simson

Invitees: Stephanie Prior, Lola BanJoko (B&H - CCG), Joanna Martindale (Community Voluntary Sector) and Nick May (Sussex Police)

Contact: **Greg Weaver**
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AGENDA

PROCEDURAL MATTERS

56 PROCEDURAL BUSINESS

- (a) **Declarations of Substitutes:** Where councillors are unable to attend a meeting, a substitute Member from the same political group may attend, speak and vote in their place for that meeting.
- (b) **Declarations of Interest:**
 - (a) Disclosable pecuniary interests;
 - (b) Any other interests required to be registered under the local code;
 - (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

- (c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

Note: Any item appearing in Part Two of the agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the press and public. A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls and on-line in the Constitution at part 7.1.

57 CHANGES TO MEMBERSHIP AND CHAIRING OF THE TECC COMMITTEE

1. To note the resignation of Cllr Rainey as a member of the committee and the appointment of Cllr Osborne with effect from the 14th January 2021;
2. To note the resignation of Cllr Ebel as Joint Chair of the Committee and agree the appointment of Cllr Osborne as a Joint Chair with immediate effect; and
3. To agree the appointment of Councillor Ebel as Deputy Chair of the Committee with immediate effect.

58 MINUTES

7 - 20

To consider the minutes of the meeting held on 19 November 2020.
(Copy attached)

Contact Officer: *Greg Weaver*

Tel: 01273 291214

59 CHAIRS COMMUNICATIONS

60 CALL OVER

- (a) Items (63 – 66) will be read out at the meeting and Members invited to reserve the items for consideration.
- (b) Those items not reserved will be taken as having been received and the reports' recommendations agreed.

61 PUBLIC INVOLVEMENT

21 - 24

To consider the following matters raised by members of the public:

- (a) **Petitions:** To receive any petitions presented by members of the public;
- (b) **Written Questions:** To receive any questions submitted by the due date of 12 noon on 8 January 2021;
 - (i) **Pollution** – Adrian Hill
- (c) **Deputations:** To receive any deputations submitted by the due date of 12 noon on 8 January 2021.
 - (i) **Beach Chalets** – Mo Marsh

62 MEMBER INVOLVEMENT

25 - 30

To consider the following matters raised by Members:

- (a) **Petitions:** To receive any petitions;

- (b) **Written Questions:** To consider any written questions;
- 1) **Public Space Protection Orders** – Councillor Nemeth
 - 2) **Effect of Sewage Overspills on Water Sports** – Councillor Nemeth
 - 3) **Funding Maintenance Plans** – Councillor Nemeth
- (c) **Letters:** To consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Full Council or submitted directly to the Committee.
- (i) **Improving Availability of Beach Huts and Chalets** – Councillor Nancy Platts

63 BEACH CHALET LETTING POLICY 31 - 42

Report of the Executive Director, Economy, Environment & Culture

Contact Officer: Ian Shurrock Tel: 01273 292084

Ward Affected: All Wards

64 BRIGHTON AND HOVE CULTURAL RECOVERY PLAN 43 - 74

Report of the Report of the Executive Director, Economy, Environment & Culture

Contact Officer: Donna Chisholm

Ward Affected: All Wards

65 FIELD OFFICER TEAM : PROGRESS REPORT 75 - 84

Report of the Interim Executive Director Housing, Neighbourhoods and Communities

Contact Officer: Annie Sparks Tel: 01273 292436

Ward Affected: All Wards

66 ANTI-RACISM PLEDGE UPDATE 85 - 88

Report of the Interim Director: Housing, Neighbourhoods and Communities

Contact Officer: Sarah Tighe-Ford Tel: 01273 292301

Ward Affected: All Wards

67 ITEMS REFERRED FOR FULL COUNCIL

To consider items to be submitted to the 28 January 2021 Council meeting for information.

In accordance with Procedure Rule 24.3a, the Committee may determine that any item is to be included in its report to Council. In addition,

any Group may specify one further item to be included by notifying the Chief Executive no later than 10am on the eighth working day before the Council meeting at which the report is to be made, or if the Committee meeting take place after this deadline, immediately at the conclusion of the Committee meeting

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FURTHER INFORMATION

For further details and general enquiries about this meeting contact Greg Weaver, (01273 291214, email greg.weaver@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

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BRIGHTON & HOVE CITY COUNCIL
TOURISM, EQUALITIES, COMMUNITIES & CULTURE COMMITTEE

4.00pm 19 NOVEMBER 2020

HOVE TOWN HALL - COUNCIL CHAMBER

MINUTES

Present: Councillor Ebel (Joint Chair), Powell (Joint Chair), Evans (Opposition Spokesperson), Nemeth (Group Spokesperson), Mac Cafferty, Mears, O'Quinn, Shanks and Simson

Other Members present: Nick May (Sussex Police), Joanna Martindale (Community Voluntary Sector), Lola BanJoko (B&H CCG), Stephanie Prior

PART ONE

36 PROCEDURAL BUSINESS

36(a) Declarations of substitutes

- 36.1 Councillor Theresa Fowler declared her substitution for Amanda Grimshaw.
- 36.2 Councillor Sue Shanks declared her substitution for Councillor Clare Rainey.

36(b) Declarations of interest

- 36.3 Councillor Powell declared her ongoing employment with Sussex Police and that her partner was involved as a consultant working with various local charities.
- 36.4 Councillor Appich declared her position as chair of the City Fair Trade group.

36(c) Exclusion of press and public

- 36.5 In accordance with Section 100A of the Local Government Act 1972 ("the Act"), the Planning Committee considered whether the public should be excluded from the meeting during consideration of any item of business on the grounds that it is likely in view of the business to be transacted or the nature of the proceedings, that if members of the public were present during it, there would be disclosure to them of confidential information as defined in Section 100A (3) of the Act.
- 36.6 **RESOLVED** – That the public be not excluded during consideration of any item of business on the agenda.

37 MINUTES

37.1 **AGREED** – that the minutes were a correct record of the meeting held on 24 September 2020 as an accurate record.

38 CHAIRS COMMUNICATIONS

38.1 The Chair gave the following Communications:

“Welcome everyone in the 2nd lockdown, hoping everyone is well, and thanks for attending today. We’ve another packed agenda, but I will aim to factor in short comfort breaks where possible, so do remind me with a hand up if we go over time on this or when anyone is feeling the need for a break.

I would ask, because of the length of the agenda today, that each contributor keeps to succinct a point as possible to enable us all to get through the items with ease.

We are all aware of the upsetting and distressing news item yesterday of the anti-Semitic graffiti daubed on a wall in Hove. I wanted to start today’s proceedings by reaffirming that we do not tolerate hate in our city in any form. We do not tolerate anti-Semitism, and I will be reaching out to local Rabbis in my capacity as Lead Member for Equalities.

I would like to extend a warm welcome to Stephanie Prior, our new standing invitee to TECC. We always welcome ‘a new lens’ on what we’re doing at committee, especially in these exceedingly challenging times. Our standing invitees are a vital part of this committee. we thank all of you for making the time to regularly attend TECC, and so we welcome Stephanie, we really look forward to working with you.

Another warm welcome is extended to Cllr Amanda Evans, who joins us today as the new Opposition Spokes. Welcome Amanda, very pleased to have you on board. I’d like it recorded please that I extend my thanks to Cllr Carmen Appich, your predecessor who worked closely with us on many matters, but in particular on equalities, so I look forward to continuing this collaborative, good-spirited relationship Amanda, and in particular on this topic.

It’s been a busy time for us all of course, and none so more than on this committee:

- i) I’ve spent a good deal of time with various groups and individuals re: the anti-racism strategy. This work is ongoing and will continue of course.
- ii) I’ve started holding online CVS surgeries: 1:1 meetings with any local charity or organisation to discuss pressing or urgent matters, and these will be held quarterly.
- iii) I’ve held the second CAG (Community Advisory Group) meeting which as you may recall comprises the BAME-led groups in the city to help shape the anti-racist strategy. This is going well with heartfelt and honest contributions and suggestions from everyone involved, and I look forward to continuing this dialogue.
- iv) I attended the sanctuary on sea AGM; an event looking ahead at the next stage of building a City of Sanctuary in the city, with some truly inspirational speakers.

- v) I attended a great session regarding Inclusive cities, and heard from some very powerful speakers, notably an SNP Cllr and the Deputy Mayor of London.
- vi) I did an interview with Latest TV about our support for the anti-harassment club,

During lockdown Libraries are continuing to offer some services for local people:

- Digital services including eBooks, eAudiobooks, newspapers, journals and comics
- Order & Collect – order a selection of books online or by phone, and collect from Hove or Jubilee Libraries
- Home Delivery Services for people who find it hard to leave their homes
- An Enquiry and Information service by email or phone

Information on all of these things can be found on the library pages on the council website. This December Libraries will be promoting a Winter Reading Challenge for children. It will run online for 6 weeks and will be very similar to the Summer Reading Challenge - the goal is for children to read a chosen number of books to collect a prize! The Challenge starts on Tuesday 1 December 2020 and ends on Friday 15 January 2021.

Carbon Reduction Fund

I will take this opportunity to plug the council's Carbon Reduction fund which is still open for bids until 27th November. The council are looking to support projects that promote active and sustainable travel, create and improve open spaces, support a 'reduce, repair, reuse and recycle' approach, or other ideas that contribute to the city's pledge to become carbon neutral by 2030. Applications are open to locally based community and voluntary organisations, and the planned project must be solely for the Brighton & Hove area of course.

Trans Day of Remembrance

On the occasion of the International Trans Day of Remembrance, this Sunday 20th November we remember that 350 Trans and Gender-Diverse people were reported murdered in the last year.

Aggregated data indicates that Black and migrant trans women of colour are more vulnerable and frequently targeted.

We share our solidarity with the city's Trans and Gender diverse communities on this sad day & reflect that behind the statistical representation of numbers and percentages, these are people whose lives we value and whose loss is mourned.

Disability

Disability History Month 2020 started yesterday on 18th November for a month until Friday 18th December 2020.

The theme is Access:

How far have we come?
How far have we to go?

For those of you who have not watched Question Time last week please do. Disabled comedian Rosie Jones speaks passionately about her own experience in terms of accessibility, of prejudice, and in how far we have come since the Disability Discrimination Act 1995, and importantly how far we still need to go.

Religious Festivals

Happy Diwali to residents who celebrated the Festival of Lights last weekend, from 12th to 16th November. With Covid-19 restrictions in place, Diwali will have been a different experience for Hindus, Sikhs, Jains and Buddhists celebrating this year in many countries around the world and here in our local communities.

Also with Hanukah, the Solstice and Christmas next month I'd like to say that I know that this year has been hard for people of faith to celebrate with friends and family and that celebrations have been different from usual. I hope though that the festive season is full of light, happiness and celebration for us all and that we can look ahead to when we can be safely together once more.

To report on Cllr Marianna - my Co-Chair's side of the portfolio:

- M attended the Hove Civic Society AGM and spoke about what the Council and different partner organisations are doing to green our city.
- Attended a meeting with the new owners (Matsim) of the Hippodrome
- Interview on Latest TV to promote encourage participation in the consultation of the Urban Design Framework SPD
- Worked on and submitted the Council's response to the Government's White Paper consultation
- Restarted the cross-party joint Planning Members' Working Group. A group that brings together Councillors who sit on the Planning Committee and those who make Planning Policy. The group will help to better understand how we can work together.
- Like me, M attended the anti-racist training –. It's informative, thought-provoking I encourage all councillors to attend this.

Support for the Arts, Cultural, Events & Hospitality Sector

The Government is giving out grants for small businesses and I encourage all businesses, especially in our hard-hit cultural & hospitality sectors, to apply for these grants and the application portal for the grants is now open so businesses can apply now.

Businesses that had to close during the lockdown can apply for funding of up to £3,000, depending on the rateable value of the business. And for businesses that did not have to close but are nevertheless affected by the pandemic a discretionary grant is being made available. The link is up so please do visit the Council's website to find out more.

We are, of course, painfully aware that businesses in the creative, cultural, events and hospitality sector are in dire need of support to survive the current Covid-19 crisis, and

we are therefore writing to the Secretary of State for Digital, Culture, Media and Sport. We are asking for further support, especially for those currently falling through the cracks, amongst them many people on zero-hour contracts and casual workers. We are also asking that Government extends the eviction support which is coming to an end by the end of the year. Many business owners had hoped to rebuild their businesses over the autumn and Christmas period which has sadly been thwarted by the current lockdown. The eviction support is now likely to end at the precise time of year that rent will be due, but with many businesses unable to forecast a sufficient improvement in their revenue over that time. Only with a robust and wide-ranging support package will our many vibrant Arts, Cultural, Events & Hospitality businesses be able to pull through this unprecedented crisis.

Consultation on Urban Design Framework SPD

A reminder that consultation is now taking place on the Draft version of the Urban Design Framework Supplementary Planning Document (UDF SPD). The consultation is running for 7 weeks until 11th December. The Draft UDF SPD looks at opportunities to deliver better design outcomes from new development in the city. This includes showing how good urban design can help to improve existing areas, shape new places and deliver safer, more inclusive, accessible, sustainable and climate-resilient buildings, spaces and places for the city; its residents, businesses and visitors.

Views put forward during the current consultation will feed into the final version of the guidance that will then be submitted to TECC Committee for adoption early 2021. Once adopted, this guidance will guide planning decisions on planning applications. You can view the Draft UDF SPD and its supporting documents on the council website.

Consultation on Sports Facilities

To plan for the future of sport in the city, the council has launched a consultation to find out how residents think sports facilities could be improved and developed. I would like to encourage residents to participate in this consultation. The findings of the survey will be included in the final Sports Facilities Investment Plan which will be presented to this committee and used to help inform the Sport and Physical Activity Strategy. The plan aims to encourage increased participation in sport and physical activity and improve the health and wellbeing of residents across the city. The consultation runs until 17 January 2021. Residents filling in our survey have the chance to enter a prize draw for the chance to win one of ten £25 Love2Shop vouchers!"

39 CALL OVER

39.1 The following items were called:

- 42 Community Safety Strategy Update
- 43 Progress Report on anti-racism Action
- 44 Support for the Charity Sector and Volunteering
- 48 Historic Motor Vehicle Events
- 49 Outdoor Events Madeira Drive
- 51 Hove Station Area Masterplan

39.2 The Following items were agreed as per the recommendations in the report:

- 45 CIL Infrastructure Funding Statement 2019/2020
- 46 Local Development Scheme Update
- 47 Outdoor Events Parks and Open Spaces
- 50 Brighton Centre Catering Concession

40 PUBLIC INVOLVEMENT

(b) Written Questions

(i) Beach Chalets Report Removal

40.1 Mr Roy Pennington provided the following question:

“Why was the Beach Chalet Letting Report Survey report, due to be discussed 19th November 2020 meeting, removed from the agenda?”

40.2 The Chair gave the following response:

“Public consultation has taken place over the letting of beach chalets and over 790 responses were received indicating the significant public interest in this amenity. The consultation was undertaken following a deputation to the TECC Committee from Rottingdean Parish Council requesting a move to a 5 year fixed term license for all licensees.

At Council on the 22nd October the motion was passed to undertake a feasibility study which:

1. Explores options to finance the building of additional beach chalets or beach huts to rent or to purchase;
2. Identifies locations for more chalets and huts along parts the seafront including less well-visited parts to help regenerate those areas and provide essential footfall for local businesses including east of the Palace Pier;
3. Identifies how beach huts and chalet income east of the Palace Pier could support additional borrowing and regeneration of Madeira Terraces and contribute to the wider area’s regeneration and renewal.

As a consequence, a report will which will give consideration to the consultation exercise will be brought to a future committee. In addition, the feasibility study will be undertaken as agreed at council and the outcome also brought to a future committee.”

40.3 Mr Pennington gave the following supplementary question:

“Can Brighton Beach Chalet Tenants Association be recognised as an association for all tenants of chalets?”

40.4 The chair stated that this would be considered.

41 MEMBER INVOLVEMENT

(b) Written Questions

(i) Funding Maintenance Plans

41.1 Councillor Nemeth gave the following question:

““The detailing and finishing of exterior surfaces (for example metal cladding, timber cladding, glazed curtain walling, concrete or rendered/painted surfaces) needs to be carefully considered to avoid requiring onerous maintenance requirements or poor weathering properties. Where appropriate, a funded maintenance plan will be required to demonstrate how the quality of materials used will be secured over time.”

41.2 The Chair gave the following response:

“I can confirm that the agreed change was taken forward into the supporting text (paragraph 2.151) of policy DM18 High Quality Design and Spaces in the Proposed Submission version of City Plan Part Two. The role of supporting text is to help clarify the meaning of a policy and how it is envisaged to be implemented. It should be noted, however, that it does not carry the same weight as policy itself.

