

Corporate Director's message



The past months have seen more developments in Hackney. The Mayor has issued his manifesto for the Olympics, the smoking ban is now a reality and most significantly for us, we have a new interim Chief Executive, Tim Shields. Neighbourhoods and Regeneration look forward to working with Tim and providing him with our full support.

So what does Tim want from us? Well Tim and I share the same focus: we must stick to our targets and meet our objectives; we must build on and consolidate new ways of working; and we must make sure we get better faster.

As a directorate I am confident we will do that. We are made up of largely front facing services, and we continue to improve the quality of customer care it offers to residents. However each service area must now speed up the pace of that improvement.

Since the last Renew I have also had the opportunity to meet with Assistant Directors and review the 2007/2008 service plans. Thanks to all staff who gave valuable input. Reviewing these key documents plans has given me a clear idea of the challenges you face in this next year and I look forward to working with you to deliver the plans.

As well, this issue of Renew gives me the opportunity to highlight some team successes. Our Road Safety team have won the Road Safety award at the London Transport award dinner. This is a prestigious award and once again when pitted against the best we proved that Hackney Council's star is on the up.

The Temporary Homelessness Accommodation team had great success with their unique marketing event at the Rio cinema. Well done on these and all the other successful initiatives.

As you will have seen at the recent road show, the directorate is all about team work. Our colleagues in enforcement and waste working on the Stoke Newington based A10 project epitomised this – and this is the type of cross cutting team work we need to do more of. As you will see when you read about the Town Centre Champions later in this issue, it's not the only example!

Finally, on page 6 there is a cut out pledge card setting out what managers in Neighbourhoods and Regeneration will do for all staff. You should read and keep this.

Best wishes

Fiona Fletcher Smith

Making Moves

Seamus Adams has returned as project manager of the accommodation project. A snagging list has been drafted and Seamus will endeavour to get to the bottom of problems in the next few weeks.

Bikes can now be housed in the basement area of 263 Mare Street. Space has been provided for 20 bikes and the new cage

means staff can feel more relaxed about their bikes while working at 263 Mare Street.

How do you get access to the bike cage?

Fobs and access information is available from the building support officer, Abolade Sotayo, on 0797 6342048



Tree Tactics



Hackney Council has been singled out for its successful tree planting policies. While many areas in London have received negative publicity because of large amounts of trees being felled, Hackney's positive response has been lauded. And it's all down to the hard work of our Streetscene team!

In the past five years in London more than 40,000 street trees have been felled, some of these are over a century old. Unfortunately the majority of these trees have been destroyed unnecessarily.

Here in Hackney, the Streetscene, Highways and Engineering team bucked the trend and started a tree planting initiative instead. Aiming to make the borough greener, so far, 650 trees have been put in empty tree pits throughout the borough.

The team now wants the public and staff to sign up as 'tree carers'. To find out more about the 'Adopt a tree' initiative, contact Rupert Bentley Wells on ext 8437.

BeRecreative Recycling Fun Days



Visitors to Hackney Town Hall Square were met with an array of costumes and colour as members of the recycling team dressed up as mascots on 6 June.

Betty Blue Gin, Gordon the Green Box and Bertie the Plastic Bottle paraded around for over an hour, entertaining youngsters by engaging them in a snakes and ladders game and giving out goodies made from recycled material. The team also handed out leaflets and answered residents' questions.

BeRecreative, another recycling event, was held on 2 June making it the second road show that

week. This was a great success with over a thousand people piling into London Fields on the day.

BeRecreative was a joint effort between Hackney Council's recycling team and the Hackney's Green Champions, a voluntary group of Hackney residents who are interested in promoting green issues within the borough. The event was held as part of Recycle Now and the London sustainability week.

Hackney kids got involved by making musical instruments from

recycled materials and creating their own toys at the junk journeys stall, whilst learning about recycling and waste prevention.

The recycling team's mascot, Bertie the Plastic Bottle also put in an appearance, to remind residents that plastic bottles can be recycled in Hackney. Recycling mascots, in addition to being entertaining and fun, are a great reminder of those materials which should be recycled, and highlight schemes available to Hackney residents.



Success Stories

Town Centre Champions

The Council's Town Centre Champion initiative is a pilot project designed to ensure joined up working between departments. It cuts across directorates to ensure Hackney's town centres become cleaner, safer, and more attractive and more enjoyable places to live, work and visit.

The pilot project was initiated in December 2006. Three town centre champions Jeff Peters, Alan Hawes and Josile Munro were selected to target Hackney Central, Shoreditch and Dalston respectively. The project aims to resolve town centre issues quickly and seamlessly. It fast tracks issues raised, cutting across service boundaries, and improving communication links to bring about a quicker solution.

The champions have made contact with ward members and key 'movers and shakers' within Safer Neighbourhoods, Public Realm, Planning and Regeneration, the Police, Fire Service and local community groups. The team has a positive reaction from staff, Members and community groups.

Key Project Successes so far:

Hackney Central

- Environmental Enforcement Day resulted in 11 pending prosecutions
- Vagrants sleeping in Mare Street were informally encouraged to move

Shoreditch

- Fast track response to Mayor's Shoreditch enquiry which resulted in a coordinated fire brigade, planning enforcement, parking, health and safety and environmental enforcement responses.

- Fast track lead Members enquires regarding 'look and feel' issues in Shoreditch

Dalston

- Operation Crack down work began at Ridley Road Market in January 2007
- Joined up action with Met Police
- School involvement in the Dalston Junction development area.

If you are involved in or are proposing a project in any of the town centres - please contact the Champions and fill them in on details of your project.



Road Show

Neighbourhoods and Regeneration held the latest round of road shows during May. The Millfields' round is due to take place in July.

