



ENVIRONMENT AND REGENERATION SCRUTINY COMMITTEE

12 September 2023

SECOND DESPATCH

Please find enclosed the following items:

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Public Document Pack Agenda Item 4

London Borough of Islington

Environment and Regeneration Scrutiny Committee - 4 July 2023

Minutes of the meeting of the Environment and Regeneration Scrutiny Committee held at on 4 July 2023 at 7.30 pm.

Present: Councillors: Clarke (Chair), Jeapes (Vice-Chair), Craig, Gilgunn, Hayes, Zammit and Russell

Present: Other Councillors: Bell-Bradford, Khondoker, Champion

Councillor Tricia Clarke in the Chair

5 APOLOGIES FOR ABSENCE (Item 1)

Apologies were received from Councillor Angelo Weekes

6 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

7 DECLARATIONS OF INTEREST (Item 3)

None.

8 MINUTES OF PREVIOUS MEETING (Item 4)

RESOLVED:

That the minutes of the meeting held on 27 March 2023 be confirmed as an accurate record of proceedings and the Chair be authorised to sign them.

9 CHAIR'S REPORT (Item 5)

The Chair gave thanks to the previous Corporate Director of Environment and Climate Change for the work they had done with the committee over that last few years. The Chair noted the success of the public special meeting that took place in April. The Chair informed the committee she would be attending the next London Scrutiny Network event where they had selected the theme of 'Climate Emergency – local authority approaches to scrutiny in this area'; the Chair would report back any key points from this event.

10 ORDER OF BUSINESS (Item 6)

The Order of business was as per the Agenda.

11 PUBLIC QUESTIONS (Item 7)

Public questions were taken after each agenda item.

12 **MEMBERSHIP AND TERMS OF REFERENCE 2023-24 (Item 8)**

The Chair presented this report on the committee membership and terms of reference.

RESOLVED:

That the report was noted by the committee

13 **SELECTION OF SCRUTINY TOPIC 2023-24 (Item 9)**

The Chair presented this item and asked Councillors for suggestions on the Scrutiny Topic for 2023/24.

Councillors made suggestions for the scrutiny topic, including:

- Active travel, promotion and behavioural change
- Inclusive economy, affordable workspaces, and apprenticeship schemes
- Delivery riders and drivers and their impact

Councillors made suggestions for one off reports and informal working group topics, including:

- Water harvesting
- Green skills within the inclusive economy
- The Supplementary Planning Document
- Library of Things and the Bright Sparks schemes
- Recycling Rates

RESOLVED:

That the scrutiny topic for 2023/24 would be Active Travel

14 **LIBRARIES AND HERITAGE - Q4 PERFORMANCE REPORT (Item 10)**

The Executive Member for Equalities, Culture and Inclusion and the Assistant Director of Community Learning & Libraries presented this item. The Executive Member asked for questions or comments on the report.

Key points raised in the discussion were:

- Councillors noted the use of libraries as warm spaces was a positive move.
- The Executive Member explained they were looking to engage certain communities through targeted activities and better relationships with schools as well as looking at how to measure demographics and the types of people that used the libraries.
- In response to questions on the decline of use of PCs in libraries, the Executive Member explained that while there was a digital divide, officers had set up a working group to look at this in 3 different strands: connectivity, devices and skills. There were also PCs for beginners at different libraries across the borough. On site visits the PCs had always seemed to be in good use, but the team were always reviewing the need for these and how they were being used. The Executive Member explained being digitally inclusive was very important and asked councillors to flag any issues they may see or hear about from residents.

The Executive Member said they would investigate the data on use of PCs and the active members of libraries.

- The Executive Member explained there was a review of library spaces and community centres. It was part of the strategic approach to investigate the existing relationship between the two but there were some collaborations between the spaces rather than being always two separate entities.

ACTION

The executive member to investigate the data on use of PCs and active members of library spaces.

RESOLVED:

That the report be noted by the committee

15

EMPLOYMENT & SKILLS - Q4 PERFORMANCE REPORT (Item 11)

The Executive Member for Inclusive Economy and Jobs and the Director of Inclusive Economy and Jobs presented this item. The Executive Member explained that there had been a 300% increase to the people in work from the 2019 target of 1,000. They had worked hard to revive the Anchor Institutions. There had been projects such as LIFT to get people from minority backgrounds into the creative and tech industry, £1.49 million funding had been secured to run a similar programme on life sciences. The Council have been campaigning hard to ensure local institutions provide the London Living Wage. The 5,000-person target of people into employment over 4 years was already at 3,000 in the first year, but the Executive Member explained that keeping people in those roles was just as important as initially getting them into work. Most outcomes and statistics were from the external employers and as these weren't statutory it could be difficult to get statistics on certain groups in employment such as parents and people with disabilities. The Executive Member explained the childcare bursary was being maintained.