City Plan Part Two will not have full weight for decision-making purposes until it is formally adopted which is currently anticipated to be Spring 2022. Submission of the plan to government is planned for March 2021 and examination by an independent Planning Inspector will follow with public hearings likely Summer 2021. This will be followed by the Inspector’s Report, then Council adoption.

The degree of weight that can be given to individual policies at this stage will depend upon the representations received (as part of the recent consultation) and whether soundness objections were received. Policy DM18 has attracted some soundness objections so can only be given limited weight at this point in time.

However, the matter of materials and maintenance is also addressed in the draft Urban Design Framework SPD which is currently out to public consultation until 11th December. This further guidance (at Section 3.5) indicates that in the case of major development the council will require that a maintenance plan and indicative construction details are provided. Once adopted, by summer 2021, this guidance will help to deliver higher quality and better design outcomes from new development in the city.”

41.3 Councillor Nemeth gave the following supplementary:

“Did the chair recognise that getting principled maintainable materials, that installation required pride and love were key to the issue?”

41.4 The chair offered a written response.

(ii) Field Officers

41.5 Councillor Mary Mears gave the following question:

“Would the Chair provide (i) an update on the Field Officer employment and retention situation and (ii) confirm that no council tenant will be charged (through the Housing Revenue Account) for the Field Officer service if, for whatever reason, it is not being provided?”

41.6 The Chair gave the following response:

“The current staffing position for field officers is
One Full Time Manager
4 full time in post

Recruitment for vacant posts took place in October and the following posts were filled and officers will be starting with the team in December
2 part time and 2 full time. The team will then be up to full capacity.

The HRA provides some funding to the field officer service which amounts to 1 FTE and field officers continue to work with housing colleagues investigating noise and nuisance cases relating to housing tenants thus providing services to those tenants. The Field Officers assisted housing colleagues to set up and run the EIB survey and carried out meetings until the meetings had to be cancelled due to Covid.

A full report on Field Officer activity is being reported to TECC Committee in January.”

41.7 Councillor Mears gave the following supplementary:

“The issue was with tenants build up in taking over work from officers who deal with this. Due to a lack of officers, the recent issue of an 18 month old case only just being dealt with.

41.8 The Chair stated that this would be factored in to the report which was due to come in future.

(d) Notices of Motion

(i) Improving Availability of Beach Huts and Chalets

41.9 The Chair notified the Committee that this Notice of Motion was to be deferred to a later date as when the report was brought back to Committee.

(ii) Volk’s Railway Improvements

41.10 The Committee considered a Notice of Motion from Councillor Nemeth and Councillor Mears which sought to:

- (i) Thank the Volk’s Electric Railway Association for the briefing note ‘An Accessible Future for Volk’s Electric Railway’,
- (ii) Note the implications for tourism of successfully improving accessibility to Volk’s Electric Railway; and

- (iii) Call for an Officer Report in how the note's recommendations may be implemented.

41.11 Councillor Mears formally seconded the motion.

41.12 Councillor Evans moved an amendment which sought:

- (i) To thank Volk's Electric Railway Association for the proposal document 'An Accessible Future for Volk's Electric Railway';
- (ii) To note the potential positive implications for inclusivity, the tourist economy and community wealth building of successfully expanding, updating and improving accessibility to Volk's Electric Railway;
- (iii) To call for an Officer Report exploring how these proposals could be considered alongside existing planned works at Black Rock and Madeira Terraces, and be complementary to them; and
- (iv) Notes that due to the Covid-19 pandemic councils across the country are in a difficult financial position and that this council's financial opportunities are just as limited. Committee therefore requests the report also explores options for funding the proposals through external funding, such as the Heritage Lottery Fund, or S106/CiL money.

41.13 Councillor Ebel formally seconded the amendment.

41.14 Councillor Nemeth welcomed the amendment.

41.15 **RESOLVED** – that the recommendations, as amended, be agreed.

(iii) Low-Cost Nature Reserve Conservation Features

41.16 The Committee considered a Notice of Motion from Councillor Nemeth and Councillor Simson which sought to set out a preferred timetable for implementation of the agreement and called for an Officer Report on what conservation features should be included.

41.17 Councillor Simson formally seconded the motion.

41.18 Councillor Ebel stated that there were resources in place to update the guidance and that consultation on the rewilding strategy was to take place in 2021. It was noted that this would include low cost nature preservation features.

41.19 Councillor Evans expressed concern at the prospect of repeating works that had been carried out.

41.20 Councillor O'Quinn expressed concern with regard to the legitimacy of the motion.

41.21 Councillor Nemeth stated that opposition against this was unfair.

41.22 A vote was held and the notice of motion was not passed.

42 COMMUNITY SAFETY STRATEGY UPDATE

- 42.1 The Committee considered a report of the Interim Director of Housing Neighbourhoods and Communities which sought provide an update on the work undertaken by the Community Safety Partnership in relation to the Community Safety and Crime Reduction Strategy. The report was provided by the Head of Safer Communities.
- 42.2 The Committee welcomed the report and thanked the officers involved in bringing it forward. Concerns of Antisemitism were expressed and solidarity with Jewish Community was stated with regard to a recent Anti-Semitic graffiti incident. Members expressed concerns with the rise of crime across Brighton and Hove. Sussex Police representatives gave a brief overview of the current status of crime and in Brighton and Hove City.
- 42.3 **RESOLVED** – that Committee:
1. Notes the report.
 2. Reaffirm the Council's commitment to continued support to the community safety partnership work.

43 PROGRESS REPORT ON ANTI-RACISM ACTION

- 43.1 The Committee considered a report of Interim Executive Director for Housing, Communities and Neighbourhoods which sought to provide an update on the progress made and identify priorities and next steps with regard to actions taken by the Council towards becoming an anti-racist council. The report was provided by the Equalities Manager.
- 43.2 The Committee welcomed the report and thanked officers involved in managing the process. Councillors and Co-optee members expressed support of the work being carried out. It was noted that Oxford had made an anti-racism pledge and that this was the intention of BHCC.
- 43.3 **RESOLVED** – that Committee:
1. That committee notes this update on the council's pledge to become an anti-racist council and requests that further updates on this vital work become a standing agenda item at future TECC committees.
 2. That committee notes that the council will continue to work with a range of partners to create an anti-racist city.

44 SUPPORT FOR THE CHARITY SECTOR AND VOLUNTEERING

- 44.1 The Committee considered a report of the Interim Executive Director of Housing, Neighbourhoods and Communities which sought to provide a response to a notice of motion brought to the previous TECC Committee held on the 18 June 2020.

44.2 The Committee welcomed the report and the officers involved in bringing this forward. Members noted the issues regarding methods in which large organisations operated which could lead to them being further funded by BHCC. Support was expressed for volunteer work, an increase in volunteers had been noted.

44.3 **RESOLVED** – that Committee:

1. Noted the Council's Third Sector Investment Programme (TSIP) as the council's major grant funding support to the Community and Voluntary Sector (CVS)
2. Approved the agile use of the Communities Fund 2021/22 under the guidance of the All-Party Members Advisory Group within the fund's framework.
3. Noted the Council's investment in the Community Works Partnership to provide infrastructure support for the CVS in the City.
4. Noted Officers would explore and report back on development of a policy and process for 'community' tenants to request a rent reduction/break to support their recovery from Covid-19.
5. Noted that officers would explore the opening of council training to CVS organisations.

45 CIL INFRASTRUCTURE FUNDING STATEMENT - 2019/20

45.1 **RESOLVED** – that Committee:

1. Approved the Brighton and Hove City Council 2019/20 IFS attached as Appendix 1, subject to any minor alterations (numerical, grammatical and spelling) to be agreed by the Head of Planning in consultation of the Chair of TECC Committee
2. Authorised the Head of Planning to publish the statement on the BHCC website and submit the annual return to the MCHLG in accordance with Regulation 121A of the Community Infrastructure Regulations 2010 (as amended)
3. Noted the emerging CIL Advisory Protocol for members to be further reported in 2021.

46 LOCAL DEVELOPMENT SCHEME UPDATE

46.1 **RESOLVED** – that Committee:

1. Approved the revised Local Development Scheme 2020-2023, attached as appendix 1.

47 OUTDOOR EVENTS - PARKS AND OPEN SPACES 2021

47.1 **RESOLVED** – That committee:

1. Grant landlord's consent (subject to the execution of a formal agreement) for each of the proposed events listed in Appendix 1.
2. Authorise officers to enter into formal agreements with event organisers to determine conditions, fees and levels of support as appropriate.
3. Authorise the Executive Director, Economy, Environment & Culture, after consultation with the Chair of the committee and opposition spokespersons, to make any alterations to the events programme as necessary including approving new

applications in accordance with the Outdoor Events Policy and cancelling events if required.

48 HISTORIC MOTOR VEHICLE EVENTS

48.1 The Committee considered a report of the Executive Director of Economy, Environment & Culture which sought to inform the committee of requests of upcoming motor vehicle events. The report was provided by the Head of Sport and Leisure.

48.2 The Committee welcomed the report and the work of officers involved in bringing this forward. A member stated the reason for the report in light of a lack of assurance given. A member expressed concern over hosting events which required motor vehicles, it was stated that Central Government had announced the end of all diesel cars and that such events were obsolete.

48.3 **RESOLVED** – that the committee:

1. Noted the contents of the report.

49 OUTDOOR EVENTS - MADEIRA DRIVE 2021

49.1 The Committee considered a report of the Executive Director for Economy, Environment & Culture which sought landlord's consent for each of the proposed events on Madeira Drive 2021 and the associated road closures. The report was provided by the Head of Sport and Leisure.

49.2 Committee welcomed the report and made enquiries regarding the amount charged. The Head of Sport and Leisure confirmed that the standard charge would apply for arrangement of events and where commercial events were held, this would be negotiated separately in order that BHCC could achieve a return on the event.

49.3 **RESOLVED** – that the committee:

1. Grants landlord's consent (subject to the execution of a formal agreement) for each of the proposed events on Madeira Drive and the associated road closures as listed in Appendix 1.
2. Authorises officers to enter into formal agreements with event organisers to determine conditions, fees and levels of support as appropriate.
3. Authorises the Executive Director, Economy, Environment & Culture, after consultation with the Chair of the committee and opposition spokespersons, to make any alterations to the events programme as necessary including approving new applications in accordance with the Outdoor Events Policy and cancelling events if required.

50 BRIGHTON CENTRE CATERING CONCESSION

50.1 **RESOLVED** – that Committee:

1. Delegated authority be granted to the Executive Director, Economy Environment & Culture to:

- (i) Procure and award a concession contract for catering at the Brighton Centre with an initial term of 5 years; and
- (ii) Approve an extension(s) to the contract referred to in 2.1 (i) above for a period of up to two years, subject to satisfactory performance by the contractor.

51 HOVE STATION AREA MASTERPLAN

- 51.1 The Committee considered a report of the Executive Director. Economy, Environment & Culture which sought to provide an update on the preparation of the Hove Station Masterplan Supplementary Planning Document. The report was provided by the City Regeneration Program Manager.
- 51.2 Committee welcomed the report and welcomed the consultation due to take place in future. The City Regeneration Program Manager clarified the situation with regard to access siding railway in to the woodyard within Saville Trading Estate.
- 51.3 **RESOLVED** - that Committee:
1. Approves the draft Hove Station Area Masterplan Supplementary Planning Document (attached as Appendix 1 to this report) for public consultation for 8 weeks and authorises the Executive Director Economy, Environment and Culture to make any necessary minor amendments to the Draft SPD in consultation with the Chair of TECC Committee prior to the public consultation.

52 ITEMS REFERRED FOR FULL COUNCIL

- 52.1 Nothing was referred to Full Council.

The meeting concluded at 7.20pm

Signed

Chair

Dated this

day of

WRITTEN QUESTIONS

A period of not more than fifteen minutes shall be allowed at each ordinary meeting for questions submitted by a member of the public.

The question will be answered without discussion. The person who asked the question may ask one relevant supplementary question, which shall be put and answered without discussion. The person to whom a question, or supplementary question, has been put may decline to answer it.

The following written questions have been received from members of the public:

(i) Pollution – Adrian Hill

1000 new apartments have been approved or built in areas where pollution exceeds legal limits exposing more people. Large buildings next to busy roads can also increase pollution because of reduced air flow and increased congestion. Will you ensure the pollution control advice and rules detailed in city plan SU9 and LAQM2020 are being checked? Also will you agree to better scrutinise and understand the limited regulations of the developer funded AQ assessments submitted with building plans? eg 'it was not possible to locate the [diffusion tube] on Google Streetview' isn't an acceptable means of excluding evidence of illegal pollution.

DEPUTATIONS FROM MEMBERS OF THE PUBLIC

A period of not more than fifteen minutes shall be allowed at each ordinary meeting of the Council for the hearing of deputations from members of the public. Each deputation may be heard for a maximum of five minutes.

Deputations received:

(i) Deputation: Beach Chalets

Good afternoon councillors

My deputation is primarily on behalf of the group of my fellow tenants adversely affected by the changes introduced by the Conservative Cabinet Member Cllr David Smith in 2011. All lifetime tenancies were continued, as they should be today, all new tenancies became 5 year non-renewable, non-extendable licences.

However, those of us already on the waiting list for a number of years had applied under the lifetime scheme but had the goalposts changed midway through our very long waiting time.

I applied in 2001, and waited 14 years, some fellow tenants waited 19 or 20 years, often losing their place when waiting lists became electronic. Research indicates many anomalies with lists being arbitrarily closed, affecting the fairness and priority.

We propose the following in the spirit of fairness, justice and equality.

All tenants who applied before 2011 are offered a tenancy matching the length of time they spent on the waiting list and/or the ability to renew their licence for a further 5 year term if preferred in line with other tenancies etc..

All tenants are contacted annually to check they are fulfilling the conditions of their licence regarding maintenance and repairs, to record how regularly they use their chalet, whether they still require. All chalets could be inspected annually.

All tenants should be offered a 6-week extension to licences to compensate for the lockdown.

All Madeira Drive tenants must be allowed to access their chalets by vehicles at all times, reflecting age, infirmity, disabilities, the need to transport equipment regardless of current policies.

All tenants should be communicated with regularly. No information was given regarding the deputation from Rottingdean Parish council to TECC in Jan 2020 and which kickstarted this current review.

The tenants consultation in Sept 2020 was flawed as the questions assumed lifetime tenancies were already abandoned.

I ask you to consider these proposals and look forward to presenting them at committee.

Supported by

Brian Snow,
Stephen Trilvas,
Jamie Whittington,
Tim Ebbs,
Rebecca Partridge
Suzanne Winder
Roy Pennington
Audrey Cresswell
Chris OBrien,
Fraser Morrison
Karen Monti,

WRITTEN QUESTIONS FROM COUNCILLORS

A period of not more than fifteen minutes shall be allowed at each ordinary meeting for questions submitted by Members.

The question will be answered without discussion. The person who asked the question may ask one relevant supplementary question, which shall be put and answered without discussion. The person to whom a question, or supplementary question, has been put may decline to answer it.

(1) Public Space Protection Orders – Councillor Nemeth

When Public Space Protection Orders were last discussed at this committee, Members were informed that the Orders were due to expire and that no plan had been drawn up for their renewal. An update was expected by mid-2020 but nothing has been forthcoming. Has the PSPO programme been quietly abandoned?

(2) Effects of Sewage Overspills on Water Sports – Councillor Nemeth

Following various other questions that have arisen at this committee about both seafront sports and water safety, would the Chair give brief answers to the following questions that have arisen following discussions with swimmers, watersports participants generally and representatives of Surfers Against Sewage?:

- a) Are watersports participants properly informed that red flags could signify a health hazard risk rather than dangerous sea conditions? A health hazard could be associated with calm waters after a severe storm that results in combined sewer and surface water discharges.
- b) In 2020, the most westerly Red Flag was at the Life Guard station next to the King Alfred. This was so far away as to be virtually invisible from the Promenade and Beach, west from about Langdale Gardens. Is there a case for more red flags even if these are not next to manned life guard stations?
- c) Ought there to be a large and visible notice in front of each of the five outflows cautioning against swimming close to them, especially after rainy weather?
- d) Would the Environmental Health Team be aware if there were a spike in sewage-related disease amongst swimmers? GP practices report incidence of diagnosed illness on a monthly basis to Public Health and this might not show a localised spike for example in gastro-enteritis over a specific 2-3 day period, which could be linked to a discharge.

(3) Funding Maintenance Plans – Councillor Nemeth

Cllr Powell kindly offered to respond post-meeting to my supplementary question on Funding Maintenance Plans at the November 2020 meeting of this committee. Will this response be sent soon?

Subject:	Items referred from the Council meeting held on the 22 August 2020		
	Improving Availability of Beach Huts and Chalets – Notice of Motion		
Date of Meeting:	19 November 2020		
Report of:	Executive Lead Officer for Strategy, Governance & Law		
Contact Officer: Name:	Mark Wall	Tel:	01273 291006
	E-mail:	mark.wall@brighton-hove.gov.uk	
Wards Affected:	All		

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 To receive the following Notice of Motion which was debated at and referred from the full Council meeting held on the 22 August 2020.

