



Scrutiny Committee

Informal Meeting

16:30 to 18:50

19 January 2023

Present: Councillors Brociek-Coulton (vice chair) (in the chair), Carlo, Driver, Galvin, Huntley, Osborn, Padda, Stutely, Thomas (Va), Thomas (Vi) and Young

Apologies: Councillors Fulton-McAlister (M) and Wright

(Also present Councillors Hampton, cabinet member for climate change and digital inclusion, Kendrick, cabinet member for resources and Waters, leader of the council).

1. Declarations of interest

Councillors Osborn and Galvin declared an other interest in relation to item 2 (below) in that they worked for MCS charitable foundation to which the Green Finance Institute had applied for funding.

2. Green Financing

The vice-chair welcomed Matt Ferretti, head of partnerships for the Green Finance Institute (GFI). The head of partnerships provided a presentation to members which is appended to these minutes and then took questions.

In response to a member question the head of partnerships advised that the GFI's solutions would work with any size of council and the organisation was learning through the process of working with councils. The GFI were a small organisation with approximately 30 staff and when working with a local authority would work remotely and face to face depending on need and capacity.

The head of partnerships advised that all GFI's solutions were targeted at the able to pay residential market as this offered a real chance to progress energy efficiency. It was for councils to determine their retrofit strategies but the GFI could look at how to unlock finances to progress such a strategy.

In response to member questions in relation to Local Climate Bonds, the head of partnerships advised that these were not one off funding mechanisms but could be used as a tool for future growth. As investor confidence in the product increased there was potential to raise significant capital to fund projects. He noted too that getting loans from the Public Works Loan Board (PWLb) could become more challenging over time.

In response to a member question the head of partnerships advised of the six Local Climate Bonds (LCBs) established to date only one did not achieve its funding target largely because the neighbouring authority was engaged in the same process. If the target was not reached the monies were still available for use. Local citizens were the primary drivers of funds but ethical investors nationwide also sought to invest in LCBs. Interest rates were competitive but it was to be noted that local investment was primarily driven by a desire to invest in the local area, 10% of investors chose to forgo their investment interest payments.

LCBs were essentially crowd funded loans to the local authority. The first LCB would involve work to promote the product locally and raise awareness. In terms of the GFI's engagement with a local authority launching a LCB the GFI's communications team worked alongside the council's communication team.

In response to a member question the head of partnerships advised that council's had to have a proposition ready to go in terms of what was being offered and the GFI could then come onboard to consider how to finance the schemes. LCBs were a simple proposition to launch and could be launched almost in isolation. There were no criteria in terms of a project being a new or existing one only that it was a 'green' project. It was possible to take an existing agreed project and swap out the planned funding to a LCB.

In terms of what checks were completed to deter money laundering the GFI worked with Abundance Investment who had a digital crowd funding platform, they were FCA registered and therefore had to conduct similar checks to a bank to verify a customer.

A member asked a question in relation to property linked finance (PLF). The head of partnerships agreed this had enormous potential and the GFI were working on developing a product. The proposition was outlined and a target operating model was being developed, the risk model, the likelihood of credit default would determine cost. The head of partnerships hoped the GFI would have a target operating definition by mid 2023 to take through regulators in order to get a pilot off the ground in the next 18 months.

The head of partnerships confirmed that PLFs would be available to landlords, the GFI were currently considering if the first pilot scheme would be in the commercial or residential sector. In terms of whether homeowners could repay any PLF early this was still to be established but it was to be noted that if there was the possibility for early repayment it would not present as good an investment for investors. PLFs would not be secured against a property unlike mortgages.

In terms of the effect of energy efficient measures on house values, properties which were retrofitted were in greater demand and held their values in the depressed market better.

In response to a member the environmental strategy manager advised that in terms of progress on the heat networks project a heat map had been produced and initial results showed the potential for heat networks in the city. He advised that the council were having conversations with the GFI on how to apply their products in Norwich as part of the Environmental Action Plan. An initial report detailing this work

would be coming to the Climate and Environment Emergency Executive Panel (CEEEP) for consideration.

Members discussed and agreed that recommendations on this item would be best considered after the CEEEP meeting on 14 February 2023. Members thanked the head of partnerships for attending the meeting.

3. Draft Equality Information report

Councillor Waters, leader of the council introduced the item. He emphasised that the council was committed to diversity and tackling inequality. The report focussed on the work the council was doing alone and with partners to challenge inequality in the city.

The senior strategy officer provided a presentation on the Draft Equality Information report to members which is appended to these minutes.