Key points raised in the discussion were:

- The Executive Member explained that the childcare bursary could conflict with maternity leave. There were still improvements to be made to the scheme, but the Executive Member emphasised that the money was available to support parents into work. Outreach workers had been hired to work with parents and publicise the bursary. The Executive Member explained they would be interested to know if the bursary isn't reaching particular groups, and they were regularly updating Islington partners so will hopefully see greater take-up next year.
- The Executive Member explained that officers would investigate the gaps in data around disability benefits and the data about people still in work.
- On affordable workspaces, the Executive Member explained Outlandish did an amazing amount of work and were a long-established provider. They had delivered great social value and worked closely on the Net Zero Carbon aim. The Executive Member explained the Council had a mature strong relationship with Outlandish and wanted to reach this same level with all providers.
- The support for young people into paid employment had been under target and Councillors asked whether they received other forms of support such as for mental health or debt. The Executive Member explained some

of the cohorts were looked after children so work closely with Children's Services and receive pastoral support. There was a knock-on effect from Covid-19 meaning social interaction had decreased and social isolation had increased. There also was resistance from employers to employ the 18-25 category, as many don't run apprenticeship schemes. However, the Executive Member wanted to do more internally and work with schools in offering apprenticeship schemes. The Executive Member explained they were developing a strategic approach to make Islington an exemplar employer for apprenticeships.

- A councillor noted it was great that Islington worked with people and schemes around women in construction.

RESOLVED:

That the report be noted by the committee

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ENVIRONMENT & TRANSPORT - Q4 PERFORMANCE REPORT (Item 12)

The Executive Member for Environment, Air Quality and Transport presented this item. The Executive Member explained that increasing recycling rates was a persistent issue and there had been a reduction since covid. There was an ongoing piece of work on this. Waste reduction and work on how to improve recycling on estates was also being looked at. There had been 419 EV Charging Points installed as of May 2023.

Key points raised in the discussion were:

- The Executive Member explained that the Street Scene Strategy Manager would update the committee in 6 months on waste reduction and recycling on estates.
- The communications programme for recycling was behind schedule, but the Council was trying to engage with people in a more exciting way and it was important to involve residents in the process and ask what they want to see.
- Councillors noted that the Cost of Living had an impact as this had changed people's spending habits and could mean they were buying more plastic packaged goods.
- It was important to continue to encourage people and give better guidance so that they were more equipped to recycle and reduce waste. It was important to also notify people of positive changes and outcomes such as the target around residual waste to further encourage them that they were making a difference.
- A member commented that it was positive that the number of people with privately owned cars was reducing.
- The NLWA tried to keep recycling as local as possible.
- It was noted it could be difficult to keep track on whether the reduction of food waste was good or bad as it could also mean that people are consuming and wasting less food. Messages that tended to work revolved around the cost of wasted food.
- The Committee also wanted to explore what happened to wasted clothing.

RESOLVED:

That the report was noted by the committee

17 **NET ZERO CARBON PROGRAMME - Q4 PERFORMANCE REPORT (Item 13)**

Sarah Hitchcock, Head of Net Zero Carbon Programme, presented this report.

Key points raised in the discussion were:

- The Head of Net Zero Carbon Programme explained that some Action Plans were taking longer than planned as a holistic approach was needed and currently the data is not available for some areas. Hopefully by the end of the year these plans will be available to the Committee.
- They further explained they would come back to the Committee on the timings for the circular economy Action Plan and the opening of the green classroom.
- It was important to be able to justify why projects were happening such as Library of Things and Bright Sparks. Councillors requested another update on these and how the work was progressing.
- The Islington Living Streets AGM took place on 5th July 2023. It was important to have ongoing engagement between cyclists and pedestrians. This discussion could be integrated into the citizen panel discussions.
- Islington had been Highly Commended in the MJ Awards for its work on People Friendly Streets.