2. RECOMMENDATIONS:

- 2.1 That the Committee responds to the motion concerning, Improving the Availability of Beach Huts and Chalets, either by noting it or where it is considered more appropriate, calling for an officer report on the matter as requested, which may give consideration to a range of options;

3. CONTEXT / BACKGROUND INFORMATION

- 3.1 The following resolution from the full council meeting held on the 22 October 2020 for the committee to consider is detailed below:

COUNCIL

4.30pm 22 OCTOBER 2020

**VIRTUAL MEETING - TEAMS
MINUTES**

Present: Councillors Robins (Chair), Mears (Deputy Chair), Allcock, Appich, Atkinson, Bagaeen, Barnett, Bell, Brennan, Brown, Childs, Clare, Davis, Deane, Druitt, Ebel, Evans, Fishleigh, Fowler, Gibson, Grimshaw, Hamilton, Heley, Henry, Hill, Hills, Hugh-Jones, Janio, Knight, Lewry, Littman, Lloyd, Mac Cafferty, McNair, Miller, Moonan, Nemeth, Nield, O'Quinn, Osborne, Peltzer Dunn, Phillips, Pissaridou, Platts, Powell, Rainey, Shanks, Simson, C Theobald, Wares, West, Wilkinson and Williams.

PART ONE

NOTICES OF MOTION

52. IMPROVING THE AVAILABILITY OF BEACH HUTS AND CHALETS

- 52.1 The Notice of Motion as listed in the agenda was proposed by Councillor Platts on behalf of the Labour Group and formally seconded by Councillor Allcock who reserved his right to speak in the debate.
- 52.2 Councillor Nemeth moved an amendment on behalf of the Conservative Group which was formally seconded by Councillor Mears.
- 52.3 Councillors Ebel, Fowler and Allcock spoke on the motion and the amendment. Councillor Platts thanked everyone for their comments and confirmed that she did not accept the amendment.
- 52.4 The Mayor noted that the amendment had not been accepted and therefore put the amendment from the Conservative Group to the vote and called on each of the Group Leaders to confirm their position as well as the Groups in turn followed by each of the Independent Members:

Councillor Mac Cafferty stated that the Green Group were against the amendment and this was confirmed by the Green Group Members;

Councillor Platts stated that the Labour Group were against the amendment and this was confirmed by the Labour Group Members;

Councillor Bell stated that the Conservative were in favour of the amendment and this was confirmed by the Conservative Group Members;

Councillor Brennan confirmed that she was voting against the amendment;

Councillor Fishleigh confirmed that she was voting in favour of the amendment;

Councillor Janio confirmed that he was voting in favour of the amendment;

Councillor Knight confirmed that she was voting against the amendment.

- 52.5 The Mayor confirmed that the amendment had been lost and therefore put the motion as listed to the vote:

This Council notes that we are currently conducting a consultation on beach chalets and that due to demand, the waiting lists are currently closed; Council also notes that a report is due to go before committee after the current consultation ends in November in order to receive the findings of this consultation;

Council requests that this report:

1. Explores options to finance the building of additional beach chalets or beach huts to rent or to purchase;
2. Identifies locations for more chalets and huts along parts the seafront including less well-visited parts to help regenerate those areas and provide essential footfall for local businesses including east of the Palace Pier;
3. Identifies how beach huts and chalet income east of the Palace Pier could support additional borrowing and regeneration of Madeira Terraces and contribute to the wider area's regeneration and renewal.

52.6 The Mayor then called on each of the Group Leaders to confirm their position as well as the Groups in turn followed by each of the Independent Members:

Councillor Mac Cafferty stated that the Green Group were in favour of the motion and this was confirmed by the Green Group Members;

Councillor Platts stated that the Labour Group were in favour of the motion and this was confirmed by the Labour Group Members;

Councillor Bell stated that the Conservative were in favour of the motion and this was confirmed by the Conservative Group Members;

Councillor Brennan confirmed that she was voting for the motion;

Councillor Fishleigh confirmed that she was voting for the motion;

Councillor Janio confirmed that he was voting for the motion;

Councillor Knight confirmed that she was voting for the motion.

52.7 The Mayor confirmed that the motion had been carried unanimously.

Subject:	Beach Chalet Letting Policy		
Date of Meeting:	14th January 2020		
Report of:	Executive Director Economy, Environment & Culture		
Contact Officer:	Ian Shurrock	01273 292084	
	Name: Toni Manuel	Tel: 01273 290394	
	Jane Pinnock	01273 290568	
	ian.shurrock@brighton-hove.gov.uk		
	toni.manuel@brighton-hove.gov.uk		
	jane.pinnock@brighton.gov.uk		
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 At the meeting of the Tourism Equalities Communities and Culture (TECC) Committee held on 16th January 2020 the Committee considered a deputation from Rottingdean Parish Council regarding beach chalets. The request included the statement: "We would like to see a move to a 5 year fixed-term license for all licensees. We recognise that this is a sensitive issue and that this would require a reasonable notice period of say 5 years....."
- 1.2 The response to the deputation indicated that a future Committee would consider a report on the issue. A public consultation exercise has been undertaken on the letting of beach chalets to inform the recommendations below.
- 1.3 A feasibility study to identify potential locations to provide more beach chalets and beach huts was supported by Council at the meeting on 22nd October 2020 (see paragraph 3.25 below). If the Committee agrees to a feasibility study, external consultants would be commissioned to undertake the study due to the scale of the seafront from Hove Lagoon to Rottingdean and the specialist nature of the work required. A report would then be brought to a future meeting of the Committee on the findings of the feasibility study.

2. RECOMMENDATIONS:

- 2.1 That the Committee approves bringing indefinite agreements to an end for beach chalets for those that do not reside in Brighton & Hove in accordance with the terms and conditions of the licence agreement.

- 2.2 That the Committee agrees that annual checks are carried out to ensure that all existing and future fixed-term licence agreements remain with residents of Brighton & Hove.
- 2.3 That the Committee agrees for a feasibility study to be undertaken on the provision of additional beach chalets and beach huts along the seafront including less well visited parts.
- 2.4 That the Committee agrees the feasibility study explores options to finance the building of additional beach chalets or beach huts to rent or to purchase.
- 2.5 That the Committee agrees the feasibility report also identifies how beach huts and chalet income east of the Palace Pier could support additional borrowing and regeneration of Madeira Terraces and contribute to the wider area's regeneration and renewal.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 Enjoyment of the seaside is a key recreational resource for thousands of the city's residents as well as the vast numbers of visitors. A beach chalet gives a chance for users to enjoy their own unique space with fantastic views and amenities that enable their seaside trips to be more frequent and longer. A regular seaside experience is available to chalet users, which is much desired. This is why there are long, currently closed waiting lists for the 105 chalets available.

BEACH CHALETS ARE DIFFERENT FROM BEACH HUTS

- 3.2 The beach chalets are brick-built structures which are council owned and located in Ovingdean, Rottingdean, Saltdean, Madeira Drive and Hove. They are different to beach huts which are wooden structures solely located on Hove Promenade and are privately owned (see Appendix 1).
- 3.3 Residents are able to rent a beach chalet for an annual fee of between £878 to £1500 depending on where they are located and whether they have power and/or water. Chalets are considered a more affordable option to buying a beach hut which can cost over £25,000 on the open market.

CURRENT FORMS OF BEACH CHALET LICENCE AGREEMENTS

- 3.4 There is currently a mix of licence agreements for users of beach chalets. These are explained in paragraphs 3.5 and 3.6 below.

Beach Chalet indefinite agreements

- 3.5 Some chalets let prior to 2011 are for an indefinite term which means that users can hold on to their chalet for a long period. The fact that they are 'indefinite'

does not mean they cannot be terminated by the council. It means that they do not have a fixed term: they will continue until one party terminates (or the user passes away). There are 69 of this type of agreement remaining which comprises more than two thirds of the total number of chalets. Currently these licence agreements do not require the user to live in Brighton & Hove. These licences are personal to the named user and non-assignable. Non-assignable means a chalet user cannot “assign”, which means transfer their chalet agreement to another person. Therefore, if the user passes away the chalet must be handed back to the council to be let to the next person on the waiting list.

Beach Chalet fixed-term agreements

- 3.6 Since 2011 all new agreements for beach chalets have been let for a fixed-term of 5 years to Brighton & Hove residents only. The chalet must be handed back to the council if the chalet user advises that they are moving out of Brighton and Hove, if the chalet user passes away, or at the end of the 5 year period. The chalet will then be let to the next person on the waiting list. This change to the policy was a decision made at the Culture, Recreation and Tourism Cabinet Member Meeting in December 2010.

WAITING LISTS

- 3.7 Of the 105 chalets, there are only 36 chalets which are on the fixed-term agreements, which means 69 have remained on indefinite agreements. As a consequence, the turnover of chalets is low, limiting the opportunity for this amenity to be enjoyed by more people.
- 3.8 In 2017 the council re-opened the waiting lists for Madeira Drive, Rottingdean, Ovingdean and Saltdean. The Hove list was still too long to justify re-opening. Some people having been on this list since 2006. The waiting lists for the other chalets were quickly filled to between 40 and 50 interested parties and were closed again after a month or two.

Current position

- 3.9 The waiting lists have remained closed since April 2017 and the number of people on the lists are shown in the table below:

	Hove	Madeira Drive	Ovingdean	Rottingdean	Saltdean	Total
No. of chalets	22	23	10	30	20	105
Indefinite agreement	13	15	7	17	17	69
5 year fixed-term agreement	9	8	3	13	3	36
On waiting list	13	35	30	45	42	165

- 3.10 During the period from April 2017 to date, there have been 22 new fixed-term agreements granted, the majority of which were replacing other fixed-term tenancies. This is an average turnover of around six new lettings per year across the entire portfolio.
- 3.11 In order to inform this committee report, officers have undertaken a public consultation on the beach chalet letting policy.

PUBLIC CONSULTATION

- 3.12 The consultation took the form of a public online survey which was available to complete for four weeks in September 2020. Both existing chalet users and those on the waiting lists were notified about the survey. Councillors of wards where beach chalets are located were notified as well as messaging to the wider public via the council's social media. Paper copies of the survey were sent to beach chalet users and those on the waiting list who do not have access to the internet.
- 3.13 The consultation questions focused on indefinite agreements and whether these should be brought to an end in order to ease the waiting lists and therefore increase the opportunity for more residents to rent a beach chalet.
- 3.14 There was a total of 790 responses to the survey. A summary of the consultation responses can be found in Appendix 2.
- 3.15 65% of those who responded to the consultation were in favour of changes being made to phase out indefinite agreements and make all agreements fixed-term.
- 3.16 30% of those who responded disagreed with making changes to indefinite agreements.
- 3.17 From a total of 69 indefinite chalet users who responded to the survey, 33 have rented a chalet for between 10 – 19 years and 32 have had a chalet for over 20 years. The remaining 4 did not provide an answer to this question.
- 3.18 From the 76 respondents who are on the waiting list, 58 stated they had been on the list for between 0 – 6 years, while 8 stated they had been on the list for over 10 years. The remainder were unsure how long they had been waiting to rent a chalet.
- 3.19 Respondents were split on how long those who currently have an indefinite agreement should be able to continue renting a chalet if indefinite agreements were phased out. The responses did not significantly favour one particular time period over another. However, there was more support for a longer length of time i.e. several years rather than just 1 year. When grouped together, 50% felt that users should be given either 5 years or 5 years or more.

CONSIDERATION OF OPTIONS

- 3.20 Given the popularity of beach chalets it would be surprising if users with indefinite agreements would wish to see those agreements ended and moved to a fixed-term basis, as proposed by the deputation from Rottingdean Parish Council. There are 69 of those agreements in existence, but 237 respondents felt they should not change. In addition, those agreements have been in place for many years with the expectation of the user they would be honoured for life or unless the user gave up the agreement.
- 3.21 The consultation reiterated what is known from the long waiting lists, that beach chalets are a very popular much sought-after amenity. Therefore, to improve the opportunity for beach chalets to be available for more residents of Brighton and Hove, the options recommended are to restrict all users to be residents of the city and to provide more chalets.

Restriction of all beach chalet users to be residents of Brighton & Hove

- 3.22 There was overwhelming feedback (92%) to the question that if a chalet user moves away from Brighton and Hove, they should hand back the chalet. There are currently 8 chalet users who reside outside of the city.
- 3.23 It is therefore recommended that users with indefinite agreements who live outside of Brighton and Hove are terminated in accordance with the terms and conditions. Furthermore, it is recommended that annual checks are carried out with all chalet users going forward to ensure that they remain residents of Brighton & Hove.

Feasibility Study

- 3.24 Previous feasibility studies into the provision of additional beach chalets and beach huts have suggested this option would be viable. However, given the number of respondents to the consultation interested in a beach chalet, together with the existing waiting lists, it is appropriate to engage external professionals to fully consider provision again. External consultants would be commissioned to assess locations, construction costs and the overall viability of additional provision along the length of the seafront. It is proposed that a further report on the findings of the feasibility study is brought to a future meeting of the Committee.
- 3.25 At Council on the 22nd October the motion was passed that the feasibility study:
1. Explores options to finance the building of additional beach chalets or beach huts to rent or to purchase;
 2. Identifies locations for more chalets and huts along parts the seafront including less well-visited parts to help regenerate those areas and provide essential footfall for local businesses including east of the Palace Pier;

3. Identifies how beach huts and chalet income east of the Palace Pier could support additional borrowing and regeneration of Madeira Terraces and contribute to the wider area's regeneration and renewal.

3.26 A feasibility study is therefore proposed to be undertaken with a further report on the outcome being brought back to the committee.

3.27 The consultation response indicated strong support for the ending of indefinite agreements, however, this reflects the desire of many residents to have use of a beach chalet. The majority of responses were from those wishing to be beach chalet users.

3.28 When this issue was considered back in 2011, it was acknowledged that the indefinite agreements of beach chalet users restricted the movement of waiting lists (hence fixed-term agreements for new users were introduced). However, it was not felt to be appropriate to end existing agreements that had been entered into in good faith. As this still remains the case it is not recommended that indefinite agreements are terminated, with the focus on the provision of further beach chalets being potentially the most realistic way in which significant turnover of the waiting lists can be achieved.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 Alternative options have been considered in the body of the report. The outcome of the consultation exercise has helped inform the consideration of the options.

5. COMMUNITY ENGAGEMENT & CONSULTATION

5.1 The results of the public consultation are included in the body of the report and in Appendix 2.

6. CONCLUSION

6.1 The consultation clearly indicated a preference for beach chalets to only be available for the use of residents of Brighton & Hove. Therefore, changes are recommended to ensure that users can only be residents of the city.

6.2 In order for a greater opportunity to be created for residents of the city to enjoy the use of a beach chalet, it is necessary for a feasibility study to be undertaken to consider the potential provision of further beach chalets to increase movement on waiting lists.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The recommendations of the report (for example; annual review of residency status of tenants, will potentially incur additional costs (for example; officer time). It is expected that any additional costs associated with this part of the proposed recommendations will be contained within existing service budgets. This will be monitored as part of monthly budget monitoring.
- 7.2 There are no existing budgets to cover the cost of the proposed feasibility study for the provision of additional beach chalets/huts. If this is approved, then budget would need to be separately requested and potentially diverted from elsewhere within council services (a budget reduction to another service) to fund this cost. Currently, the service has no estimate for the potential cost of the feasibility study which would potentially require externally sourced expertise/input. The decision-making route would depend on the cost of the study.

Finance Officer Consulted: Name Jess Laing

Date: 10/12/2020

Legal Implications:

- 7.3 Under the terms of the Beach Chalet agreements there is the ability for the agreements to be terminated by giving notice to the user. Subject to the terms of the individual agreements (there is some variation) the council can terminate the agreements where the user is not a resident of the city.

Lawyer Consulted: Alice Rowland

Date: 09/12/20

Equalities Implications:

- 7.4 The basis for the report is to give a greater opportunity for residents wishing to use a beach chalet. If further beach chalets could be provided the movement of the waiting lists would increase and a greater number of residents would be able to benefit year on year from these sought-after amenities.

Sustainability Implications:

- 7.5 There are no implications identified.

Brexit Implications:

- 7.6 There are no implications identified.

Any Other Significant Implications:

Public Health Implications:

- 7.6 Engaging with the outdoor environment can have a positive impact on both physical and mental health & well-being.

SUPPORTING DOCUMENTATION

Appendices:

1. Overview of Beach Huts and Beach Chalets
2. Summary of Beach Chalet Consultation Responses

Background Documents

1. None

Appendix 1 - Overview of Beach Huts and Beach Chalets

There is often confusion in relation to the beach huts and chalets please see photos and explanations below to help clarify.