The neighbourhood and community enabling manager provided examples of work the communities team had been undertaking to challenge inequalities in the city. The council had helped to establish social supermarkets in the city, these reduced pressure on foodbanks, reduced waste and provided a level of dignity to the shopper. There were currently three social supermarkets in the city with two in development the council provided the space for two of the current projects for free.

The neighbourhood and community enabling manager detailed the work of the Community Conversations project. The project took a long term holistic approach to increasing community resilience. There were six community connectors hosted by Voluntary Community and Social Enterprise (VCSE) sector organisations and three community conversations officers hosted by the council. The officers had conversations with people in the local community to establish what their concerns were this had resulted in the establishment of a social supermarket in Mile Cross as need was recognised. The project had also linked VCSE organisations that wanted to do outreach work with community groups.

The neighbourhood and community enabling manager detailed an example where conversation officers had spoken to a homeless and signposted him to a foodbank where advice was provided by Shelter. The man attended the foodbank and spoke to the advisor from Shelter, this resulted in him going on a four week trial at a small holding which provided accommodation.

The head of HR and organisational development provided information regarding the diversity of the council's workforce. A report was considered at cabinet in March 2021 entitled improving the diversity of the council's workforce which highlighted that the council's workforce did not reflect the community it served. The report included an action plan and strategy detailing how workforce diversity in relation to BAMEs would be increased. Data from December 2020 showed that 3.4% of the council's workforce came from BAME communities and as of March 2022 this had increased to 9%.

This work was continuing with the training provided to the workforce being relaunched to ensure the council was an inclusive employer. A new recruitment

portal had been launched which would monitor if there were issues to work on in terms of recruitment and selection and its impact on diversity. The council were working with its recruitment partners to focus on diversity and inclusion too.

In terms of protected characteristics reflected in the workforce this remained stable, work was ongoing to encourage employees to record protected characteristics. The age profile of the workforce did not reflect the local community with Norwich being a young city. Measures such as apprenticeships and engagement with schools would increase this demographic. Work on the council's culture had started with a culture programme launched in May 22 and a survey which asked the workforce where the future culture should be. It was hoped that a new set of values and behaviours would be signed off shortly which would underpin recruitment practice.

The vice chair noted that it was good to see the impact of the menopause being acknowledged with a recent menopause café being held at city hall.

In response to a member question the neighbourhood and community enabling manager advised that social supermarkets (SSs) eased the pressure on foodbanks and provided a level of dignity and choice to the shopper. In terms of an exit strategy there would need to be an improvement in the wider social economic situation before this could be considered. He highlighted that the new SS on Hall Rd had garnered 1,300 new registrations in its first month of operating.

A member asked if the social economic background of the workforce was recorded and if this could be included in the Equality Information Report next year. Further what work had been undertaken to look at contextual recruitment where lived experience was given weight rather than qualifications. The head of HR and organisational development advised that work was currently ongoing to consider how the social economic background of employees could be plotted. In terms of practices which excluded people again this was ongoing and when service reviews were conducted job descriptions were reviewed to see if all aspects were required.

A member asked that in terms of the Reducing Inequality Target Areas (RITAs) and Community Conversations how was success measured. The neighbourhood and community enabling manager advised in terms of Community Conversations that a summary of conversations was recorded with signposting and outcomes achieved recorded also. Going forward it was hoped that ripple effect mapping would be used. As regards RITAs, the Norfolk Office of Data and Analytics (NODA) had run updated data sets on the areas covered but it would take time to see the impact of work.

A member asked what the implications of Norwich being a young city were on equality policy, did older people feel left behind and what were the implications of the social economic position of young people. The senior strategy officer advised that targeted engagement with these groups took place and fed into the equality action plan.

In response to a member question the senior strategy officer advised that flags which recorded an individual's vulnerability were shared with contractors delivering council services. She noted that there was a wider strategic point in recognising and understanding the needs of residents who were neurodiverse providing appropriate support and improving training to front line staff.

Members concluded by considering recommendations and following discussion it was **RESOLVED** to:

- 1) Ask officers to ensure that flags indicating a customer's vulnerability or extra needs are shared with the council's contractors;
- 2) Ask the senior strategy officer to include a strand in the next Equality Information report on flags and what they denote in terms of equalities data;
- 3) Ask the neighbourhood and community enabling manager to provide a report to scrutiny committee detailing the objectives of the RITAs and the progress made to meeting them;
- 4) Ask the head of HR and organisational development to ensure that the socio-economic background of employees was recorded; and
- 5) Ask the senior strategy officer to include trend-based reporting in the Equality Information report in order that year on year comparisons can be made.