RESOLVED:

That the report was noted by the committee

18 **PROPOSED WORK PLAN 2023-24 (Item 14)**

The Chair presented the draft Work Programme 2023/24 to the committee and highlighted the suggestions that Councillors had made for witness evidence sessions and one-off reports.

It was noted that the work programme would continue to be updated throughout the year.

RESOLVED:

That the workplan 2023/24 be noted.

The meeting ended at 9:30pm

CHAIR

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Inclusive Economy & Jobs Service Annual Report 2022-23

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Presentation to the Environment & Regeneration Scrutiny
Committee

12th September 2023



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Agenda Item 10

Outline

1. Islington's Economic Context
2. Community Wealth Building Strategy for an Inclusive Economy & Good Quality Employment
3. Economic Wellbeing
 - a) Skills
 - b) Employment
4. Supporting Young People
5. Business Support and Development
 - a) Town Centres, High Streets and Markets
 - b) Nags Head
 - c) Finsbury Park
 - d) Archway
 - e) Chapel Market

Outline

- f) Clerkenwell and Bunhill
- g) Caledonian Road
- h) People Friendly Streets
- i) Inclusive Business Growth

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- 6. Growth Sectors
- 7. Collaborating with Anchor Institutions in Islington
- 8. Building and Inclusive Social and Economic Infrastructure
- 9. Embedding Net Zero
- 10. Challenging Inequalities in Employment and Business



1. Islington's Economic Context

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A challenging period for Islington residents

- Food, energy, interest rates, and rents have risen above wages and benefits, hitting poorer residents and local businesses hard.
- Higher rates of unemployment in Islington than in London and the UK
- Fewer women in employment in Islington than in 2022
- Higher levels of personal debt than in London as a whole
- Difficulties finding qualified staff due to Brexit, hybrid working
- Economic outlook is challenging across London with low growth in 2023 and declining household incomes.

With some positives...

- A halving in the percentage of Islington's workers earning less than the living wage compared to 10 years ago (7.2% now)
- More people from ethnic minorities active in the workforce
- An increasing number of businesses registered in Islington
- A rise in the number of businesses offering high quality employment

2. Community Wealth Building Strategy

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Community Wealth Building – people at the heart of economic development

Building economic resilience and shared prosperity through Community Wealth Building is key to the Council's objectives to tackle inequality and improve life chances, and a key part of delivering the Council's ambition for 2030 to **create a more equal Islington where everyone can thrive**.

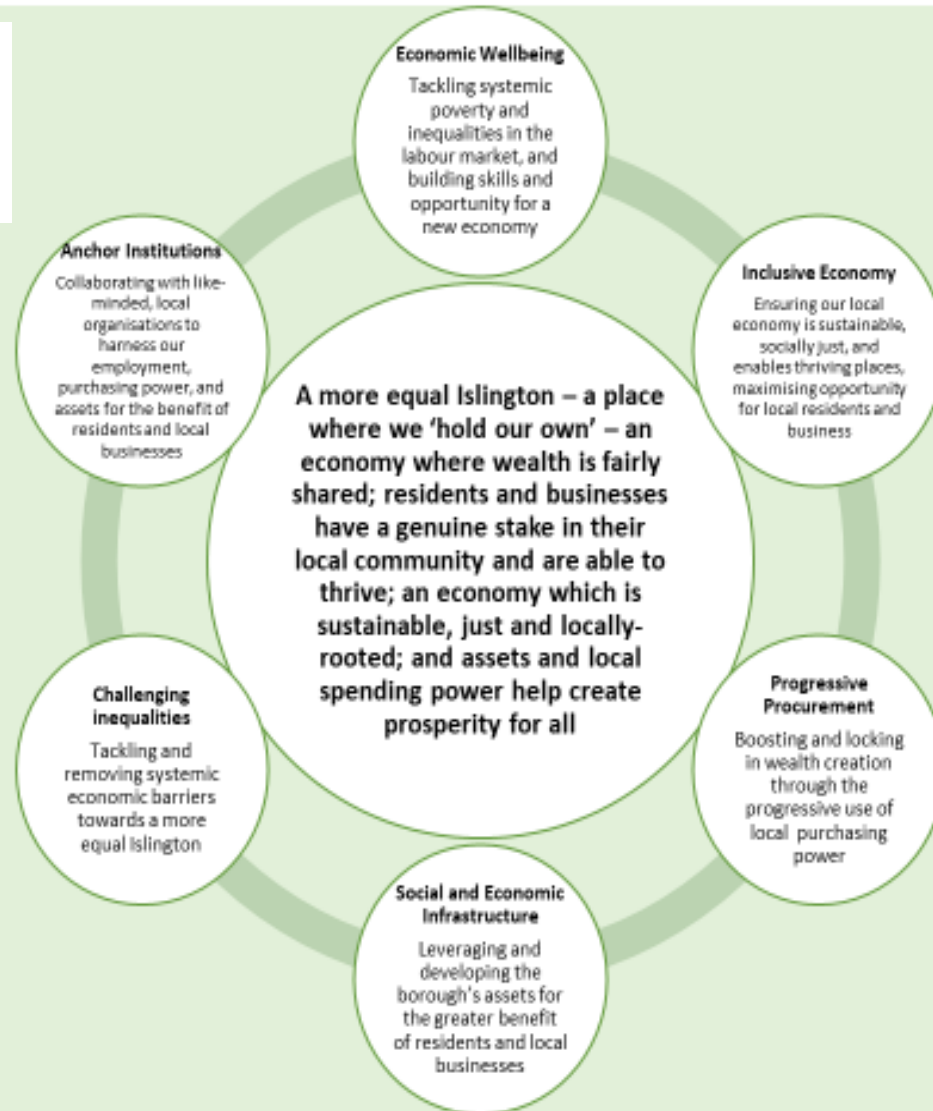
That means working with residents, communities and businesses to tackle economic inequality and create an economy that works for everyone. The council and anchor institutions are crucial economic agents, supporting local people with our collective employment and purchasing power, and Islington's physical asset base.