Beach Huts



(Photo – Beach Huts in Hove)

Beach huts are wooden structures and are privately owned by individuals. There are 459 beach huts along the promenade in Hove. They do not have running water or electricity provided. You must be a resident of Brighton & Hove to own a beach hut and pay an annual ground rent/licence fee to keep the hut on council land.

Beach Chalets



(Photo Beach Chalets in Saltdean)

There are 105 Chalets on the seafront from Hove to Saltdean in 5 locations. These are brick built structures which are owned and maintained by the council. Some have water and electricity while some have access to a communal tap. The annual rent payable to the council varies depending on the location and the amenities provided. New tenancies are available for a maximum of 5 years only. There is a waiting list for each block of chalets in Hove, Madeira Drive, Ovingdean, Rottingdean and Saltdean. You must be a resident of Brighton & Hove to rent a chalet.

Beach Chalet Letting Policy Survey Results

Sep-20

Q1. At present some tenancies continue indefinitely, how much do you agree or disagree this should be changed so that all tenancies are for a fixed term?				
		Frequency	Percent	Valid Percent
Valid	Strongly agree	379	48.0	48.2
	Tend to agree	134	17.0	17.0
	Neither agree nor disagree	26	3.3	3.3
	Tend to disagree	44	5.6	5.6
	Strongly disagree	197	24.9	25.0
	Don't know / not sure	7	.9	.9
	Total	787	99.6	100.0
Missing	No response	3	.4	
Total		790	100.0	

Q2. If indefinite tenancies were phased out, how long do you think current holders of indefinite tenancies should be allowed to continue before they hand back their chalets?				
		Frequency	Percent	Valid Percent
Valid	One year	180	22.8	22.9
	Two years	108	13.7	13.7
	Three years	70	8.9	8.9
	Five years	196	24.8	24.9
	Five or more years	204	25.8	25.9
	Don't know / not sure	29	3.7	3.7
	Total	787	99.6	100.0
Missing	No response	3	.4	
Total		790	100.0	

Q3. How much do you agree or disagree, if a chalet tenant moves away from Brighton & Hove they should hand back the chalet?				
		Frequency	Percent	Valid Percent
Valid	Strongly agree	634	80.3	80.4
	Tend to agree	96	12.2	12.2
	Neither agree nor disagree	17	2.2	2.2
	Tend to disagree	16	2.0	2.0
	Strongly disagree	21	2.7	2.7
	Don't know / not sure	5	.6	.6
	Total	789	99.9	100.0
Missing	No response	1	.1	
Total		790	100.0	

Q5. Are you a resident of Brighton & Hove?				
		Frequency	Percent	Valid Percent
Valid	Yes	769	97.3	97.3
	No	21	2.7	2.7
	Total	790	100.0	100.0

Q6. Which of these best describes you?				
		Frequency	Percent	Valid Percent
Valid	Currently a chalet tenant – with an indefinite term	69	8.7	8.9
	Currently a chalet tenant – with a 5 year fixed term	29	3.7	3.8
	On the waiting list to rent a chalet	78	9.9	10.1
	Interested in renting a chalet, but not on waiting list	450	57.0	58.4
	Other, please give details below	145	18.4	18.8
	Total	771	97.6	100.0
Missing	No response	19	2.4	
Total		790	100.0	

Q7. (Grouped) How many years have you been a chalet tenant?				
		Frequency	Percent	Valid Percent
Valid	No Response	4	.5	5.8
	10-19 years	33	4.2	47.8
	20 years or more	32	4.1	46.4
	Total	69	8.7	100.0
Missing	Not a chalet tenant	721	91.3	
Total		790	100.0	

Q8. (Grouped) How long have you been on the waiting list for a beach chalet?				
		Frequency	Percent	Valid Percent
Valid	No response	1	.1	1.3
	Unsure	9	1.1	11.8
	0 to 6 years	58	7.3	76.3
	10 or more years	8	1.0	10.5
	Total	76	9.6	100.0
Missing	Not on the waiting list	714	90.4	
Total		790	100.0	

Subject:	Brighton and Hove: Recovery Plan for Culture		
Date of Meeting:	Tourism, Equalities, Communities and Culture Committee		
Report of:	Nick Hibberd, Executive Director Economy, Environment and Culture		
Contact Officer:	Name:	Donna Chisholm	Tel: 01273 292571
	Email:	Donna.Chisholm@Brighton-Hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The TECC Committee of 24th September 2020 requested that a report be prepared covering the plans for recovery in the culture and creative sectors, where the pandemic has had greatest impact.
- 1.2 This report provides an outline of the thematic areas where projects will be developed by both the Council and external stakeholders to support the recovery over the next 24 months from April 2021.

2. RECOMMENDATIONS:

- 2.1 That the committee notes that the culture and creative sectors have been badly affected by the Pandemic for over nine months now, and normal activity levels are not expected to return until the second half of 2021.
- 2.2 That the committee notes the key aspects of the Recovery Plan for Culture as laid out in sections 3.4 and 3.5 below, which places the regeneration of livelihoods for thousands of creative workers at centre of a series of projects over 2021 and 2022.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 Brighton and Hove is home to one of the leading creative clusters of businesses and freelance workers in the UK. Culture and the creative industries are sectors currently in crisis because their business activities are mainly public facing and therefore have not been able to function normally – or at all – since March 2020. The Council has consistently prioritised cultural and creative organisations every time we have been given discretionary funding from government, but in reality the grants we have been able to provide are small in comparison to the losses faced by businesses and individuals across the city.
- 3.2 The Council was approached by representatives from Event Professionals Independent Committee (EPIC), What's Next Brighton and Hove and the Arts

and Creative Industries Commission together as single group, with a proposal to develop a recovery plan through an intensively consultative process involving creative people from across the city. This group of partners raised £21,000 from Arts Council England and requested £8,000 from the council, which was agreed from existing budgets. They have been the founding team for the Recovery Plan. Council officers have been kept up-to-date with the developing plan and have provided input.

3.3 The objective of the plan is to regenerate culture and the creative industries after COVID, bringing wealth back into the city. The findings of the founding team have been distilled into a Recovery Plan with five thematic strands covering short-term and long-term ambitions.

3.4 The short-term thematic strands are as follows. These will be further developed over the first three months of 2021 and funding will be sought. The delivery timeline will cover 24 months commencing in the summer of 2021.

- The ENGINE ROOM is focused upon addressing entrepreneurship, business growth and creative practice support designed specifically for creative workers living and working across the Greater Brighton area. This strand will build upon and strengthen existing provision, to deliver a best-in-class programme which transforms the capability of the sector to recover and prosper.
- ENLIVEN BRIGHTON intends to employ creative and cultural businesses and practitioners to enliven the city centre, boosting the city's visitor economy and making it a more attractive and rewarding destination. This will take the form of large-scale interventions of national significance by artists. This strand is designed to attract visitors back at different times of the year. In partnership with Brilliant Brighton BID.
- The CREATIVE COMMUNITIES NETWORK is a community-led programme designed to support artistic expression in local areas across the city. Delivered through improvements in local infrastructure alongside training and support with event development, management and programming. Existing best practice from multiple sources will be drawn together to inform this workstream and provide innovative solutions for the different circumstances found across the city.
- SPACE TO GROW will join-up the city's creative spaces for professional artists and not only maximise their use but also identify ways to protect venues that are under pressure for a variety of reasons. Suitable indoor and outdoor space is an essential component of a successful cultural sector so maximising or creating fantastic venues for all forms of audience engagement is an essential part of recovery.

3.5 In addition, a long-term thematic area is as follows: This requires a longer development period when research partners will be identified.

- The CREATIVE WORKER INCOME GUARANTEE is a research project designed to explore whether targeted intervention in the form of an income guarantee can prevent talented individuals from leaving the sector for more

financially rewarding opportunities. Eliminating the search for funds could allow workers to be more productive by focusing on wellbeing and creative outputs.

- 3.6 The next stage for the Recovery Plan is to appoint a project management and fundraising resource to work up each thematic area into a series of focused projects. Further consultation will be undertaken and the current working group made up of the organisations described in 3.2 above will expand into a project board operating in association with the Arts and Creative Industries Commission.
- 3.7 It is anticipated that the Plan will move into delivery phase in June 2021, subject to attracting funding from multiple sources.

Short Term Government Support Schemes

- 3.8 Organisations and individuals in Brighton and Hove managed to secure over £10 million since March 2020 from the government's Cultural Recovery Funds (CRF) distributed by ACE. This has been firstly from emergency funds announced in March 2020 followed by four recovery funding rounds, combined with the Grassroots Music Venues Scheme and capital for delayed building projects. This money has helped to support many organisations over the Autumn and Winter of 2020/21.
- 3.9 Some organisations were not successful with their CRF applications and this, combined with not being able to operate due to social distancing restrictions, has caused considerable financial distress. Several small music venues have been brought to the verge of bankruptcy. The Council has funded a training course in January 2021 to upskill cultural organisations to apply for what is expected to be the final round of CRF from the Arts Council, which has just been announced.
- 3.10 The Council also has supported the Music Venues Trust #SaveOurvenues campaign through promoting links to crowd funding on the highly followed VisitBrighton social media channels. In addition, all cultural venues have been included where possible in the Lockdown and Tier 2 grants provided to the city council by the government.
- 3.11 The Government's furlough scheme continues to be heavily used by venues where sustainable operation is not possible. This includes the city's theatres, some cinemas and in supply chain organisations. However, this scheme is expected to change again in January 2021 and increased employer contributions maybe required.
- 3.12 The Council opened the second lockdown grants scheme in November and all cultural organisations who are unable to operate because of the pandemic, but have fixed overheads to cover, can apply for a discretionary grant of £2,000 if they don't have business premises. Those with premises who normally pay business rates are eligible for a grant of up to £3,000. There are also now Tier 2 business grants, but all of these sums are small in comparison to the losses being carried by many businesses and the Council is seeking to top-up grants using discretionary funds where government guidance allows for this.

Resilience in the Cultural Sector

- 3.13 Some of the city's key organisations have been able to continue with socially distanced performances or have presented work online since June. Whilst this presents a small proportion of the normal programme from the culture and events sectors, these are examples of determination to provide opportunities to engage with culture during a time of insolation for many residents.
- 3.14 Brighton Dome collaborated with grassroots venues in the city to produce a series of live music events, raising £13,000 for these small businesses. In addition, since June they have supported 18 digital free events, attracting an online audience of 17,652 people. Their 50 pay-per-view events have attracted over 2,000 ticket buyers.
- 3.15 Brighton Fringe produced an Autumn season which ran from 1st to 31st October. They sold 12,680 tickets to over 700 performances which were a mixture of online and live events.
- 3.16 Artists Open Houses Winter season took place online from 21st November to 31st December. Houses and studios were open for socially distanced visits from 5th to 13th December. Over 500 artists were able to use this traditional Christmas event to sell their work online and to invite customers into their studio spaces under COVID secure conditions.

Looking Ahead

- 3.17 In November the TECC Committee approved the outdoor events programme for 2021/22 which is exceptionally busy. Much of this is reliant on the mass vaccination programme advancing to the stage where it is legally possible to hold large public gatherings from May 2021.
- 3.18 The city's May Festival programme is currently planning to go ahead, with organisations planning for several scenarios. At worst, socially distanced performances will take place at indoor and outdoor venues. At best, the vaccination programme will have progressed to the point where venues can approach normal capacity, with some caveats in place.
- 3.19 It is anticipated that the city's visitor economy and its cultural events will benefit significantly from the UK staycation market over the second half of 2021 and into 2022.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Given the significance of the cultural and creative sectors to the city, it is appropriate for the Council to collaborate with external stakeholders on the development and delivery of a recovery plan. Where required, we will lead this work to support credibility and strategic focus within the five thematic areas, as well as undertaking additional recovery actions through the Arts and Creative Industries Commission.
- 4.2 Recovery planning and delivery will be widespread in 2021, as many parts of the UK try to come back from the economic and social damage done in 2020. The Council is working with stakeholders to progress rapidly with the cultural recovery

plan to ensure we are ready to attract people and funding into Brighton and Hove as opportunities arise.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The Recovery Plan process has been led by the external founding team who, through their respective organisations, represent the views of large numbers of businesses and creative workers in the city. The consultation process they undertook, which was funded by ACE and the Council, led to the five thematic areas outlined in points 3.4 and 3.5 above. The process was made up of 17 open-invitation workshops, led by carefully recruited facilitators, which took place in September 2020.
- 5.2 Drafts of the Recovery Plan have been circulated for feedback to those who took part in the workshops. In addition, the founding team have continued to consult with people leading cultural organisations in the city who have a major stake in recovery.

6. CONCLUSION

- 6.1 The development of a recovery plan for culture is an important step forward for the city. With the mass vaccination programme underway across the UK, we can plan with some degree of certainty that we will move beyond the current crisis in the second half of 2021. Confidence will be rebuilt in residents and visitors that performances are safe and that cultural celebrations are possible, indeed essential. New skills are required in the sector to attract finance, build collaborations and to generate new opportunities.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no financial implications arising from this report. It is assumed that any actions arising from the recovery plan which do have cost implications for the council will be brought back to committee for consideration.

Finance Officer Consulted: Name Jessica Laing Date: 18/12/20

Legal Implications:

- 7.2 There are no legal implications arising directly from this report which is for noting.

Lawyer Consulted: Alice Rowland Date: 09/12/20

Equalities Implications:

- 7.3 The group of partners responsible for undertaking the consultation process for the recovery plan took a proactive approach to ensuring diversity in the range of views included. Consultation facilitators with diverse backgrounds were recruited, applications for all paid roles in the process were accepted in a variety of formats. Each open-invitation consultation session had BSL interpreters

available as well as Otterai transcription services. Sessions were recorded and had independent note takers to ensure equal access to discussion and follow-up.

- 7.4 As the thematic areas of the recovery plan are developed, equalities impact assessments will be carried out. This is a normal occurrence for projects attracting public sector funding from major UK bodies.

Sustainability Implications:

- 7.5 The shock sustained by the culture and creative sectors can lead to positive outcomes if opportunities are seized for changes to operating and business models. This will include pursuing zero waste options at venues and the effective use of technologies to reduce travel for artists and audiences. The Recovery Plan will consider greater sustainability in how the sectors come back from COVID and how audiences or participants will choose to engage with cultural activity in future.

Brexit Implications:

- 7.6 None.

Any Other Significant Implications: None

Crime & Disorder Implications:

- 7.5 None

Risk and Opportunity Management Implications:

- 7.6 The recovery plan will fully assess the risks and opportunities for the city as part of the next stage of development.

Public Health Implications:

- 7.7 Public Health, combined with the wellbeing and prosperity of the city's residents, is at the heart of the Recovery Plan. The plan focuses on building a strong economy in the city, sustaining employment and creating opportunities for community cohesion, as well as celebrating creative brilliance. All of the events, training, and gatherings associated with the plan will be in accordance with both government and public health guidance.

Corporate / Citywide Implications:

- 7.8 In 2019 a study from the University of Sussex revealed that the creative and cultural industries in Greater Brighton generated more than £1.5 billion in annual turnover. This figure increased by 22% in the five years to 2019. The number of people working for creative businesses has increased by almost 20% in five years, to more than 16,000 employees at over 6,100 companies. Over half those are based in the city of Brighton & Hove. It is of critical importance that the

cultural and creative sectors are supported in the short term through an effective plan for recovery.

- 7.9 The Council is focusing in the short term on enabling income generation through a supportive and flexible approach to use of Council land for outdoor events in 2021, by funding upcoming training and by distributing government funding quickly to those who need it. The Recovery Plan sits alongside those direct actions and will address what is needed to improve knowledge, build strong businesses, and broaden to positive impact of participation in culture to communities badly affected by the pandemic.

SUPPORTING DOCUMENTATION

Appendices:

1. Draft Document: Brighton and Hove: The Recovery Plan for Culture

Background Documents

1. none

The ABCD for Cultural Recovery

A (for Arts and Ambition), B (for Business), C (for Communities & Collaboration), D (for Digital and Delivery)

Introduction

In the middle of the storm, with livelihoods threatened and organisations at risk of collapse, Brighton & Hove's cultural and creative sector came together. Over 100 creative workers: award-winning artists and those just starting out, leaders and frontline staff of organisations large and small, those freelance and those salaried, participated in 17 conversations over two weeks in September. With generosity, solidarity and common purpose, they focussed on how one of the most vital sectors to Brighton & Hove's economy and reputation might recover from the crisis and find more sustainable and inclusive ways to grow in the future. This is their plan.