4. Scrutiny Committee work programme 2022-23

Members discussed the work programme and in particular the terms of reference (ToR) for the 'welcoming immigrants, refugees and asylum-seekers to Norwich' topic. Members were keen to capture the lived experience of refugees and asylum seekers and suggested the survey included with the ToR should be targeted at this group rather than the organisations working with them. Further it would be ideal to ask participants to have input into the questions in order that they be co produced, could the survey be shared with Norwich City of Sanctuary to get their thoughts. Members suggested that committee visit a community organisation to hold an in person session and that refugees and asylum seekers be invited into City Hall too.

The Monitoring Officer advised the survey was designed for organisations in order to allow input across the full range of bodies that supported refugees and asylum seekers. Officers would look to see if arrangements could be made in the timeframe but an interim report might have to come to March committee.

RESOLVED to:

- 1) Ask the committee officer to amend the terms of reference for 'welcoming immigrants, refugees and asylum-seeker to Norwich' to include a survey targeted at participants rather than community groups;
- 2) Ask the committee officer to liaise with organisations and community groups working with immigrants, refugees and asylum seekers to arrange a visit for committee members to speak to participants; and
- 3) Ask the committee officer to arrange for immigrants, refugees and asylum seekers to be invited to city hall to speak to committee.

CHAIR

Green Finance Institute

Norwich Council Scrutiny Committee

19 January 2023



**Green Finance
Institute**

About us

Channeling global finance into local solutions

About us

- GFI was established in 2019 following a key policy recommendation made to the UK Government as a not-for-profit company
- An independent, commercially focused organisation, backed by Government and led by bankers
- The UK's principal interface between the public and private sectors
- Bringing together global experts and practitioners to identify and unlock barriers to deploy capital at pace and scale towards real-economy outcomes
- Designing, developing and launching portfolios of scalable financial solutions that accelerate sector-specific transitions to a low-carbon future
- GFI Solutions was established in 2022 as the commercial arm of the organisation, and all activities and profits generated are used to further GFI objectives

Our vision

A greener future made possible by finance

Our mission

To accelerate the transition to a clean, resilient and environmentally sustainable economy by channelling capital at pace and scale towards real-economy outcomes that will create jobs and increase prosperity for all.

What the Green Finance Institute does

Financing Green

Mobilising public and private finance for clean and resilient growth

- Focusing on financing real-economy transitions by sector
- Bringing together and leading coalitions of global experts and practitioners
- Identifying the barriers to investment
- Fostering the development of innovative financial mechanisms
- Incubating new ventures with foundations and other strategic partners worldwide
- Current focus areas include buildings, road transport and nature.

Greening Finance

Supporting the greening of the financial system

- Collaborating with financial regulators, policymakers, trade bodies, think tanks and multilateral organisations
- Raising awareness of the financial sector's ambitions and achievements in green finance through communications, events and engagement programmes

Knowledge Exchange

Building green finance skills and capabilities

- Supporting the UK Government's diplomatic and trade efforts through education, training and advisory work
- Sharing international learning and best practice



Climate Finance for Local Authorities

Why could local authorities fail to fund their net-zero ambitions?

Figure 1: Finance Available to Local Authorities (expressed in millions of £, as of March 2022)