The council's strategic plan, **Islington Together 2030 Plan**, outlines how we will deliver on our ambition and five key missions

- Child-friendly Islington
- Fairer Together
- A safe place to call home
- Community Wealth Building
- Greener, healthier Islington



Vision & Objectives



3. Economic Wellbeing

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Income Maximisation

Over the past year we have:

- Delivered three successful Pension Credit take-up campaigns.
- 506 more pensioners are now claiming Pension Credit with an annual value of 1.61 million.
- As well as Pension Credit, Imax helped other residents to claim benefits, in the first-year to the campaign securing £3.48m. The lifetime value of the campaigns is £15.56m.
- In 22/23 Imax increased Islington resident's income by £5.74m by helping resident's claim additional benefits.
- £ 84,047.19 worth of childcare bursaries were allocated in 2022/23. There were 101 claims for childcare bursary, 73 of which were unique. The childcare bursary supported 39 parents into work and a further 21 parents that received money to sustain employment.

Islington Childcare Bursary – Helping Parents Get Back to Work

The Islington Childcare Bursary scheme helps parents on low incomes to move into or remain in work by providing short term financial support towards the cost of childcare, which can be a significant barrier to employment. Here a parent explains how it helped:

Quote from a childcare bursary beneficiary

“Getting the childcare bursary, which was processed at quite short notice, allowed me to continue work experience for my university course. I want to become a qualified early educator., I am currently a full-time student at London Metropolitan, studying Early Childhood Studies. As part of my course, I must complete 260 hours in a childcare setting. My daughter is too young to be eligible for 30 hours at nursery, and whilst the free hours have allowed me to do the course, I wouldn't be able to do the work experience, and I have struggled to find appropriate part time work. In fact, due to my daughter having the same days at nursery as I have for university, I am limited to days I can work and already miss a bit of learning time due to drop off and pick up, I have asked the nursery if I could pay for breakfast club, but they explained they do not do that. I have applied for many jobs via Indeed, but I want to find work in a nursery as it will benefit my studying, I have finally been offered a job and they want an early start. Without help from the bursary, I would have missed this opportunity as well. Now I can continue my course and earn a bit of extra cash to get us a better Christmas”



Looking Ahead – 2023/24

- Recent changes to how Universal Credit (UC) and childcare interact, means that we may find fewer parents need our childcare bursary support to enter work.
- It is too early to be sure of the impact, but we will continue to support parents with holiday childcare, or with support for exams and other key Further Education or Higher Education activities.
- We are also working with local partners to ensure they support their clients to take up the improved UC offer
- In the past, the iWork discretionary bursary went beyond childcare to provide other key financial support around entering work including buying tools and paying for travel cards. In 23/34 we have met this need using the ESF programme funded bursary, this is now ended and we anticipate that this kind of support will now be increasingly sought after as the cost-of-living crisis continues to impact
- Our income maximisation service, Imax is helping Islington residents claim additional benefits and is aiming to increase their income by £6m by the end of the 23/24 financial year
- Imax plans to start a fourth pension credit campaign and starting targeted work with disabled people to ensure they're getting their full entitlements.
- Imax is about to launch a new benefit calculator that both staff and residents can use.