Context

The strength of Brighton & Hove as a creative city is well known. In 2019 a study from the University of Sussex¹ revealed that the creative and cultural industries in Greater Brighton generated more than £1.5 billion in annual turnover. This figure increased by 22% in the five years to 2019. The number of people working for creative businesses has increased by almost 20% in over that time, to more than 16,000 employees at over 6,100 companies with over half those based in the city of Brighton & Hove itself. In 2018/19 Greater Brighton's performing arts sector directly turned over £329m and employed 3,500 people. Brighton & Hove City Council owns much of the city's cultural and heritage infrastructure and continues to invest in spite of the strain on local authority resources. The city is home to 13 of Arts Council England's (ACE) National Portfolio Organisations and received more than 100 ACE project grants for organisations' and individuals' activities in 2019/20.

Events, and the cultural industries which support them, draw millions of people into the city each year, with over 60 Festivals (including England's largest open-access arts festival, Brighton Fringe) forming part of its regular events calendar. The city's creative reputation encourages employers and entrepreneurs to set up their businesses locally, and creatives at all stages of their careers are drawn to the city as a creative hub. Business leaders are attracted by the high calibre of creative talent within the city, which in turn generates employment for freelancers and sole traders. In addition to those working in the city there are many creative freelancers' resident locally who work nationally and internationally and rarely in the City; the depth of talent is immense and possibly under-utilised in terms of benefit for the City.

The impact of Covid-19 on the creative industries has been profound. According to Hatch², the sector experiencing by far the greatest loss as % of GVA nationally is Arts and Entertainment (-42%) and before the intervention of the Government's Culture Recovery Fund, over 50% of jobs in the cultural and creative sectors in the Greater Brighton region were expected to be lost.

¹ Siepel, J (2019), *Creative Industries in Greater Brighton, A research note by the Creative Industries Policy and Evidence Centre*. SPRU, University of Sussex

² Hatch (July 2020), *Greater Brighton Economic Board Covid-19 Impact Assessment*. Available at: <https://present.brighton-hove.gov.uk/documents/s155847/GBEB%20Covid%20Report%20HATCH%20005.pdf>

Most of the city's theatres, venues, and museums remain either closed or have re-opened with a much-reduced capacity. Events, festivals and exhibitions have been cancelled and the resumption of large-scale gatherings is still months away at best. There are cultural organisations and supply-chain businesses in the city at risk of closure. The sudden loss of income caused by lockdown has left most of the sector in financial difficulty with many self-employed workers ineligible for Government support, or receiving a fraction of their previous income. Over the past year many of these talented people have had to seek universal credit as their only means of income. This places these individuals under huge financial strain which could lead to a large number being forced to leave the sector entirely as their livelihoods are curtailed well into 2021.

A sense of existential threat is hard to escape. Many wonder if a return to 'normal' will ever come. But the sector has been typically resourceful and adaptable too. Many businesses have pivoted to online offers; new collaborations have begun; scarce resources are being shared more than ever. Creative and Cultural businesses in Brighton & Hove were successful in attracting £7.5m through the Government's Culture Recovery Fund, Arts Council England have provided invaluable Emergency Funds to 1600 organisations and independent practitioners across the East and South East of England and Brighton & Hove City Council, unique amongst local authorities, prioritised the sector in awarding its discretionary grants.

This crisis provides an opportunity to look at the city's cultural offer, celebrate it, save it but also build new ways of working that encourage good growth, inclusion and address historic gaps and challenges. In restarting the cultural economy it will be important to build upon the Cultural Framework, not attempt to totally reinvent the city's approach to culture. The Cultural Framework forms a strong foundation upon which the sector, the local authority and key partners can start to rebuild a better, brighter future that addresses the new and unexpected world we now inhabit. Social prescribing for example, will be a potential area for growth – particularly as Brighton and Hove's HERA partnership is a recognised leader in health and wellbeing. The ABCD Cultural Recovery Plan recognises the symbiotic relationship between the cultural and tourism sectors and acknowledges the need to provide practical support and to enhance the city's brand as a destination. Retail is also central to re-building Brighton and Hove as a visitor destination. This plan aims to build a far closer relationship with this sector making the city centre a more vibrant and attractive proposition for both visitors and residents alike.

Throughout the planning it has been important that the different strands of proposed activity together create greater impact and have a higher chance to succeed than if they remained separate from one another. The ENGINE ROOM for example, could provide the necessary skills and practice training for the CREATIVE COMMUNITIES NETWORK to flourish. ENLIVEN BRIGHTON will deliver new spaces for artists to exhibit and perform and will help to generate revenue to fund aspects of the ABCD plan. The CREATIVE WORKER INCOME GUARANTEE will address the loss of talent to other industries, helping to make the sector become more resilient once the economy restarts. The CREATIVE COMMUNITIES NETWORK will enable different parts of the city to deliver more cultural experiences, helping to create new work opportunities and infrastructure.

This opportunity to do things in different, better, more relevant ways also extends to how the communities and residents across the city can play a greater role. Audiences are the lifeblood of the city's cultural activity and this plan recognises the need to incorporate their views and ideas into future plans and events. The CREATIVE COMMUNITIES NETWORK strand is explicitly designed to reach out across the city, inviting local people to become cultural producers, choosing and creating their own programmes and events.

The Climate Emergency is an issue that is very important to this city and the people who live here – evident in the fact it has the only Green MP at Westminster. Consideration of the environment and sustainable practices will be woven throughout this plan and its subsequent delivery, ensuring the city's green credentials continue to be strengthened.

The design for the creation of this plan was conceived between the Arts & Creative Industries Commission, EPIC, What Next? Brighton & Hove with the support of Brighton & Hove City Council and Arts Council England, South East.

VISION

This is a direct response to Covid-19, it's not an all-encompassing cultural strategy. If the ideas in this report are implemented well they will ensure:

- New jobs and training opportunities will be created for creative workers
- Brighton & Hove will be recognised as a world class destination for creatively ambitious work that experiments with all artforms
- The arts and culture sector will help drive economic recovery of the Tourism and Retail sectors and make a positive contribution to the health & wellbeing of residents and visitors.
- Brighton & Hove will be a City that has led the way nationally for support of creatives and values their role in placemaking
- Creative workers will not leave the city in the immediate future

REBUILDING POST COVID-19 – A national perspective

The Local Government Association has created 'Revitalising town centres: a toolkit for councils'³ based upon an adaptation of the Institute of Place Management's (IPM) national Post Covid-19 Recovery Framework. The IPM Recovery Framework has been backed by the Government's High Street Task Force as part of its guidance on responding to Covid-19.

The fourth part of the toolkit focuses upon Transformation or Revitalisation – a conscious attempt to improve town and city centres for the long-term. This focuses upon learning from understanding and innovation, with a growing focus on building on progress in addressing new challenges, such as climate change, economic inequality and the repurposing of town and city centres.

Much of the content draws upon thinking found at the People & Places Partnership⁴, particularly ideas relating to creating people-centred places.

Brighton and Hove City Council's Corporate Plan rests upon six priorities which drive the direction of service delivery. From these, A City Working for All and Stronger City are the two priorities with greatest alignment to this recovery plan. The council's ambitions to support local businesses and the third sector, to increase participation in civic and community life, and the further develop our visitor economy – leading to employment and wealth creation for creative people – are key drivers for the city as we seek to rebuild the strength of our sector. Recognising that financial resources are scarce, the initiatives laid out in this plan aim to bring fresh energy and purpose as the city emerges from this difficult time.

Next steps

³ <https://www.local.gov.uk/topics/economic-growth/revitalising-town-centres-toolkit-councils>

⁴ <https://people-places.net/>

The following pages outline the ABCD plan for Recovery.

It starts from the knowledge that creative businesses and workers will be at the forefront of the city's recovery, that we have a strong infrastructure to work with and that there are unique opportunities in Brighton and Hove for our thinking to be radical and inclusive. Participants in the process to date brought enormous insight and experience, sharing innovative ways of working and thinking in response to Covid-19 that we should build upon and adopt. We should ensure the sector remains future-focused and entrepreneurial, with an understanding of how the operating environment has changed and the skills and resources to change with it. Above all, this plan commits the sector to developing ways of working that are more inclusive, collaborative and more sustainable, acknowledging the power imbalances that exist and determined to find solutions to address them.

The proposed activity is divided into five distinct but interconnected strands.

- ENGINE ROOM
- ENLIVEN BRIGHTON
- CREATIVE COMMUNITIES NETWORK
- CREATIVE WORKER INCOME GUARANTEE
- SPACE TO GROW

The ENGINE ROOM is focussed upon addressing the absence of sector specific business support designed specifically for cultural and creative workers living / working across Greater Brighton.

ENLIVEN BRIGHTON intends to employ creative and cultural businesses and practitioners to enliven the city centre, boosting the city's vital retail economy and making it a more attractive and rewarding destination to visit.

The CREATIVE COMMUNITIES NETWORK is a community led programme designed to bring culture to all parts of the city through the installation of local event infrastructure alongside event management and programming training and support.

The CREATIVE WORKER INCOME GUARANTEE is a research project designed to explore whether targeted intervention in the form of an income guarantee can prevent talented individuals from leaving the sector for more rewarding opportunities.

SPACE TO GROW – a programme to review the current options for creative space in the City, explore new models and maximise existing capital infrastructure.

Each strand is intended to be of benefit to both individuals and businesses through the creation of jobs, training, support and networking opportunities. Some strands have longer timelines than others and no strand takes greater priority.

Fundraising

There are several intentions behind a fundraising approach for this plan.

Firstly, the plan itself is a partial realisation of ideas, further investment would enable short term Working Groups to develop detailed plans, partnerships and content for large funding bids.

Secondly, each strand can be fundraised for in isolation of other strands, they can stand alone and start without funding secured for all areas of the plan.

Lastly, it is intended that alongside traditional fundraising for the strands there is an opportunity to test a much wider community engaged fundraising and income generation approach, utilising the creative skills of the cultural community. For example, testing a sponsored sculpture trail (inspired by Snow Dogs and Cow Parade) and utilising the event skills within the community to produce events where profits can contribute to a fund for creative commissions within the strands of activity. This will require consideration and organisation and will run alongside the Working Groups, sitting within the work of fundraiser and Board.

The range of funders being considered include the Local Enterprise Partnership, Arts Council England, UKRI, National Lottery Communities Fund, Heritage Fund, Asset-based Development (for buildings) and Trust & Foundations.

Values & Principles

As part of the process to date, a session was held on developing a set of Shared Principles that we adopt as a city to make it a better place to work for Cultural Workers and to make sure no one is left out or left behind. From our work to date the following areas have been identified: intersectionality, inclusivity, understanding territorialism and gatekeeping, collaboration, empathy, dignity, respect, anti-racism, bravery, boldness, paying people on time and openness. The process of developing the Shared Principles will continue as part of the next phase. The ABCD for Cultural Recovery Board will be responsible for ensuring the following original project values (adopted from What Next?) continue to be built upon:

Democracy: creating a transparent process to enable open and purposeful conversation

Equity: creating conditions for equitable conversations and follow up actions

Leadership: building the conditions for everyone to make change

Creativity: embedding and celebrating creativity across our City

Generosity: sharing our skills, expertise, empathy and resources with each other

Trust: building relationships and a more resilient sector

In addition to this we have a set of lenses through which each project will be assessed:

- Regional, national and international perspectives
- Inclusion
- Children and Young People
- Job creation
- Digital
- Other sector partnerships
- Environmental sustainability

Ownership of ideas: everyone who has been part of this process to date was invited to share ideas in the spirit of Creative Commons licencing. The credit for any ideas that appear in the final action plan will be: 'initially developed by participants of the Brighton & Hove Cultural Recovery Project September 2020'. There will be a weblink listing the names of all participants.

Decision making: decisions about which ideas appear in the final action plan have been made by the Management Group. The 100 Conversation Participants and Facilitators provided the content and influence behind the overarching strands have been included. The Outside Eyes interrogated the Management Group's decisions, and provided advice. A first draft of the action plan was shared with all participants and project funders for feedback.

Ideas suggested that do not appear in the action plan: Many excellent project-based ideas do not appear as one of the five strands to take forward in this plan. The five ideas focus on actions directly related to Covid-19 recovery and should create the conditions for recovery that offer individual projects a chance to grow and develop.

Governance, Management and Staffing

Working Groups

It is proposed that one Working Group per idea is recruited through an open selection process (to follow the working practice we established with the participants who contributed to this plan). Each Working Group will comprise 3 – 8 specialists in each area who have the skills and relevant experience to develop the ideas and make them a reality. Freelancers in the Working Groups will be paid for their time.

The Working Group model offers an opportunity for more diverse people to take the ideas forward. It is acknowledged that the founders of the Recovery Plan are not fully representative and that the next phase of the plan offers a chance to involve more people from backgrounds with protected characteristics, those who have not yet contributed to this plan and others in the cultural sector.

We are proposing five working groups with two freelancers/sole traders per group and up to six others per group paid by salary, working one day a month for six months to develop the strands into fundable programmes.

Governance Structure

In order to attract significant investment to make the ideas in this plan a reality we need a robust governance structure and processes to ensure accountability, good decision-making and behaviour are at the heart of the ABCD for Cultural Recovery going forward. Governance is a system and process, not a single activity and therefore successful implementation of a good governance strategy requires a systematic approach that incorporates strategic planning, risk management and performance management. The achievement of goals and sustainable success requires input and support from all stakeholders. The Board, through good governance practices, will provide the framework for planning, implementation and monitoring of performance. Achievement of the best performance and results possible, within existing capacity and capability, should be our ongoing goal. Good governance will support management, staff and stakeholders to be “the best they can be”.

One of the key institutional supporters of this plan has offered a solution to the challenge of governance of a project that has developed organically. Donna Chisholm, Assistant Director of Culture, Tourism and Sport at Brighton & Hove City Council has offered to become chair of an ABCD for Cultural Recovery board with the recruitment of an additional co-chair role to work with Donna on the facilitation of the board at a later date.

The three networks (EPIC, What Next and ACIC) who have driven the plan to date will continue to be involved in the next stages. Crucially, each network will actively seek new members in order to diversify their membership between December 2020 and June 2021.

The ABCD Cultural Recovery Board will sit alongside the Cultural Framework led by the Arts and Creative Industries Commission. Other institutions, such as Arts Council England, have indicated their support as participants.

We propose the Board comprises members of the three networks (ACIC, What Next? and EPIC) and that the original Management Team (Founders) continue to have a stake in the future of the ideas in this plan and their delivery. The chairs of each Working Group will also have a place on this Board and will be paid to be part of it, if they are freelance. Other key representatives may be asked to participate in the work of the board. We are proposing the freelancers on the steering group are paid for one meeting a month plus 2 planning day over a six-month period.

There will be an open recruitment process for all new Working Group and Board participants.

The ABCD for Cultural Recovery board will coordinate the delivery of this plan for the city, where necessary separate governance structures may be established for projects or this governance structure will evolve for fundraising purposes. At this time the Board will be linked to the Council’s Tourism, Equalities, Communities and Culture Committee for reporting purposes only.

Staffing

We propose a Project Manager with fundraising expertise is employed between February 21 and June 21 to help co-ordinate the development of working groups and drive the fundraising required to put this plan into action.

It is also necessary to employ or seek in kind support of an administrator for the same period for one day a week. The in-kind support from Brighton Dome & Brighton Festival in this area for the development of this plan was invaluable.

If development funding can be obtained then those Founders who are freelance will continue to be employed on a partial basis to ensure consistency throughout delivery of the plan and to safeguard the values and principles of the project.

Timescale

The actions outlined in this plan will each have their own timescale. The intention is to raise funds between February 21 and June 2021 in order to implement the ideas in a staggered way so that impact can be felt as soon as possible.

ENGINE ROOM: a focused programme addressing entrepreneurship, business growth and practice support designed specifically for creative workers living and working across Greater Brighton.

The programme will build on key principles reflected in successful creative hubs : skills support, networks and space, investment, innovation. Given current context there are two additional principles that will underpin this programme; collaboration and advocacy.

There is an aim that Brighton & Hove will be the best city in the country to start-up or scale-up a cultural business or be a successful creative freelancer, it will be the leading Creative Hub on the South Coast with supply chain relationships across Greater Brighton and Beyond.

The programme is scalable, for example it could start simply with a dedicated post able to signpost creatives to existing support in the City and beyond, however to provide increased impact the programme needs to provide opportunities for sector growth and adaption. A creative sector support programme can work in collaboration with other growth and innovation programmes in the area, there could be a central base for staff but the offer of training, networking, peer support should be delivered in collaboration with creative organisations that already exist. The programme needs to act as a catalyst for greater collaboration and sharing of resources.

Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
The last 6 months have exposed the gap between demand and supply in sector specific business support in the City, and the lack of clear road maps to find support that may be available beyond the City.	<p>Raise funds for a post able to provide specialist knowledge and signposting and help with selecting relevant / most beneficial support that already exists locally, online or nationally. This knowledge sharing should include advice on funding, training, networks.</p> <p>Ongoing gathering and collating of information on the needs of a sector crucial to Brighton & Hove's economy.</p> <p>Design programme that has a scalable and staggered approach to implementation to test proof of concept. Signposting being first intervention.</p>	<ul style="list-style-type: none"> Assistance with signposting saves time for creative workers and businesses Many new entrants to the sector will be ill-equipped to make informed decisions, this assistance would prove invaluable. Those with specific needs can be better assisted to find 	<ul style="list-style-type: none"> Supporting informed decision making ensures that 'waste' is reduced and improvement occurs in a targeted and timely way. The use of early assistance helps to create scalability, which allows for greater reach and relevance. Knowledge gathered on needs will inform a scalable

		<p>support that best meets their circumstances.</p> <ul style="list-style-type: none"> ● Regular info gathering on needs of sector provides intelligence for informing all sector support work in the City. 	<p>programme that is responsive and relevant.</p>
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<p>Generic business support does not address specific needs of creative sector and often fails to appeal to the industry.</p> <p>40- 80% of Creative workforce is freelance depending on sub-sector. Sole traders are adversely affected by impact of Covid-19 and generic business support rarely illustrates understanding of freelance business models.</p> <p>There are internationally recognised strengths held at a local level, for example; digital knowledge and skills, we need to utilise this knowledge base for greater and wider impact across the sector.</p> <p>The extraordinary context of the last year has put additional strain on those working in industry and a need for greater peer support/leadership support was highlighted.</p>	<p>ENGINE ROOM should provide skills development and professional support for those adapting, growing and starting out in sector be that an organisation or individual.</p> <p>Raise funds for a programme of skills support that responds to current need this includes but is not limited to the following areas:</p> <ul style="list-style-type: none"> ● Business planning for freelancers ● Building entrepreneurial skills ● A programme increasing digital skills and knowledge of digital platforms to enable growth ● Fundraising and income generation knowledge ● The basics of setting up a business/being a successful sole trader ● Basics on financial planning and management ● Building practical knowledge of cross-sector working e.g. Health, Homelessness ● Understanding innovation tools 	<ul style="list-style-type: none"> ● A more informed and skilled workforce is able to respond to opportunity and plan more effectively. ● Training in key areas should enable further 'pivoting' of businesses to adjust to external context. ● A programme of skills and peer support would increase networks across sub-sectors ● This approach helps to reduce art form / function "siloeing" – leading to greater cross-fertilisation opportunities and greater understanding of different parts of the creative ecology. 	<ul style="list-style-type: none"> ● A more skilled workforce is able to increase and diversify its offer, creating business growth and sustainability. ● The network between organisational leaders and their freelance peers becomes stronger and more productive through shared learning and personal development experiences. ● The sector would ultimately have a better sense of what it did in totality and where the opportunities for innovation and entrepreneurship exist. Finding partners with relevant expertise would be easier to do, accelerating innovation, and diversifying the talent pool. ● Knowledge -flow from the experienced to newer sector entrants (and vice versa), will accelerate positive creative worker growth. ● This best practice support system can be utilised to build Greater Brighton as a creative hub encouraging relocation to the area by those keen to scale-up/start-up.
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	<p>A programme of peer support that recognises the challenges of working and leading in the sector. This could include:</p> <ul style="list-style-type: none"> ● Action Learning sets ● Mentoring ● Coaching <p>There is talent and existing programmes across Greater Brighton that could lead on training and facilitating key parts of this programme or could share learning. For example; Wired Sussex, Sussex Innovation, Fringe Academy, South East Creatives.</p>		
<p>There are physical assets, networks and other resources within the Area that could be better utilised. The concentration of creative organisations and individuals within the City could be better coordinated in terms of sharing of back office services/bulk buying/shared posts.</p> <p>The cultural offer can be difficult to navigate for visitors and residents, there is no clear roadmap to accessing the excellent offer that exists.</p>	<p>Increasing the capacity of online platforms such as Culture in our City to provide key information, for example:</p> <ul style="list-style-type: none"> ● Rehearsal and performance spaces (indoor and outdoor) in the City ● Studio spaces in the City ● Contact information for those with assets such as lighting, staging, seating ● Noticeboard for creatives to find information or contacts <p>Explore the possibility of an online directory of Creatives/suppliers to the sector</p> <p>Explore the possibility of a joint</p>	<ul style="list-style-type: none"> ● In the short term any sharing of information reduces time for sector workers ● Short term reduction in costs for cash-strapped organisations in 2021 by encouraging sharing of resources across projects. 	<ul style="list-style-type: none"> ● A joint platform for audiences raises profile of cultural offer in the City and beyond, improves the quality of experiences for visitors, and supports the marketing and comms plans of organisations of different scales. ● Long term reduction in costs via collective purchasing, shared back office services and posts ● Increased capacity for joint fundraising and income generation across sector

	<p>platform for culture aimed at audiences. Bringing together the cultural offer at any one time.</p> <p>Explore collective purchasing across organisations - what could be done to reduce costs collectively?</p> <p>Encourage and enable greater dialogue to test shared back office service models and shared posts.</p>		
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<p>Income generation in the sector has been badly affected by Covid-19. This has affected those across the creative sector in many ways from venues who remain shut to freelancers who have fallen through the gaps of government support.</p> <p>Alongside signposting there is an ongoing need to advocate for the sector as well as explore different ways of working across the City and beyond that could generate</p>	<p>Utilise networks and organisations able to advocate for the sector, gather information and amplify it as a collective level. Explore how to do this as a creative economy across Greater Brighton in order that funders and policy makers have up to date information.</p> <p>Use signposting function to ensure that sector is aware of all resourcing possibilities available</p>	<ul style="list-style-type: none"> ● Access to information on funding is available to the sector quickly ● Policy makers and funders are informed and understand the needs and possibilities of creative industry within Greater Brighton's economy 	<ul style="list-style-type: none"> ● Local policy making at LEP and Council levels is informed about creative sector needs and provides services and investment that match need.
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<p>The ENGINE ROOM will champion Research and Development. Helping to broker new relationships, access to innovation spaces and research programmes.</p>	<p>Through dedicated staffing support Identify 'innovation spaces', including harnessing the potential of existing grassroots and Fringe spaces, for making, performance and ideas generation within sector and beyond.</p> <p>Broker access to these spaces and access to other innovation programmes</p> <p>Through the skills development strand of Engine Room build knowledge of innovation principles and funding sources</p> <p>Disseminate Research and Development opportunities and learning created by companies already working in this field.</p> <p>Build on work being undertaken and opportunities created e.g. Brighton as a 5G test bed</p> <p>Encourage networks to embed innovation within their sector support offer</p>	<ul style="list-style-type: none"> ● Increased understanding of what already exists in terms of innovation resources the City ● Further opportunities created for companies and creatives to test ideas, source funding and build innovation skills 	<ul style="list-style-type: none"> ● Provide Greater Brighton with invaluable insights into sector needs and how best to use future R&D programmes to ensure growth and resilience. ● Stimulate investment into and use of 'innovation spaces' across Greater Brighton. ● Enable increased growth through innovation by micro and small businesses.
<p>FURTHER THOUGHTS / KEY ISSUES</p>			
<p>Listed above are a number of activity strands which are interlinked.</p> <p>There are some quick wins by looking simply at shared resources and signposting to existing offers. What could a staggered approach look like to developing this programme?</p> <p>How can we utilise collective resources and bring in additional specialist</p>	<p>Who would be the focus of this strand of activity (creative freelancers, SMEs, start-ups, entrepreneurs)?</p> <p>How will it practically ensure that under-represented groups are prioritised?</p> <p>How do we ensure that national initiatives sit alongside and are connected to this work e.g. young people through Kickstarter or apprenticeship programmes.</p>	<p>How might we measure success?</p> <ul style="list-style-type: none"> ● % / number of sector that access and benefit from ENGINE ROOM ● Hours of support provided per business / worker ● Number of networks engaged and initiated ● Number of FTE jobs created ● New services/products 	<p>Where should we look outside of the locality and sector to ensure we adopt existing best practice, rather than waste resources and time?</p> <p>What external factors should we incorporate into the ENGINE ROOM's design so it future proofed (BREXIT; more Covid-19; reduced cultural sector investment; social prescribing</p>

knowledge to develop the programme?

introduced

etc.)?

- Representative demographic of B&H

ENLIVEN BRIGHTON: creative and cultural businesses and practitioners to animate the city centre.

Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
<p>Brighton city centre plays a key role in the lives of residents and visitors alike. Much of the visitor offer is concentrated in the Business Improvement District (BID) and as such this part of the city offers the greatest potential for culture-led re-imagining and animation.</p> <p>Covid 19 has dramatically reduced footfall across the BID. When combined with the rise in online shopping there is a real danger that the city centre will start to lose a significant proportion of its current retail and hospitality businesses, which in turn will probably lead to a downward spiral of occupancy.</p> <p>One solution aimed at re-growing footfall is to develop a commissioned programme of artworks, activities and interventions in partnership with key cultural organisations and individuals in the city – explicitly designed to attract visitors by enlivening specific parts of the city at particular times of the year.</p> <p>Recent reports indicate that up to 50 million jobs worldwide will be lost in the</p>	<ul style="list-style-type: none"> ● Continue to develop the partnership with BID in order to deliver an ongoing commissioned programme of activity across the city centre and beyond. ● Create a range of commissioning opportunities for Greater Brighton artists alongside those of national and international significance. ● Scope the potential for the creation of a series of interactive artworks using digital screens at dedicated outdoor locations and within unoccupied shop spaces. ● Determine the investment required to acquire and support new digital infrastructure throughout the BID area. ● Explore with BID the potential to shut roads across the city centre in order to deliver two large scale public events each year, each designed to attract large numbers of visitors to the city centre. 	<ul style="list-style-type: none"> ● This approach creates a number of interlinked and immediate benefits including: <ul style="list-style-type: none"> – enhancing the destination brand by making Brighton and Hove an even more exciting and dynamic place to visit; – attracting more footfall to the city centre – particularly in the shoulder months (October - March) which should translate to greater spend and enhance the viability of local businesses; – creating a new ‘public canvas’ that will support the careers of local and visiting artists, makers and performers; – the improvement to the city centre experience will attract new commercial tenants. ● This element of the recovery plan should be explicitly linked with the business and practice support opportunities that will be developed as part of the ENGINE ROOM. Sector entrants and early career workers 	<ul style="list-style-type: none"> ● The commissioned programme will: <ul style="list-style-type: none"> – create jobs both directly and indirectly; – help to reverse the decline faced by the city centre – create high quality content that will help to positively position the city as a destination post Covid. ● The quality of the commissions and the recognition they attract will be of significant benefit to early - mid career artists and performers, particularly if shown alongside internationally significant peers. ● If successful, the commissioned programme will be acknowledged as a blueprint for culture-led regeneration in the 21st century. This will make Brighton and Hove a more attractive investment option, which in turn will help to enhance resilience across a range of business sectors. ● The values being developed alongside

<p>tourism and travel industries as a result of the pandemic. Research indicates that many tourism businesses in the UK will struggle to survive beyond July if the lockdown prevents some recovery of the visitor season. Compared to last year, revenues for April have already declined by around 90% and forward demand is low due to ongoing uncertainty. There are numerous examples across the city where businesses continue to innovate in response to the situation, moving online to serve local people.</p> <p>Hospitality and Tourism in the city historically employs 24,000 people and serves 11 million visitors a year. This strands aims to aid the potential capitalisation from the UK Staycations market and the likelihood of that bouncing back and the predicted increase in post-lockdown day trippers.</p>	<ul style="list-style-type: none"> ● Explore with BID the delivery mechanisms required to realise an ongoing cultural programme (roles and responsibilities, expected outcomes etc.). ● Explore with BID the potential for ‘City Welcomers’ which have become a successful part of Hull’s city centre experience. ● Use £40k BID investment to lever significant inward investment to realise the delivery of the commissioned programme. ● Pilot Y1 activity. 	<p>should be offered a range of opportunities as part of their training / support.</p> <ul style="list-style-type: none"> ● The BID will become a more attractive place to socialise and shop helping to bring people out of their homes which will combat loneliness and enhance their wellbeing. ● Must-see ‘Instagramable’ events / activities throughout the year will help to change existing perceptions of the city centre. 	<p>the Recovery Plan will be able to be made concrete through the commissioning process and delivery of the various types of activity.</p>
<p>FURTHER THOUGHTS / KEY ISSUES</p>			
<p>This is the most advanced strand of activity in terms of planning and partnerships, but remains a commitment in principle at this stage until the next BID Business Plan is agreed.</p> <p>The forthcoming BID Business Plan will define an events offer and associated timetable of activity.</p>	<p>At this early stage achieving in principle financial support from BID is a great success, but it will probably take more than a single year of programme to demonstrate to individual businesses measurable benefit.</p>	<p>Investment will need to be sought from other sources before businesses (post COVID-19 and post Brexit) are in a position to contribute significant sponsorship.</p> <p>Learning from and partnerships with national programmes such as Dan Thompson’s Empty Shop Network, Improving Places and the London Mayor’s Cultural Infrastructure Plan</p> <p>Partnerships with existing cultural organisations and individuals as well as local high street landlords, commercial letting agents and Brighton Chamber for</p>	<p>This approach should not be exclusively thought of a city centre one. There may well be a number of cross-over opportunities linked to the BUILDING CREATIVE COMMUNITIES strand to move programming to other parts of Greater Brighton.</p> <p>How might we measure success?</p> <ul style="list-style-type: none"> ● Number of new artist commissions per year ● Number of existing projects reimaged in Brighton per year ● Target for specific demographic of commissioned artists

		example will enable the project to build on what exists as well as developing new ideas.	<ul style="list-style-type: none"> ● Targets for geographic base of commissioned artists ● Footfall increase ● Number of people employed through commissions ● Number of social media impressions for programmed artworks ● Number of national & local media mentions ● Increase in BID businesses contributing to the levy?
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CREATIVE COMMUNITIES NETWORK: a community led programme designed to bring culture to all parts of the city through the installation of local event infrastructure alongside event management and programming training and support			
Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
<p>Even though the City has residents engaged with culture there is still a significant proportion of the resident population who experience limited access to cultural activities or the offer provided is short term or does not match interest of that community – this is particular relevant in areas of high socio-economic deprivation.</p> <p>Many creative practitioners have few opportunities to perform locally due the limited numbers of appropriate suitably equipped spaces. Outdoor spaces will become ever more important as we</p>	<ul style="list-style-type: none"> ● Create a community driven programme to identify, plan and create a network of local outdoor creative spaces across the City that are established, managed, resourced and maintained by local community commissioning groups. This process should draw on the existing networks (e.g. Brighton People’s Theatre) to share best practice and drive local demand ● Facilitated through the creation of a project working group that is representative of local communities, 	<ul style="list-style-type: none"> ● Community sits at the centre of this strand of activity. This will ensure local buy-in from the point of conception and sense of ownership over what is presented, helping to reduce one of the key barriers to participation <i>“Not for the Likes of Me!”</i> ● Expanding the existing network of outdoor performance spaces will generate new opportunities for performers and cultural workers to transition from indoor to outdoor work – providing Covid secure sites 	<ul style="list-style-type: none"> ● This approach is inherently scalable and transferable, so could ‘mushroom’ across Greater Brighton with relatively low levels of investment. ● This model creates a compelling narrative that offers local, national and international artists access to harder to reach audiences through an established and resourced local touring programme. ● These new spaces will have important commercial value that could be exploited through private investment, sponsorship and hire fees. These additional income

<p>continue to live with Covid-19 with the ongoing need to ensure audiences and performers remain safe at all times.</p> <p>Equality of Opportunity is one of the key principles that underwrites the Recovery Plan.</p> <p>To ensure <u>all residents</u> have access to culture the CREATIVE COMMUNITIES NETWORK will be established. This network will facilitate a Greater Brighton “touring programme”, introducing a range of performers and artists to different communities across the locality where the cultural engagement levels vary wildly.</p>	<p>current outreach programmes and stakeholders.</p> <ul style="list-style-type: none"> ● will design a sponsored programme that encourages communities to bid for a Designated Creative Space (DCS) grant. ● A Designated Creative Space Fund will support infrastructure costs such as installing a water supply, power for small scale events and limited alterations for vehicle access. ● In addition, the fund will cover costs associated with paying a team of local event experts tasked with delivering basic training to members of the successful bids. ● Subsidised hire of technical equipment from an accredited list of local suppliers will be available to DCS grant recipients. ● Local community commissioning groups will manage their own Designated Creative Space, responsible for programming and event delivery (with support from event experts). 	<p>where they can continue to work.</p> <ul style="list-style-type: none"> ● New citywide infrastructure will provide a raft of new performance spaces rooted in often hard to reach communities. This will provide fresh opportunities for cultural and creative businesses / workers to take their products to a new market – broadening their impact and reach (particularly with people who don’t view themselves as ‘creative’). ● Communities will lead the programming and delivery of these spaces – ensuring relevance and greater sustainability over time. ● Job creation equivalent to 5 FTE (20 roles) over 4 sites. 	<p>streams will take time to develop, but would help to sustain the sites and their programmes as well as providing new and different event types (not necessarily culture focussed).</p> <ul style="list-style-type: none"> ● Community cohesion, reducing isolation, health and wellbeing etc. are all challenges that the CREATIVE COMMUNITIES NETWORK will help to address. ● The move towards low-carbon infrastructure will future proof these sites and reduce the current environmental impact of hosting events in these parts of Greater Brighton. ● Designated Creative Spaces will help to preserve green spaces across the city and help to make them more attractive and engaging.
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<p>How might we measure success?</p> <ul style="list-style-type: none"> – Number of community groups seeking inclusion. Does it generate interest? The engagement process will be key and needs to be a central plank of any funding proposition. – Number of performers/creative workers utilising the scheme to transition to outdoor work. 	<ul style="list-style-type: none"> – Private investment in public space – What is current and does scheme increase cash? – Use of public green space. What is current utilisation and does scheme increase use? – Are there existing groups that can assist in developing local interest groups that can be utilised? – What factors need to be considered to create a compelling offer to local commissioning groups? 	<ul style="list-style-type: none"> – Inclusion – Identify “target” groups. Does DCS creation increase diversity of cultural engagement? – Income Generation. What is the sustainable commercial income without diluting cultural value of the space? 	<ul style="list-style-type: none"> – Job creation equivalent to 5 FTE (20 roles) over 4 sites. – Xx creative commissions – Additional job creation of xx roles through creative commissions. – Xx audiences reached that fall under traditional low cultural engagement profiles – Xx benefit to the public purse with reduction in maintenance costs for public space
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CREATIVE WORKER INCOME GUARANTEE: A research project testing the principle of valuing creatives as intrinsic to the brand of the city. What impact would a targeted intervention in the form of an income guarantee have on the careers and lives of the creatives involved and what wider impact would be created in the short and long term?