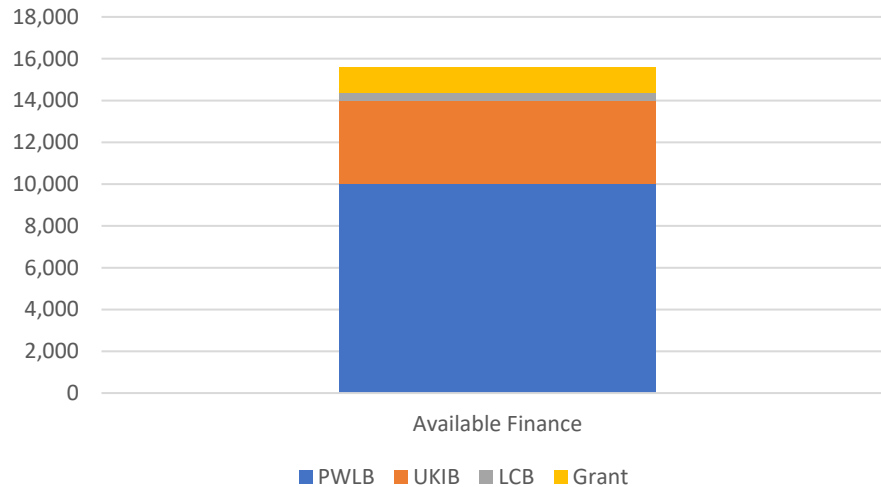
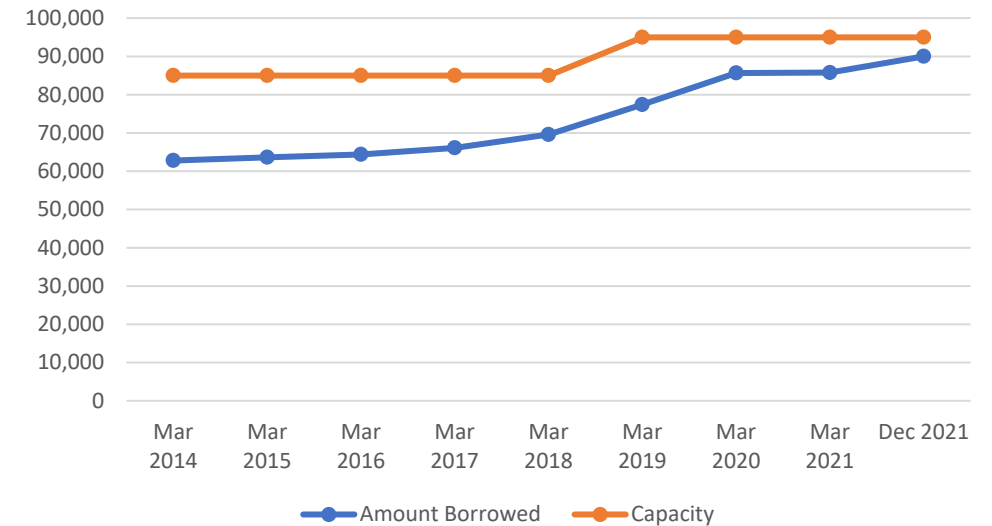


Figure 2: PWLB Total Borrowed vs Capacity (£ million)



The Climate Change Committee estimates that reaching net-zero by 2050 will cost the UK £1.4 trillion, a third of which is expected to be public capital

As the figures above suggest, only a fraction of this capital is available to local authorities. The Public Work's Loan Board, which local authorities heavily rely on, is quickly reaching its capacity. Our contact at UKIB suggests that, from a treasury perspective, they cannot simply continue to increase this capacity!

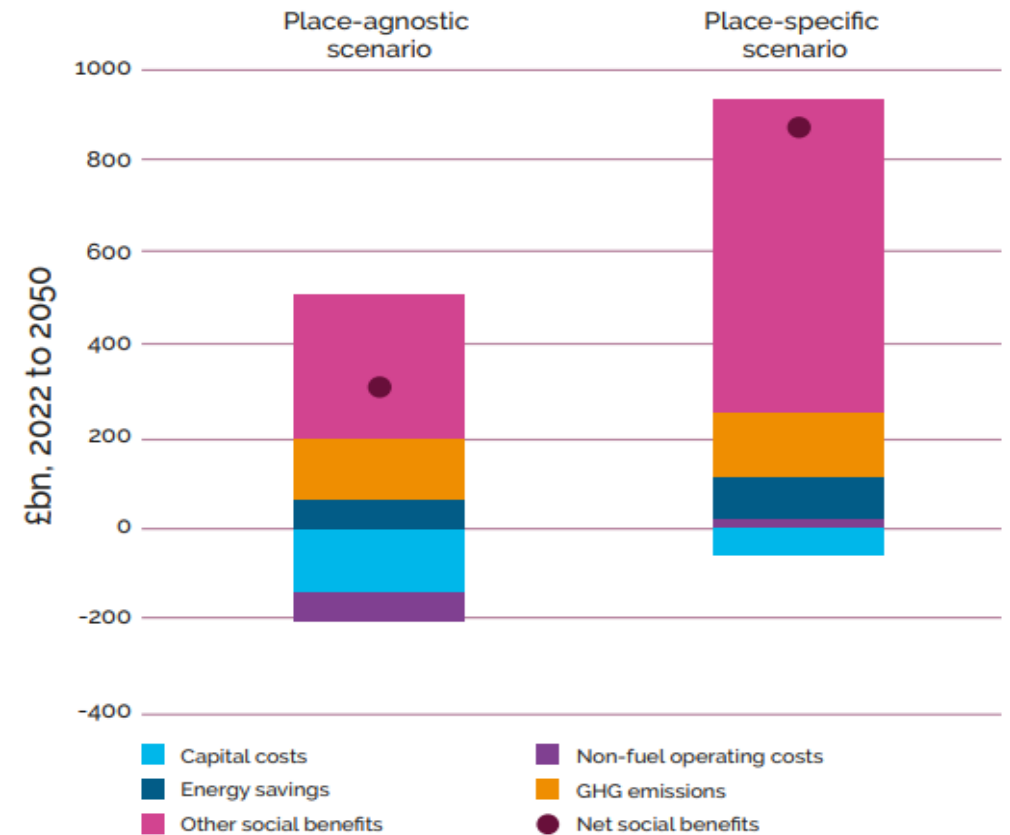
But why are local authorities important in the transition to net zero?