3a. Skills

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Creating clear skills pathways into work and supporting those already in work to upskill to find better and more secure jobs



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Adult & Community Learning

Over the past year we have:

- **Enrolled 1,788 learners on free courses** - the highest enrolment since 2016/17. **Key cohorts** include residents with disabilities and learning difficulties, parents of young children; people from black, Asian and Minority ethnic backgrounds and older residents.
- **Provision** included **English for Speakers of Languages**, Maths, English, vocational, free courses for jobs L3 and digital skills.
- **Worked in collaboration with key community partners**, such as the local jobcentres, Hillside Clubhouse and Light Project Pro International to develop free courses for priority groups.
- **Multiply funding** used to deliver budgeting sessions, Maths awareness workshops, Maths awareness for ESOL and vocational courses in primary schools, warm spaces and community centres across the borough. Exceeded the Year 1 target of 77 enrolments and encouraged by the GLA to bid for growth in Year 2.
- Hosted the **annual celebration of achievement** event.

Adult & Community Learning Priorities 2023/24

- To deliver the ACL reorganisation, resulting in a better performing service that is aligned to CWB priorities and has a more robust performance culture.
- To showcase the strengths of the service if and when Ofsted announce an inspection and secure at least a 'Good' judgement for each area.
- To engage with and deliver learning to 1800 local people.
- To develop the curriculum offer with CWB priorities, resulting in courses that meet local needs.

3b. Employment

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Reaching residents most in need of employment support and tackling precarious employment and lack of progression



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iWork Adult Employment Support

Over the past year we have:

- Provided the right support to get **3,013** people into work as part of the Islington working partnership.
- Worked collaboratively with youth progression and ACL to support successful delivery of the **ESF funded 'Connected communities programme'**
- Worked with anchor institutions in the Health and Social Care sector to support with workforce planning and the benefits of working with local agencies to reach local candidates. 40 local people placed into employment in the sector.
- Strengthened our partnership with council contractors to maximise the impact of section 106 local labour clauses to focus on good work and training opportunities. 32 local people placed into employment in the construction sector including 35 women engaged in forming a talent pool for local construction apprenticeships.



iWork Adult Employment Support

Over the past year we have:

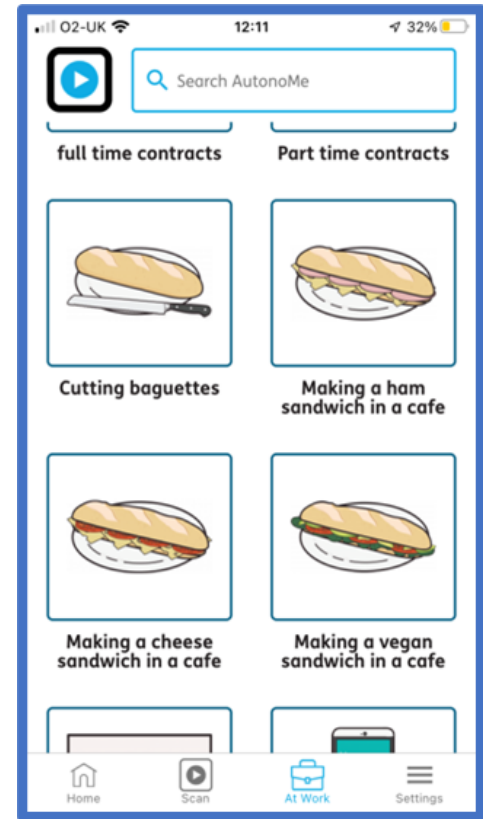
- Worked closely with Matrix, the council's recruitment agency, to support local residents into good jobs. 40 residents joined the council from underrepresented communities, helping to make the council more representative of our diverse local community .
- Integrated the Islington Supported Employment Team (ISET) into the directorate. The team have benefited from our sector brokerage teams and also our local employment links via the Local economy officers. As a result we now have residents with a global learning disability working at London Bridge station via an introduction to Network Rail (Finsbury Park) and with a local painting and decorating agency
- ISET have also built their own relationship with the Almeida Theatre who are offering one client a three month work experience placement and employed another resident who has been with them for almost a year.
- The ISET team have benefited from a new partnership with Autonomie who make teaching videos , enabling access via a QR code scanned on their phones which can be used repeatedly