Thank you to all who provided feedback on the sessions which told us that people enjoyed the introduction to the full team of Assistant Directors, the

presentation about key projects in other services and the interactive quiz. We know you are keen for more staff involvement and greater interaction and your comments will be used to shape future road shows.

For those of you who missed out, here are some of the highlights

- Fiona Fletcher Smith gave an overview of directorate achievements.
- This was followed by presentations on Resourcing our Priorities (ROP); the Successful Launch of Choice Based Lettings (CBL); developments at Hackney Central, the A10 project and an Equalities and Diversity presentation.

If you have any stories, projects, events, hobbies or suggestions you would like to see in the newsletter please contact natalie.swan@hackney.gov.uk or call Natalie on ext. 3386

Success Stories

Homelessness Team take Kids to RIO



The Homelessness Team treated 400 children from households in temporary accommodation to a special screening of 'Charlotte's Web' at the Rio Cinema.

The team hired the RIO cinema for the event, targeted at

more than 2000 homeless families in temporary accommodation waiting to be re-housed permanently.

The event featured stalls offering advice on

homelessness, temporary accommodation and Council housing options in the cinema foyer. The Temporary Accommodation Team offered people experiencing problems with their current temporary accommodation advice

Olcay Aniker, head of homelessness unit said: "Charlotte's Web' proved to be a great promotional tool, with many parents electing to stay outside and get advice while their children watched the film. Stalls were especially busy before and after the film and feedback received from clients was overwhelmingly positive."

Around 80-90 evaluation forms were completed, with most rating the event as 'very good'.

An event where people could get advice while their children were being entertained made a big impression.

Workers Walk in Hackney

Neighbourhoods and Regeneration staff joined up with Corporate and Customer Services, to walk to work on 11 May. More than 20 people took to the streets to ensure they got some light exercise on their daily route in to work.

The event followed the annual walk to work day on 26 April. It is just one of Hackney's Sustainable Transport initiatives, which include regular Walking Lunches

To find out more about walking in Hackney contact the Sustainable Transport Team on ext 8069/8189.

For more information about the Walking Works campaign log on to www.walkingworks.org.uk



Success Stories

Road Safety, Traffic and Transportation Wins Road Safety Award



Hackney Council won the Road Safety award at the prestigious London Transport Awards Dinner, in April 2007.

The London Transport Awards open to all London boroughs and organisations in transport across the capital, are about recognising transport initiatives which are working and rewarding those who have made a difference to transport in London. Hackney's 'excellent results and some innovative schemes' enabled them to beat off stiff competition from the City of London, Hounslow and Redbridge, to win the Road Safety Award for 2007.

The Road Safety Team has already exceeded all of its casualty reduction targets for 2010. Fatal, serious and slight casualties are all decreasing steadily.

The Council has implemented a range of schemes to improve road safety and has rolled out a programme

to upgrade all zebra crossings. In addition, with support from the Road Safety Education Team, Hackney now has a total of 57 out of 100 schools with a School Travel Plan (well ahead of this year's target of 50 per cent).

Councillor Alan Laing, Cabinet Member for Neighbourhoods, said:

"This is a wonderful and well deserved accolade for Hackney Council, which recognises the accomplishments of our Road Safety and Traffic and Transportation teams. Making Hackney's roads safer is an integral part of the Council's transport vision. Significant improvements have already been made in the borough and we will expand on these in order to meet the high targets we have set for future years."

For more road safety information call Andy Cunningham on ext 6657 or log on to www.hackney.gov.uk

Communication

Exhibition Equipment for Use



Are you hosting an outdoor event? Would you like to exhibit material and invite members of the public to interact with you at these events?

The Communications Team has purchased equipment for staff in this directorate. This material can be used for events such as

fun days, exhibitions and consultations and at other events where teams interact with the public.

Equipment available includes

- Outdoor marquees
- Panel display boards
- Small and large promotional counters
- Leaflet stands

If you would like to book equipment to use, call Natalie on ext 3386.

Communication procedures: Please note that all emails sent out to 50 or more staff should be cleared and sent via the communication executive. You can email natalie.swan@hackney.gov.uk if you need to communicate with large groups of staff.

Training and Development

IIP

A total of 31 staff from Neighbourhoods and Regeneration were selected to take part in Hackney's Investor's in People re-assessment between 18 and 29 June.

As part of our directorate's continued commitment to staff we would like to ensure that everyone receives proper guidance from their managers. Included in this issue of Renew you will find a Management Pledge designed to be cut out and kept for your reference.

The management pledge covers topics such as staff inductions, supervision schedules and personal development.



INVESTOR IN PEOPLE

We have published the short version as it is convenient for you to keep. However a longer more detailed version is available. Please contact your manager for a copy of the full version.

Staff training available

We are constantly looking at ways to develop staff in Neighbourhoods and Regeneration. Training and courses are offered to help staff reach their full potential. You can find out more about these courses on Staffroom via the Learning and Development link.

If you don't have email, please consult your manager who will provide copies of courses and training offered. Some courses are only open to permanent staff, while others are available to both permanent and temporary staff. Attendance depends on your line manager's approval.

Management Pledge

Neighbourhoods & Regeneration Management Pledge – short version

In line with our Core Values, all managers in the Directorate 'pledge' that you will receive:

- An Effective Induction to:
 - your job or role (from day 1)
 - the Directorate (within 2 months)
 - the Council (within 3 months)
- Supervision meetings at least every 2 months
- An annual appraisal and six month appraisal review
- A Personal Development Plan of agreed Learning & Development activities
- Team Meetings at least every month

Delivery of this 'pledge' will be regularly monitored.

Whilst it is intended that this 'pledge' be applied to all staff, it is recognised that some services may need to deliver it in different ways to reflect service needs. Some elements may not be fully applicable to staff who are not permanently employed.