The UK Government's Net Zero Strategy highlighted that 82% of all UK GHG emissions are within the scope of influence of local authorities

A Local authority approach to net zero is cheaper and more beneficial...

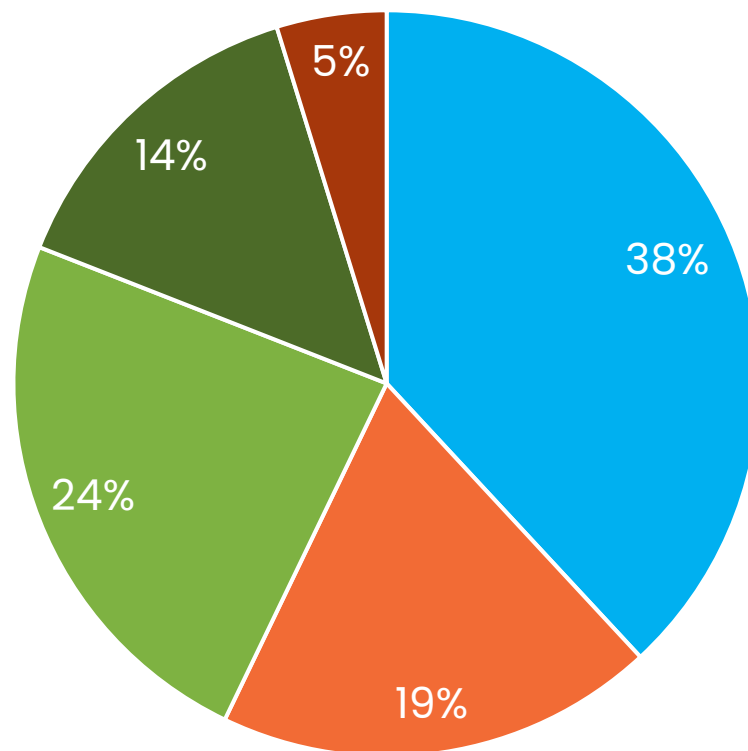
A study conducted by UKRI, involving six diverse local authorities, showed that taking a place-specific approach would require £58 billion total investment between now and 2035 and would return a total of £825 billion in social and economic benefits in the next 30 years; whereas, a place-agnostic approach would require a total of £195 billion investment and return £444 billion in the same timeframe (Figure 3).

Figure 3: The “size of the prize” in a place-agnostic and place-specific scenario



How might the allocation of sources of funds look like in 10 years' time?







Local Government Sources of Funding in 2032



■ PWLB ■ UKIB ■ Institutional investors ■ Retail and commercial banks ■ Crowd-funding (LCBs)

Case studies: Local Climate Bonds

Previous issuances using the Abundance platform

	1	2	3	4	5	6
						
Date of issuance	16 July 2020	25 August 2020	29 October 2021	8 March 2022	27 April 2022	19 May 2022
Amounts raised	£1m on 11 Oct 2020 (5 days ahead of deadline)	£1m on 18 Nov 2020	£1m on 29 Jan 2022	£1m on 28 Jun 2022	£0.5m on 16 Aug 2022	£0.3m on 29 Sep 2022
Financial details	5-year investment with a 1.2% return rate	5-year investment with a 1.2% return rate	5-year investment with a 1.55% return rate	5-year investment with a 1.75% return rate	5-year investment with a 2.1% return rate	5-year investment with a 2.1% return rate
Use of Funds (not exhaust.)	<ul style="list-style-type: none"> Solar PV roof on council facilities Urban tree planting Wildlife Improvements 	<ul style="list-style-type: none"> Co-funded development of ground mounted solar system with addition of battery storage 	<ul style="list-style-type: none"> Zero carbon recycling EV charging infrastructure Initiatives aimed at improving air quality 	<ul style="list-style-type: none"> EV charging points Replacing council's fleet with green alternatives Solar panels 	<ul style="list-style-type: none"> EV charging points Energy efficiency improvements in the Council's offices 	<ul style="list-style-type: none"> Grants to local organisations and businesses EE upgrades to temporary and supported housing EV minibus fleet