Autonome and Almeida in Partnership - Facilitating Employment Opportunities



- Autonome is an innovative approach to supporting people learning disabilities and autism to develop skills for independent living and employment. They have many off the shelf videos that can be played over and over, teaching every day skills
- In addition to the video library Autonome have created specific videos for our clients who are close to employment, focusing on any small task that is proving a challenge. Our clients gain access to the videos via a QR code they can scan on their phones. They use actors who carry out the task but in the actual workplace that our resident is based.
- Jermaine asked for help to ensure he was cutting the sandwiches properly – and with the help of a bespoke video, he is about to increase his hours and take on new tasks as Almeida are so happy with his work



Looking Ahead 2023/24

- Provide a strategic sectoral approach to securing employment for Islington residents with a focus on Construction, Health and Social Care, the public sector and via the LIFT Programme (Tech, Digital, Life Sciences and Creative Production).
- Support at least **1,500** unemployed Islington residents into employment and increase the proportion of residents from black and minority ethnic communities into work by 60% and provide targeted support for those with a disability and long term health condition.
- Identify new approaches to ensure we improve our impact on local parents, and particularly lone parents
- **New UKSPF employment and skills funding (£400K over 15 months)** to support disabled residents into work, promote more anchor institutions apprenticeships and residents to become self-employed or form co-operatives
- Use leverage with council contracted suppliers so that they provide employment for local people by working closely with council commissioners.
- Support the development of a refugee programme to understand our local growth sectors and advocate with local employers, including an NHS specific volunteering programme.
- Work more closely with our Youth Hubs and World of Work programmes to ensure that we are reaching younger residents and supporting positive career choices .

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4. Youth Employment and Progression

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Supporting Young People

Over the past year we have:

- 17 paid summer work placements for young people at risk of serious youth violence through the Your Choice programme pilot, with four going on to secure permanent roles with their host employer.
- Soft launch of the youth employment hub at West Library which has now hosted a series of events including; apprenticeship awareness sessions for young people, parents and carers, employability workshops, maths and English sessions and one to one careers guidance.
- Page 29 Brokered 68 World of work activities, supported by 147 volunteers which reached 6570 young people in primary, secondary and further education.
- Successful delivery of a pilot programme with NHS England to raise the profile of Health and Social Care careers for care experienced young people. Supported 17 looked after children, of which 6 were current or former unaccompanied asylum-seeking children, with one-to-one employability support, NHS careers insights, coaching and mentoring by NHS professionals, leading to an expanded programme this year.



City of London Academy – Highbury Grove Careers Insight Session

- City of London Academy Highbury Grove ran two STEM careers Insight sessions for their Year 7's and 8's which took place on Tuesday 16 and Tuesday 23 November.
- Students heard from 24 volunteers brokered by the Council's World of Work team covering professional services such as financial management, law, engineering, sports science and more.
- The event contributed to the school meeting two Gatsby Benchmarks (a measure of careers education in schools) for (1) *learning from careers and labour market information* and (2) *encounters with employers*.

- Students also developed essential skills in listening, speaking and aiming high

"I've really enjoyed hearing people talk about their lifestyles and how they got into their job. It is very interesting to hear and it's giving me a lot to think about." - Danette Yr.8

- Solicitor Ferdisha Snagg was one of the many employers who gave an overview of their career path to date and answered student questions. She was impressed by the wide range of engaging questions from the students

It is also important for me to be here today as it showcases that professional roles like mine are accessible." - Ferdisha, Financial Services Regulation Lawyer at Cleary Gottlieb Steen & Hamilton LLP



Looking Ahead 2023/24

- Official launch of the Youth Employment Hubs in Caledonian and Finsbury Park wards, to include a programme of education, employment and skills activities for Islington's young people.
- Extend work with council suppliers, anchor institutions and other local businesses to expand world of work activities, create more work experience placements and develop pathways into early careers opportunities.
- Host / co-host regular networking and progression events with local partners to promote growth sectors and careers.