Brighton has grown and benefitted from the creative community it has attracted, however with the high cost of living in the City and the impact of Covid 19 there is a further threat of losing talent and the unique creative offer the City holds. Inspired by the 1930s US Works Progress Administration, and existing Cultural Worker assistance programmes in Europe, this research initiative enables Brighton to lead by example taking a bold step in recognising the value of creatives in placemaking.

Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
<p>This is a research initiative that explores the brand alignment between creatives and the City of Brighton. It responds to the urgent and longer term need to ensure creative talent remains in, and is attracted to the City.</p>	<ul style="list-style-type: none"> • This pilot programme will test the potential for a sector-specific scheme of income support (in contrast with proposals for Universal Basic Income that are yet to achieve political consensus). Coupled with a longitudinal research project the pilot could help make the case for state, civic and corporate investment 	<ul style="list-style-type: none"> • Greater Brighton is particularly susceptible to a drop-off in creative freelance workers as they make up a disproportionate part of the local workforce. Finding new and innovative ways of retaining them will help to stabilise the talent pool, ensuring it is better placed post Covid-19 to take advantage of 	<ul style="list-style-type: none"> • Creative freelancers currently face an existential crisis as work opportunities diminish and support systems prove unreliable. This research project would reveal whether targeted time-limited income support would allow them to continue their practice and increase their productivity.

<p>Questions need to be drawn up but broadly:</p> <p>Does a targeted intervention in the form of an income guarantee increase creative practitioners' impact? What impact does it have on their career?</p> <p>Can mental-health impacts be minimised through the application of an income guarantee?</p> <p>How does a principle of supporting creatives recognise the role they play in the identity of the City? What is that role in relation to Brighton as a brand?</p> <p>Does a targeted intervention in the form of an income guarantee enable talented individuals to remain in the city and the sector rather than seeking employment elsewhere?</p>	<p>in targeted Guaranteed Basic Income Schemes.</p> <ul style="list-style-type: none"> • Project relies on a partnership to be secured with a leading UK HEI (Policy Research, University of Bath; UBI Lab Network; UKMOD etc.) –who would shape the exact way the income guarantee scheme would work; undertake selection of participants; and make the application for research funding (UK Research and Innovation or Arts & Humanities Research Council would be the primary prospect). • It is proposed that the pilot should run for a minimum of two years to ensure impacts can be identified. • With at least 50 participants. • It is expected that each participant would receive support that wouldn't negatively impact their net income (including receipt of benefits etc.), that the level of support was sufficient to realise the aims of the research, and that it was sustainable for 2 years minimum. 	<p>future opportunities.</p> <ul style="list-style-type: none"> • The high concentration of creative workers makes Greater Brighton uniquely positioned as a laboratory to explore the value of a targeted income guarantee scheme (the high concentration ensures the presence of a meaningful control group). • It will encourage individual entrepreneurialism and risk-taking and help to avoid a loss of talent to the city's creative industries. • It will stimulate a generous and engaged response from recipients (who would be encouraged to 'give-back' through community engagement, mentoring etc.). • Participants would help to test the effectiveness of a number of other strands of the Recovery Plan through their participation in the research programme. 	<ul style="list-style-type: none"> • A better understanding (through the use of an external peer reviewed research project) of how continuing creative activity (by practitioners) can affect health and wellbeing – has the potential to be prove influential when embedding the creative sector into social prescribing practice / wider understanding of the link between creativity and wellbeing. • A more informed understanding of the relationship between creatives and brand of Brighton
<p>FURTHER THOUGHTS / KEY ISSUES</p> <p>Selection of participants will need to be carefully undertaken to ensure the research results are robust and scalable.</p>	<p>Different HEIs have radically different views in relation to this type of intervention. It will be essential that the chosen academic partner is capable of collecting and interpreting the plethora of different outcomes the study will produce and able to provide practical and useful insights.</p>	<p>More thought needs to be put into whether this assistance has any associated requirements (such as providing a certain amount of time helping to deliver various activity strands etc.), or whether there are no expectations of the investment. There could be connections to and support from the other strands in this plan.</p>	<p>Finally, in tandem with the recipient research will be the need to explore the best ways that ensure this approach can continue (if proven to be beneficial) and where appropriate funding might be drawn from.</p>

SPACE TO GROW: a programme to review the current options for creative space in the City, explore new models and maximise existing capital infrastructure

Challenge / Opportunity	Activity / Outputs	Short-term Benefits	Longer-term Benefits
<p>Lack of space to develop, make and show work has historically existed as a challenge for the Creative Industries in Brighton & Hove but this period in time presents an opportunity for change.</p> <p>Utilise the existing indoor cultural spaces and identify other potential spaces in the City to address the needs of the sector more effectively and create creative work-spaces for making and presentation, networking and , office space, making and presentation.</p> <p>Work has already begun to move forward as a sector in this area already, namely: Since October 2020 Brighton Artists' Network, Fabrica and Brighton Dome & Brighton Festival have developed the 'Open Venues' initiative encouraging venue based cultural organisations to open up their spaces to artists free of charge for professional and creative development activities such as meetings and rehearsals.</p> <p>South East Dance's The Dance Space and redevelopment of the Brighton Dome due to open in 21/22 offer new opportunities for cultural workers in</p>	<p>A part time post that contributes to Engine Room's brokerage and signposting of opportunities should develop the 'Open Venues' pilot programme into a sustainable, easily accessible and city-wide offer</p> <p>Develop funding consortia, explore new operating models and create a more dynamic support system between funded and non-funded venues.</p> <p>Work with Brighton & Hove Council to identify buildings they own that would benefit from more use by cultural workers.</p>	<ul style="list-style-type: none"> ● A network of venues that recognise their interdependence and reliance on each other. ● New collaborations develop through individuals and organisations sharing spaces more regularly. ● Informal skills sharing takes place through individuals and organisations sharing the same space. ● Regular meet up/networking opportunities for independent makers and organisations take place encouraging a greater understanding of how each other work. ● Potential to join up collective offer for audiences improving 'user journey' and visitor experience 	<ul style="list-style-type: none"> ● Greater ownership of the city's existing spaces by artists and the spill-over effect to supply chains of more creative production taking place within the city. ● More work is developed and made in the city because the economics of research and development, rehearsal and production space are more cost-effective for creative practitioners. ● More creative individuals and organisations are based in the city because access to making space is easier but also back office functions and space is shared and more cost effective.

<p>the city. Covid-19 forced-closures puts many of the city's existing cultural spaces, particularly vital grassroots venues, at risk of permanent closure. Emergency financial support has not been universal and additional funding and new sources of income are needed to cover overheads and preserve infrastructure.</p> <p>Space is at a premium within the city, and is either unaffordable or lacking the flexibility required by independent artists and producers. Correspondingly, the economic downturn might present opportunities to occupy otherwise vacant properties eg retail, office, warehouse spaces on a short or long-term basis.</p>			
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Further thoughts and key issues

This strand is the least developed at this stage in the plan and will benefit greatly from the next phase of Working Groups to shape it further.

How might we measure success?

Number of free rehearsal and office/desk spaces given to independent artists

Number of new collaborations that take place as a result of sharing spaces

Number of new creative organisations that make work/become based in the city

OUTLINE BUDGET

Next phase: Governance, Working Groups, Fundraising (Feb – June 2021): Approx £40k

Strand #1 – ENGINE ROOM

Phase one (testing a pilot programme):	£60,000
Phase two: Build on pilot	£150,000
Phase three: Year one integrated offer:	£250,000

Strand #2 – CREATIVE WORKER INCOME GUARANTEE

Phase one (developing research methodology):	£30,000
Delivery Phase (per year for 2 years):	£500,000

Strand #3 – ENLIVEN BRIGHTON

Phase one: Pilot programme (Oct - March months only):	£150,000
Phase two: (year-round roll out)	£300,000

Strand #4 – CREATIVE COMMUNITIES NETWORK

Phase one (Community support and training)	£60,000
Delivery Phase (pa)	£150,000

Strand #5 – SPACE TO GROW

Phase one: research and audit	£25,000
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Phase two: networking and facilitation

£50,000

Participants for Ideas Generation Phase (August – November 2020)

Aimie Rae, Alex Murray, Alex Proctor, Andrew Comben, Angi Mariani, Anna Alvarez, Ann Blackburn, Anna Dumitriu, Anna Moulson, Anne Marie Chebib, Ann-Marie Williams, Becky Stevens, Ben Price, Bern O'Donoghue, Beth Burgess, Bill Smith, Bobby Brown, Carmen D'Cruz, Charlie Royce, Dan Lake, David Sheppeard, Donna Close, Ebony Rose Dark, Elena Italia, Ella Burns, Emma Higham, Erin Barnes, Faith Dodkins, Freya Wynn Jones, Harriet Morris, Jackie Alexander, Jacqueline Rana, Jamie Wyld, James Turnbull, Jane Finnis, Jane Olser, Jane McMorrow, Jess Starns, John Varah, Jonathan Suffolk, Judith Hibberd, Julie Stacey, Ian Baird, Karen Poley, Kate Shields, Katy Beinart, Laura McDermott, Leonardo Lami, Lex Hollingworth, Lisa Creagh, Lisa Newnham, Lisa Norman, Liz Porter, Liz Whitehead, Lizzie, Coates, Louise Blackwell, Lou Rogers, Lucy Stone, Marina Norris, Mark Brailsford, Michelle Donkin, Naomi Alexander, Natasha Britton, Nicky Crabb, Nicole Monney, Omeima Mudawi-Rowlings, Paule Constable, Peter Chivers, Phillippa Barr, Phil Sparkes, Poppy Heron, Rebecca Hallifax, Rosa Firbank, Rosaria Gracia, Romy Elliott, Sarah Pickthall, Subira Wahogo, Tamsin Shasha, Tanushka Marah, Thomas Buckley, Tim Benson, Toby Park, Tristan Sharps, Zoe Toolan.

Administrator

Lizzie Coates

Facilitators

Kerry Dowding, Lou Cope, Lauren Craig and Tarik Elmoutawakil

Outside Eyes

Saad Eddine Said and Shaun Romain

Management Team

Andrew Comben, Ian Baird, Louise Blackwell, Marina Norris

Organisations represented for Ideas Generation Phase (August – November 2020)

Actors of Dionysus, Amaze Sussex, Audio Active, Attenborough Centre for the Creative Arts, Babyoke, BELTA, Brighton and Hove Arts Council, Brighton and Hove Arts and Creative Industries Commission, Brighton & Hove City Council, Brighton Artists Network, Brighton Dome and Brighton Festival, Brighton People's Theatre, Brighton Photo Fringe, Brighton Pride, Brighton Shakespeare Company, Carrot Consortium, Cast Iron, Choir With No Name, Creative Future, C3 Productions, Cultural Baggage, Culture 24, dreamthinkspeak, EPIC, Fabrica, Hybred Events, Ironclad Creative, Komedia, Latest TV, Little Green Pig, LOOKOUT Brighton, Lout Promotions, Melting Vinyl, Onca, One Inch Badge, OOPS Festival, Marlborough Productions, No Stone Unturned, Phoenix Arts Space, Parable Dance, Paradoxical Frog, Powerful Thinking, RAPT Theatre, Same Sky, Smart Power UK, South East Dance, Spymonkey, Swallowsfeet Collective, Theatre Royal Brighton, The Creative Post, The Green Door Store, The Hangleton & Knoll Project, The Spire, Tick Tock Bridget, University of Brighton, Vincent Dance Theatre, We Are Not Saints, What Next? Brighton & Hove, Windmill Young Actors CIC, ZAP Concepts.

Funders Arts Council England, Brighton & Hove City Council, What Next? National

Subject:	Field Officer Team : Progress Report		
Date of Meeting:	14 January 2021		
Report of:	Executive Director for Economy, Environment & Culture		
Contact Officer:	Name:	Annie Sparks	Tel: 01273 292436
	Email:	annie.sparks@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 To provide an update on the work and progress of the Field Officer Team since it was fully launched in December 2018. The progress of this service has routinely been reported to committee. This report includes reference to the impacts of the pandemic, details of the current work pattern, including challenges, successes and good practice.

2. RECOMMENDATIONS:

- 2.1 That the update on the work of the Field Officer team be noted.

3. CONTEXT/ BACKGROUND INFORMATION

Team Structure, Service Delivery, Recruitment and Retention

- 3.1 The Field Officer role was part of the wider Communities & Neighbourhoods Portfolio, with a focus on how we deliver enforcement and inspection functions across services and working in our communities and with our communities to promote a more proactive and preventative way of working. Also, with a focus on delivering solutions and resolving problems.
- 3.2 On the 22nd January 2018 the Neighbourhoods, Inclusion, Communities and Equalities Committee (NICE) agreed the business case for the creation of a new Field Officer Team.
- 3.3 The intention has always been that the Field Officer Team is funded from existing budgets across a variety of services. The services still in scope are in Housing, Neighbourhoods and Communities, and Economy Environment and Culture. At NICE Committee in January 2018 the funding and resources required for the setup of the Field officer Team were agreed. Setting up the team required £0.360m and thereafter £0.320m per annum.
- 3.4 On the 3rd December 2018 the team was fully launched, and at the same time a report went to the NICE Committee presenting work that had been done to

implement the new service, but also how the team would move forward and develop in the future. A further progress report was submitted to NICE Committee on the 1st July 2019.

- 3.5 February and March 2020 saw the beginning of the COVID – 19 pandemic, and cases emerging across the city. This provided an early insight to the impacts of the escalating pandemic. The response required changes to service delivery models to manage both risk and the changing needs of our communities and businesses. Also, response to the restrictions imposed by central government and the impacts these have had locally and nationally.
- 3.6 3 elements of the role were originally identified:-
1. Enforcement activities that are quick and responsive to customer needs. Timely effective enforcement action resolves problems which will reduce unnecessary demand on partners and services.
 2. Gathering intelligence and evidence for existing specialist services. Gathering quick and robust evidence including photographs, mapping and statements to inform these services and enable them to deliver faster, more effective and coordinated enforcement action that is resolving both environmental and community problems.
 3. Working proactively promoting behaviour change and community collaboration.
- 3.7 Based on these objectives the Field Officer Team was created, with the aim of working flexibly across services, preventing duplication, reducing response times and improving the way customers access services, with improved customer satisfaction. In addition, working proactively with communities.
- 3.8 To facilitate an agile model of service delivery that remains focused on community and service needs, resources, and seasonal demands the team is continuing to work over 7 days 12.00 to 20.00. Each shift is 9.75 hours, and this enables the team to be flexible and work before 12.00, and/or after 20.00. Their annualised contracts enable flexibility with the days and hours that are worked across the year. Again, this provides a responsive service and the ability to target resources effectively. It also provides a service at times when many other council services are not accessible and do not operate.
- 3.9 The Field Officers are not delivering new workstreams but instead delivering existing workstreams on behalf of other services. When the team was established services passed over work for the Field Officers to deliver. This enabled those workstreams to be delivered faster, 7 days a week and early evening. A good example is the investigation of new noise complaints. These were originally investigated by the Environmental Protection Team Monday to Friday. These complaints are now being responded to by Field Officers who can visit people in their homes 7 days a week and early evening. The more complex protracted cases remain with the Environmental Protection Team. This has resulted in targeting resources to deliver services more efficiently, with faster resolution times, and providing better customer service.