LCB Campaign

Map of issuances and signatories with political majority at time of issuance



Past issuances:



West Berkshire



Warrington



Islington



Camden



Cotswold



Telford & Wrekin

Key – political majority at time of issuance



Conservative



Labour



LibDem



Hung Council



Other pledge signatories:



Blaenau Gwent



Eastbourne



Lewes



Westminster



Lewisham



GFI x GMCA Partnership

The Green Finance Institute and the GMCA have **established a portfolio of five innovative financial solutions in the region**, that will offer homeowners and landlords access to attractive sources of private and blended capital to fund energy efficiency upgrades to their homes.

Portfolio of financial solutions

1

Integrated Retrofit Finance: Incorporating attractive private financial options into retrofit programmes in the community.

2

Green Mortgage Campaign: Collaborating with local and national mortgage lenders, brokers and influencers, the GFIs campaign aims to increase awareness and engagement across the market.

3

Local Climate Bonds (LCBs): A debt instrument issued by Local Authorities to raise capital to fund their net-zero and low-carbon projects.

4

Green Rental Agreements (GRAs): Innovative form of rental agreement to address the 'split incentive' between landlords and tenants in privately rented homes.

5

Property Linked Finance (PLF): A new, innovative financial instrument that enables homeowners to receive financing to support 100% of the upfront costs for a retrofit project.

Delivery plans for 2022/23



Launch partnership with GMCA (Jul 2022)



Develop programme governance and define workstream priorities (Sept/Oct 2022)



Deliver 'phase one' pilot schemes including Financing Retrofit, LCBs and Green Mortgage campaign (H1 2023)



Launch 'phase two' pilot schemes including GRAs and PLF (H2 2023 onwards)



Scale the pilot schemes across GM districts and build relationships with other LAs

Partnership announcement gained **significant interest** across national and local media

GMCA announcement – July 2022

18

18 pieces of print, online and radio coverage in nationals, local government and housing trades, and regionals. Highlights include BBC, Sky News and BBC Radio Manchester

1

The announcement featured for one full day of bulletins on BBC Radio Manchester.