5. Inclusive Businesses Inclusive Places

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5a. Inclusive Local Economies

Town Centres, High Streets & Markets

Town Centres, High Streets and Markets to March 2023

Over the past year we have:

- Supported over 1,000 small businesses in Islington to survive and thrive, including through signposting, troubleshooting, referrals, and on-the-ground support.
- Delivered a grant to over 100 of Islington's smallest independent hospitality businesses to help with the cost of energy in the winter months.

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Successfully bid for 'Creative Enterprise Zone' accreditation for Archway, unlocking more opportunities to support grassroots creatives and young people in the area.

- Commissioned an 'Inclusive Markets' review to ensure our markets remain welcoming and affordable places for a diverse range of customers and traders.
- Engaged with hundreds of businesses in areas impacted by low-traffic schemes or public realm improvement schemes.



Looking Ahead 2023/24

- A first visit to Islington from the national 'Small Business Saturday' tour (taking place in Nov 2023).
- Increasing the number of businesses participating in circular economy practices via grants and other local initiatives.
- Launching our first series of 'Youth Markets' and 'Black-Owned Business Markets', as part of a wider 'Inclusive Markets Plan' designed to make our markets more welcoming and inclusive.
- Ensuring an inclusive festive events programme that factors in the cost-of-living crisis and climate crisis (free food/refreshments for attendees and all plastic free events).
- Launching and delivering a successful year one for Islington's new Creative Enterprise Zone in Archway.
- Developing a new business support programme, including discounted Federation of Small Businesses (FSB) membership and bespoke business advice service, focusing on access for priority groups.



b. Nag's Head



Nags Head

- One-to-one support to businesses, including referrals for grants and legal advice, help finding new premises, dealing with evictions and court summons, reviewing Valuation Office Agency assessments, tackling landlord problems.
- Worked with LBI Community Safety team to prevent crime and anti-social behaviour and sign-up businesses to the Safe Haven scheme. Initiated a visit to the Halifax and an Environmental Visual Audit of the Morrisons delivery yard in Oct '22, following up on agreements with key stakeholders.
- Worked with the government's High Streets Task Force (HSTF) on town centre visioning, identifying actions to address the negative impacts of the busy road infrastructure, and scoping the opportunity for a local teenage market.
- Partnership between London Met University, Arsenal and Lavazza to launch the Learn to Dream mural aimed at inspiring younger people and encouraging them to pursue a better future, and ensured local businesses benefitted from the community event.
- TfL business engagement strategy for the installation of the C50 cycle route, carried out door to door visits of Parkhurst and Seven Sisters Road businesses along the route and overcame all obstacles identified – resulting in the scheme being generally well received.
- Supported businesses affected by the Hornsey Road burst mains pipe and several Holloway Road businesses flooded during the 17th August downpour.
- Facilitated the Nag's Head Town Centre Management Group and involvement in events such as the Christmas lights switch on event of 19 November '22 which brought together local community resources Streets Kitchen, Manor Gardens Welfare Trust, Holloway Neighbourhood Group and North Library.



Overcoming adversity and building capacity to support business resilience

- Following an early morning water main burst on 08 August 2022, promptly visited all the business properties affected, just south and east of the town centre, to assess and report on impact.
- Subsequently ensured all businesses received adequate attention and support from Thames Water, their loss adjusters Sedgewick, and works contractors as well as council services including Business Rates and Environmental Health - this included researching the ownership of a few seemingly vacant properties.
- Helped ensure businesses affected by the flooding were represented at the 15 Sept '22 Policy and Performance Scrutiny Committee meeting with Thames Water and then stayed connected with the businesses throughout the year, helping to deal with a variety of obstacles as they arose.