- 3.10 To avoid confusion and prevent the creation of additional communication channels the substantive services pass the cases to the duty Field Officer who each day allocates the cases across the team. It has been noted that like many services the cases coming in can be seasonal with greater demand on services over the summer.
- 3.11 Having provided a 7 day a week service it was important that members were able to access the team and refer cases on. A member's enquiry inbox was created to facilitate the flow of referrals from members and this is still in place.
- 3.12 9 services were originally brought into scope to work the Field officer Team, and these were: -
- Regulatory Services
 - Housing Management
 - Private Sector Housing
 - Planning Enforcement
 - Community Safety
 - City Parks
 - Highways
 - Travellers
 - Seafront Office
- 3.13 The functions being delivered by the Field Officer Team on behalf of the services in scope currently include commercial and domestic noise, other nuisance including dust and smoke and drainage investigations, street licensing cases, waste on private land, elements of planning enforcement investigations, and tented encampments. This has not included anti-social behaviour. Anti-social behaviour investigations have remained with Housing Management for housing tenants and Community Safety for all other cases of anti-social behaviour. When requested Field Officers will support these services gathering evidence, information and intelligence.
- 3.14 Over time the functions being delivered have been reviewed, recognising what is working and what is not working, and thereby making the most effective use of the resources available. Being responsive and agile is a key feature of this service. A new additional role adopted by the Field Officers has been working with services managing encampments across the city, including encampments in parks, the highway, seafront and other council land. The Field Officer working model has enabled this to be a 7 day a week response. This has included close working with St Mungo's, who deliver outreach and emergency services for homeless people.
- 3.15 The Field Officer service continues to operate citywide to ensure that we deliver a consistent customer service across all our communities. It is not just delivering services in the city centre but responds to complaints, including attendance at residence meetings in wards right across the city. The table below demonstrates the spread of cases investigated across the city. All complaints are responded to. There is no prioritisation in relation to geographical area. Distribution of complaints in relation to encampments will vary across the city with the majority being in the city centre. The needs of our communities and the issues experienced will differ across the city

Table 1: Field Officer Cases Investigated October 2019 to September 2020

Ward	Total Case Count
Brunswick And Adelaide	111
Central Hove	110
East Brighton	173
Goldsmid	130
Hangleton And Knoll	110
Hanover And Elm Grove	204
Hollingdean And Stanmer	132
Hove Park	52
Moulsecomb And Bevendean	175
North Portslade	80
Patcham	76
Preston Park	109
Queen's Park	250
Regency	217
Rottingdean Coastal	72
South Portslade	90
St. Peter's And North Laine	343
Westbourne	62
Wish	71
Withdean	64
Woodingdean	43
No Ward Recorded	165
	Sum: 2839

3.16 The team is part of the Safer Communities Service and the agreed team structure consists of one Field Office Manager and 7 full time equivalents. The team members have come from a range of backgrounds including local authority, policing, housing, environmental health, parks, highways, licensing, planning

enforcement, child protection and youth justice. This range of skills and knowledge has helped to bring existing services and partners together to solve problems, find creative solutions, and explore new ways of working.

- 3.17 Managing expectation has been a challenge. There is sometimes an expectation that field officers can respond and deliver a wider range of services than agreed at Committee. In the last 2 years other council services have changed delivery models, and in some cases reduced their range of services and increased response times. Responding to tented encampments is an example where changes have occurred. Where gaps and service demands increase there is sometimes expectation that field officers will fill these emerging gaps.
- 3.18 Where field officers have left the team, recruitment has been undertaken in accordance with council recruitment policy and procedures. During the COVID pandemic recruitment processes were reviewed and this was understandably slower as interviews were undertaken virtually and obtaining references and recruitment documentation became protracted. 2 full time and 2 part time field officers have now been recruited and started at the end of November.
- 3.19 Promotion of the service and having a visible service that is out and about being the eyes and ears of the organisation has been important. When the team was established it took part in an introductory video and contributed interviews and biographies to the council's website. Over the last 2 years the retention of staff has sometimes been an issue, and there can be various reasons for this including the challenges of having to deliver such a broad and diverse range of roles, anti-social shift pattern covering weekends and evenings, flat team structure with little career development opportunity, and as with many frontline services challenge and confrontation from service users. A bespoke training programme for new and existing team members has been developed to support career development and assist with retention.
- 3.20 Field Officers have attended various community meetings and the team manager has held one to one meetings with councillors, including area walkarounds to promote the service and encourage the correct reporting of issues of concern
- 3.21 The team has undertaken activities that include working with partners and our communities and supporting council services and having a visible presence. This was done by providing a uniformed presence at events and in neighbourhoods including:
- Marshalling and stewarding at:
 - Brighton Pride
 - Green Pride
 - Brunswick Festival
 - Kemptown Festival
 - Monitoring and enforcement at:
 - Upper Gardner Street Market
 - Seafront patrols
 - Park patrols
 - ASB monitoring on Housing estates.

- 3.22 These activities took place in 2019 but were largely curtailed by the COVID restrictions imposed in the summer of 2020. In the last year we have lost the opportunity to build upon the lessons learnt in the first year. It is hoped that these visits and patrols can be reintroduced in the coming year.
- 3.23 Field Officers now investigate all new domestic and commercial noise and nuisance complaints with the aim that perpetrators will be visited to discuss the impact of their actions. We are seeing the value and benefit of this face to face contact and how it is stopping cases escalating. This happens 7 days a week and early evening. This face to face intervention provides an environment where the impact of the disturbance can be properly discussed, including practical solutions to stop the problem escalating.
- 3.24 The Field Officers have developed a flexible and creative approach to enforcement. 90% of nuisance investigations are resolved without the need for a second call from the complainant by instigating clear communication with subjects and complainants and the use of education, mediation and negotiation. The benefits of this approach include a reduction in economic cost, more rapid resolution of cases and increased customer satisfaction.
- 3.25 The Field Officer Team has assisted colleagues in Housing to produce and deliver the Estate Improvement Programme and 20% of all jobs investigated by the Field Officers are reported by occupants of Council owned housing.
- 3.26 In many nuisance cases the root cause of the dispute is a breakdown in the relationship between neighbours. Early contact by the Field Officer team with parties in dispute has enabled resolution of disputes without escalation and encouraged and facilitated greater understanding between neighbours. The Field Officers also refer clients to the Brighton and Hove Independent Mediation Service (BHIMS) for specialist mediation services if requested by the client. The Field Officers and BHIMS have recently achieved an increase in uptake and satisfaction by enabling the Field Officers to support clients when self-reporting to the mediation service. This has been particularly important during the pandemic where residents have been isolated at home and the impact from noisy neighbours can be greater. BHIMS have spoken to individuals and helped explore self-help options and access to other support services.
- 3.27 Since the implementation of the Field Officer Team the Environmental Enforcement Team has become established and picks up on the portfolio of waste and street furniture enforcement.

Digital and IT Solutions

- 3.28 How the Field Officers access the different various service specific databases and software has been a challenge. All have been at different stages of modernisation. One of the aims of service delivery was to ensure that the technology available to the team can enable fast effective workflow and referrals across services. Also support evidence gathering, including photographs and taking of witness statements.
- 3.29 All Field Officers were provided with mobile tablets and were the first team in the council to use this technology. The UNIFORM App was intended to link

Regulatory Services and Planning Enforcement workstreams to officers in the field and facilitate fast workflow. The UNIFORM App failed to function as originally specified. The benefits of mobile access to workflow streams have consequently not been realised and further work will be required to consider alternative solutions.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 The Council is not considering alternatives to the Field Officer service currently, but service and functions will be kept under review to ensure a flexible response.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 Where possible Field Officers visit residents and businesses to understand complaints and help to identify resolutions. Field officers are some of the 'eyes and ears' for the council being able to refer matter to services and partners.
- 5.2 Being part of community meetings across the city enables the Field officers to start to understand local needs. This has included attendance at Area Panels. Also, attendance at city events including Pride and the Brunswick Festival.

6. CONCLUSION

- 6.1 Delivery of this service has been done in accordance with the original model approved at Committee and subject to further progress reports.
- 6.2 Providing a service which crosses a range of services has been challenging particularly as all services are at different stages of modernisation and digitalisation. It has been an opportunity to deliver and develop service improvement and be more coordinated in how we modernise services.
- 6.3 The COVID – 19 pandemic has presented several challenges to services. Ensuring safety of staff and our communities and businesses has restricted visits, and response times and slowed down recruitment process. How services are delivered to meet the needs of our communities and businesses has been kept under review.
- 6.4 The service will continue to be responsive and agile to meet customer and service needs. This will have regard to local and national COVID – 19 restrictions.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The gross budget for the Field Officer team is currently £0.376m and is funded from capital resources of £0.312m (as per agreed budget amendment in February 2019) and a budget contribution of £0.064m from the HRA.
- 7.2 The budget amendment referred to above assumed that the Field Officer project will generate savings to the General Fund from 2022/23 of £0.312m. Members are advised that if these savings do not materialise, in whole or in part, by

2022/23, this will create an additional budget pressure and add to the predicted budget gap for 2022/23..

Finance Officer Consulted: Michael Bentley

Date: 10.12.20

Legal Implications:

7.3 There are no legal implications arising from the recommendations in this report.

Lawyer Consulted: Elizabeth Culbert

Date: 29.12.20

Equalities Implications:

7.4 An Equalities Impact Assessment (EIA) was originally completed for this role. An updated assessment has not been undertaken but will be with any future review of the service

Sustainability Implications:

7.5 None

Brexit Implications:

None

Crime & Disorder Implications:

7.6 Working closely and sharing intelligence and information with Sussex Police and the Crime Reduction Partnership and the Business Improvement District

Risk and Opportunity Management Implications:

7.7 None.

Public Health Implications:

7.8 None

Corporate / Citywide Implications:

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7.9

SUPPORTING DOCUMENTATION

Appendices: None

Subject:	Anti-racism pledge update		
Date of Meeting:	18th January 2021		
Report of:	Rachel Sharpe (Interim Director: Housing, Neighbourhoods and Communities)		
Contact Officer:	Name:	Sarah Tighe-Ford	Tel: 01273 29 2301
	Email:	sarah.tighe-ford@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The initial report on actions being taken by the council towards becoming an anti-racist council was presented at TECC committee on 29th July 2020 and an update was presented on 19th November. At this meeting officers were instructed to provide brief updates as a standing item at every TECC committee meeting.
- 1.2 This report provides an update on actions since 19th November.

2. RECOMMENDATIONS:

- 2.1 That TECC committee note the report.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The report to TECC Committee on 19th November contains the full background and details of actions taken up to that date and this report should be read in that context.
- 3.2 Updates are noted where specific activities or progress has been made. Other actions from the pledges, Notices of Motion and petitions continue to be in progress and updates will be provided as progress develops.
- 3.3 **Engagement with communities**
- 3.3.1 The second meeting of the Community Advisory Group took place on 12th November, with two working groups agreed (meeting WB 14th December) to draft terms of reference for the group, a process for agreeing a chair, and a review of the council's definition of racism.

- 3.3.2 The next meeting of the full group is planned for mid-January, to discuss and agree the results of the two working groups and to pilot a thematic discussion, focused on council workforce and actions to address identified issues.

3.4 Education and young people

- 3.4.1 The NoM request for the Chief Executive to write to the Secretary and Shadow Secretary of State for Education was completed.
- 3.4.2 Progress the Notice of Motion from June 2020 CYPs committee: In November the Brighton & Hove Educators of Colour Collective presented to CYPs committee. The council's draft Anti-Racist Schools Strategy was presented and agreed by Committee. There is now a process of engagement with this strategy with schools, young people, governors and community groups. Funding proposals to support the strategy are being developed and will be presented to budget Council in February 2021 for approval. This work requires significant funding to make a real difference to the systemic racism impacting on and causing harm to pupils, students and staff of colour in Brighton & Hove schools. If the funding is agreed the strategy will be implemented in the summer term.
- 3.4.3 Children's Safeguarding and Care Anti-Racist project: An experienced black social worker and manager has been appointed and started as the anti-racist lead practitioner within the service. The service's anti-racist project board continues, focussing on experience of workforce, improving practice with families and enhancing the capturing and response to the voices of BAME service users.
- 3.4.4 Ensuring BAME voices inform the SEND Strategy: The strategy got cross party endorsement at children, young people and skills committee in November 2020. The presentation at committee highlighted the work that had been put in place to better engage with the BAME SEND community in the city and work continues to progress that commitment.

3.5 **Community Safety**

- 3.5.1 The Racial Harassment Forum (RHF) is leading on a campaign to increase the reporting of racist and faith hate crime & incidents in partnership with Sussex Police and Brighton & Hove City Council as part of the city's Anti-Racist pledge. The campaign was launched 8th December. The campaign is raising community awareness using printed leaflets, post card and multi-lingual video clips on racist and faith hate crime & incidents and how to report it, and how RHF advocates and provides support to affected and harmed persons.
- 3.5.2 The RHF also launched a questionnaire to increase the reporting of racist and faith hate crime & incidents in Brighton and Hove

3.6 **COVID19 response**

- 3.6.1 The recruitment of a Community Engagement Officer to engage with different ethnic communities to ensure support to residents during C19 is in progress.

3.7 **Civic leadership**

- 3.7.1 Discussions are still in progress with Operation Black Vote with the aim of creating a local civic engagement programme.

3.8 **Fair & Inclusive Action Plan (FIAP) anti-racism actions**

- 3.8.1 The HR Diversity Recruitment Consultant post will be advertised in December.

3.9 Council Workforce Learning and Development

3.9.1 7 anti-racism training sessions have been held for specific teams, one open session (for all staff) and one for elected Members. 2 further focused sessions and 6 open sessions are planned for staff

3.9.2 A further anti-racism session for members is planned for Wednesday 17 March and details are on the Learning Gateway [View Details | Brighton & Hove CPD Online \(brighton-hove.gov.uk\)](#) This training will include a focus on the different forms that racism can take, including anti-Semitism, anti-Blackness and other forms of prejudice.

3.9.3 Mandatory staff briefings: 20 x 90 minute briefings have been delivered so far on MS Teams. 3000 staff have attended or are due to attend and work is in progress with DMTs, teams and staff to make sure they can access one of the remaining sessions. There is also work on some bespoke options for services where virtual delivery isn't possible. Discussions will start with DMTs in early 2021 about the next phase of L&D.

3.10 Other actions

3.10.1 A total of 22 groups were funded under the BAME Engagement Fund (the council's VCS grant programme adapted to respond to the needs of BAME communities resulting from the COVID19 pandemic), and the fund's budget was £25,000.

3.10.2 A range of meetings are being held with groups and individuals who experience racism, to understand their specific experiences and needs.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 The progress outlined above is on actions undertaken in response to the council's pledge to become an anti-racist council, anti-racism Notices of Motion and petitions accepted by full council/committees and previously Member agreed work under the Fair & Inclusive Action Plan.

5. COMMUNITY ENGAGEMENT & CONSULTATION

5.1 Engagement is as outlined in the TECC report of 19th November.

6. CONCLUSION

6.1 TECC committee requested a standing item on every agenda updating on progress towards the council's anti-racism commitments.

6.2 This report updates on progress and the contents are for Members to note.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 Project management and leadership of the work is being carried out as part of core business of the Communities, Equality and Third Sector (CETS) team. A budget of £10,000 has been allocated from the CETS initiatives budget to support core aspects of the work (ie: community engagement and statues and monuments review). Financial implications arising from the other actions identified in the report will be considered by the relevant service as part of their standard budget management processes and decisions on allocation of funding will be made in line with council's budget setting process.

Finance Officer Consulted: Michael Bentley

Date: 08/12/20

Legal Implications:

- 7.2 There are no legal implications arising from this report which is for noting. All of the actions proposed are in line with the Council's powers and duties, in particular under the Equality Act 2010.

Lawyer Consulted: Alice Rowland

Date: 10/12/20

Equalities Implications:

- 7.3 The intention of this work is to address identified racial inequalities and racism experienced by people who live in, work in and visit the city. The range of engagement planned with people who share other characteristics in addition to their ethnicity will ensure that perspectives are heard from a wide range of people. This will enable the development of tailored and bespoke actions to address all forms of racism, where it is based on ethnicity, skin colour or any other attribute.
- 7.4 The work is central to the council's legal duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations between communities, as well as to encourage civic engagement by under-represented groups. It also complements and supports the council's Fair & Inclusive Action Plan in addressing the findings of the review of race diversity by Global HPO.

Sustainability Implications:

- 7.5 No implications arising from this report

Brexit Implications:

- 7.6 No implications arising from this report

Any Other Significant Implications:

None