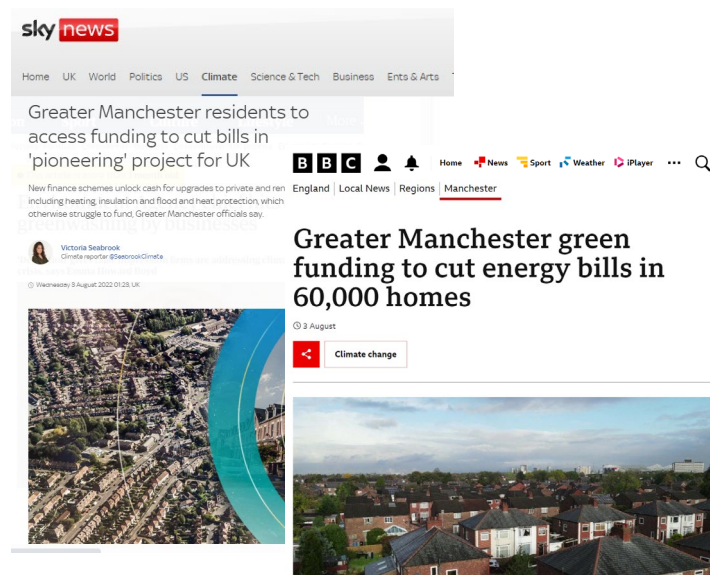
7

7 syndicated articles of the Sky News article

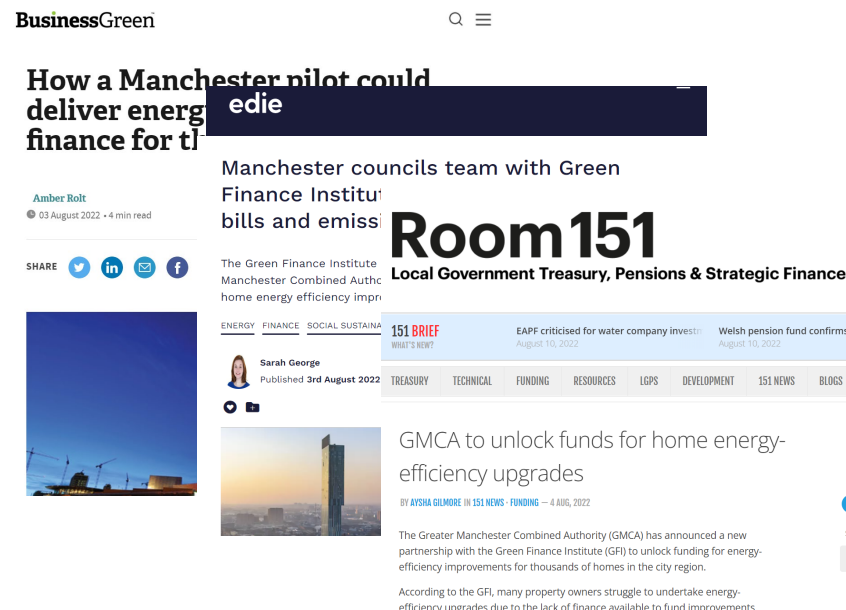
62.5k

Estimated total coverage views of the campaign across traditional online media.

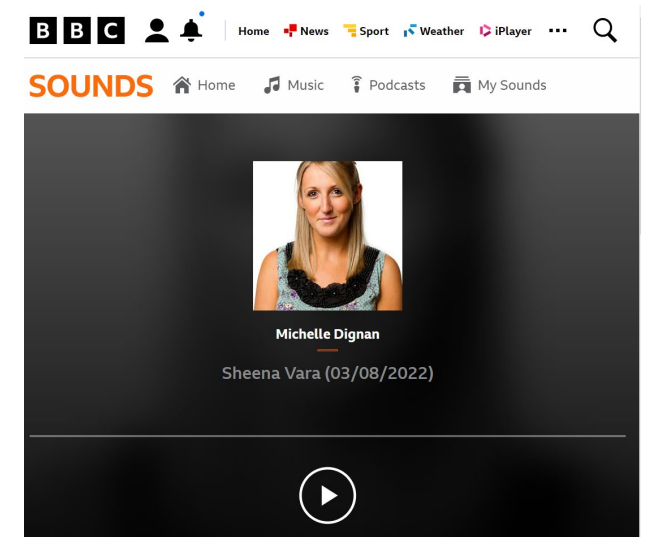
Top tier / national



Trade



Radio



Financial Solutions	Benefits
Local Climate Bonds <ul style="list-style-type: none"> • LAs can secure funding for NZ projects via crowdfunding from citizens • Shown to be an effective way to raise private investment at a lower borrowing cost • Creates a strong connection with the local community 	<ul style="list-style-type: none"> ✓ Interest rates below PWLB → cost-effective funding model ✓ Creates engagement with local community → diversifying sources of funding, and investors are offered a low-risk return ✓ Low cost whilst guaranteeing returns for investors
Green Mortgage Campaign <ul style="list-style-type: none"> • Our campaign promotes awareness, engagement, and adoption of green mortgages • GFI has teamed up with local and national mortgage lenders, brokers, influencers • Aims to make it easier for homeowners to access environmentally-friendly products 	<ul style="list-style-type: none"> ✓ Builds momentum behind the green mortgages ✓ Encourages lenders to launch more rewarding green products ✓ Rewards residential property owners to make EE improvements
Integrated Retrofit Finance <ul style="list-style-type: none"> • Incorporating attractive financial options into local retrofit programmes • We aim to streamline the customer experience and reduce the risk of dropouts. • These initiatives can be implemented in both new and existing retrofit schemes 	<ul style="list-style-type: none"> ✓ Incentivises retrofit for residents who may not have access to savings ✓ Advancement at scale towards net zero and retrofit targets
Green Rental Agreements <ul style="list-style-type: none"> • GRAs incentivise landlords to improve the energy efficiency of their properties • Provides landlords with a transparent way to offer their tenants a "warm rent" • Landlords can recoup part of their investment in EE improvements over time 	<ul style="list-style-type: none"> ✓ Addresses the 'split incentive' between landlord and tenant ✓ Enables landlords to achieve compliance with upcoming regulations ✓ Strengthens engagement with institutional landlords in the local region
Property Linked Finance <ul style="list-style-type: none"> • An innovative financial solution that is not currently available in the UK • Lending is linked to the property rather than individual consumer • Based on successful mechanisms developed in the US and elsewhere globally 	<ul style="list-style-type: none"> ✓ Enables retrofit at scale by ensuring repayment remains with the property over extended timescales ✓ Addresses the barrier associated with large up-front retrofit costs ✓ Incentivises retrofit for residents who may not have access to savings

Workstream update: progress since launch

Local Climate Bonds

- Proposal to issue 'demonstrator' GMCA LCB to fund GM green projects

Integrated Retrofit Finance

- Initial pilot proposal scoping complete to integrate retail bank lending offer to Your Home Better

Green Mortgage Campaign

- Campaign to launch early 2023

Green Rental Agreements

- Working group established to identify pilot opportunities in 2023

Property Linked Finance

- Initial discovery phase completed by GFI to develop UK PLF proposition

Next Steps

- Complete GMCA governance process (Jan/Feb '23)
- Issue demonstrator LCB (H2 '23)
- Define long term strategy to scale LCB market in GM
- Continue to develop proposition with YHB and GMCA
- Identify further finance partners, including institutional investors and retail banks
- Define campaign strategy and delivery plan (Jan '23)
- Launch Green Mortgage Campaign (March '23)
- Scale campaign across GM districts (H2 '23)
- Continue to engage with local market to identify pilot opportunities (Q1 '23)
- Produce thought leadership and host events to raise profile of GRAs (H1 '23)
- Develop PLF operating model and proposition blueprint (H1 '23)
- Commence work with UK market and regulators to develop delivery roadmap (H2 '23)

Deliver the demonstrator projects in GM

**Scale-up the programmes across the
region**

**Create partnerships with other
Combined & Local Authorities**

Thank you

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Draft Equality Information Report 2023

**Scrutiny Committee
19 January 2023**

www.norwich.gov.uk



NORWICH
City Council

Introduction

- Statutory duty to publish annual equality information to consider when developing policy, delivering services and managing our workforce
- New format for 2023 with five sections:
 - Our duty
 - Working with our communities
 - Celebrations and commemorations
 - Changing how we do things
 - Information about our people, customers and employees

Why a revised format

- Census 2021 data largely unpublished
- Change to Equality diversity and inclusion strategy publication
- Needs to be more accessible
- Covid-19 and Cost of living crisis
- Best practice

What's changed

2019 - 2022	2023
Predominantly charts, tables & infographics	Limited data charts as they are not deemed accessible
Limited commentary	Stronger narrative
Limited information on our wider approach to reducing inequality	Covers our council wide approach to reducing inequalities
Limited examples of how we have made a difference	Evidence throughout of how we are helping those suffering from inequality
Limited definitions	Plain English definitions

Cross council working

Strategy	Information governance	Housing development
HR and organisational development	Neighbourhood and community enabling	Leisure and cultural services
Home improvement	Community support	Revenues and benefits
Change and transformation	Community safety	Housing partnerships
Environmental strategy	Leisure development	Estate management
Specialist support	Tenancy services	Customer contact
Housing income and money advice	Design conservation and landscapes	Homeless and rough sleepers
Democratic services	Property development	Economic development
Communications	Housing partnerships	Independent living
Housing outcomes	Customer experience	Procurement

Section one:

Our duty

- Legislation, our duty and how we can make a difference
- Inclusion of definition boxes
- Inclusion of reference to socio-economic duty
- Our equality objectives
- How we meet our duty

Section two:

Working with our communities

- Delivered/supported a host of projects involving officers, partners and communities
- Secured external funding from a range of sources
- Helped and supported people across a variety of communities
- Focus on people, place and economy

Section three:

Celebrations and commemorations

Black History Month	Trees for Peace
Armed Forces Week	Refugee Week
St Martin's granted Freedom of the City	Opening doors to a better economy
Commemorating the holocaust	Lviv and Odesa granted Freedom of the City

Section four:

Changing how we do things

- Putting our people first: residents/employees
- Change of mind set and approach through covid-19 and now Cost of living
- Building on our successes
- Recognising where we need to change
- Having a diverse and inclusive workforce

Section five:

Information about our people, customers and employees

State of Norwich	RITAs / NODA	People	Age
Eastern European breakdown	Migration	Sexual orientation	Sex
Free school meals	Employment rates	Local deprivation	Claimant counts
Gross annual pay	Vulnerability index	Universal credit	Hate crimes
Hate incidents	Translations and interpretations	Complaints	Tenants
Employees	Disability	Race	Working pattern
Recruitment	Gender pay gap	Menopause	Hybrid working
Flexible working	Living wage	Data sources	Useful links

Publication

Equality and diversity



Equality, Diversity and Inclusion
policy



Equality information reports

We are committed to equality of opportunity and celebrate the diversity of all its residents, visitors, applicants and employees.

Our equality policy, and associated documents, explains the expectations of ourselves and our partners regarding equalities. It is at the heart of all decision making and service planning at Norwich City Council.

We commit to continuously learning and improving our equality and diversity knowledge and practice:

- as a community leader
- as a provider of services
- as an employer.

If you have any questions or comments about equality and diversity please [contact us](#).