Looking Ahead 2023/24

- Maximise the potential of the C50 Cycleway for businesses on the route and the wider town centre by facilitating business engagement and comments before and during the consultation phase.
- Now that the upper floor (The Upper Place) of the Nag's Head Covered Market has opened, ensure that the whole market contributes positively to the community and any disruption to nearby residents is minimised.
- Secure social value benefits from the proposed Arsenal / Ashburton development at 45 Hornsey Rd & 252 Holloway Rd (and the railway arches and land in between) e.g. through having a say on the tenancies of at least some of the arches and keeping their rents below market rates.
- Facilitate vacant properties being brought back into use and to encourage developments such as the Marlborough Building and the Brownlow Developments properties of 409-415 Holloway Road to contribute positively to the local community.
- Build on the engagement with the High Streets Task Force to develop a prospectus for the town centre that summarises key ongoing and planned projects, highlights potential opportunities and can be used to help encourage a sense of ownership and develop a collective vision for the area.
- Support a pilot civic pride campaign in the town centre with a pre-assessment of current issues and a week of action in September, and link this with trial recycling from flats above shops along Seven Sisters Road.
- Continue to facilitate the Nag's Head Town Centre Management Group and support the set-up of a new traders associations in the area.



c. Finsbury Park



Finsbury Park

- Small Business Commissioner taken on a tour to visit and interview small businesses about their day to day challenges. High-profile visit raised the visibility of Finsbury Park and gave a platform for small businesses to share challenges on a national stage and to a government representative.
- Brokerage of local social value including supply chain opportunities for small businesses to supply the iWork team with items e.g., laptops, stationery and clothing for the Back to Work program, resulting in council spend being diverted to local businesses.
- Successfully encouraged Festival Republic to supply equipment and volunteers for Street Fest, a local event that supports the Street Homeless population.
- Created multiple employment and training opportunities for residents with local businesses in the catering and retail sectors. Additionally, jobs for residents were brokered with local stakeholders including Network Rail, TfL and Eurovia that saw local residents employed to work on C50 Cycle route business engagement and London Bridge Station.
- The first joint Traders Association Meeting in Finsbury Park was held between businesses from Fonthill Rd, Seven Sisters Rd, Stroud Green Rd, Blackstock Rd and Honsey Rd. This inaugural meeting strengthened the relationships between local groups, and kickstarted the process of establishing a joint vision for improving the appeal of the area for residents, businesses and visitors.
- During ongoing construction of the C50 cycle lane along Seven Sisters Rd, great effort has been taken to support businesses through this large infrastructure change. This has included facilitation of meetings, walkabouts and one to one engagements.
- The festive event held on 3rd December '22 was attended by more than 400 people as well as the Small Business Commissioner who switched the lights on. Local suppliers were used for catering and entertainment, which was free for attendees in acknowledgement of the cost of living crisis.



Joining up the dots between services - securing well paid jobs for our residents

- Local Economy officer work varies, covering a wide range interactions between many services in the support of businesses. One task is to work with transport operators to mitigate the impact of works on local businesses.
- In addition to businesses, residents are kept firmly in mind and if any opportunity arises from engaging with stakeholders or other council teams.
- One such opportunity arose during a meeting with TfL and its contractor Eurovia. The Finsbury Park LBI Officer was informed during a meeting about an upcoming opportunity to work with Eurovia on projects over the next 12 months and that ideally a local resident who knew the area was needed. Starting pay for this position was in the region of £30,000,
- It was a perfect opportunity for a collaboration between the Local Economies Team and Employer Engagement Team and so Eurovia were introduced to the employment team and directed to Islington's jobs portal for local residents.
- The Employer Engagement Officer worked closely with Eurovia to find a local resident who would fit the bill. The position was quickly filled, and the resident is enjoying their role and making a valuable contribution to the engagement processes.



Looking Ahead 2023/24

- Completion of the new Finsbury Park Tri-borough Accord. The accord is a joint working agreement between Islington, Hackney and Harringay councils that focuses on community safety/policing, waste management, public realm improvements and business support to ensure a joined-up approach across borough boundaries.
- Deliver businesses interventions e.g. social media training, visual merchandising, public realm improvements, and business support to help build the resilience of local businesses, helping them to adapt as the economic climate changes. .
- New program of engagement with the Affordable Workspaces in Finsbury Park to ensure they continue to build on local relationships to produce more job and training opportunities. This will include workshops, skills training, community outreach and a new comms campaign.
- Continue to host the quarterly Tri-borough Finsbury Park Town Centre Management Group Meeting.
- Building on the work with the five traders associations in Finsbury Park by encouraging more business to join the associations, more attendance at town centre meetings and build a joint business vision for the area e.g., encouraging the use local supply chains, more business-to-business work.
- Encouraging cycling groups and individuals to support businesses along the new C50 Cycle route to show that not all business comes from cars.
- Festive Light switch-on taking place Saturday 25th November.



d. Archway



Archway

- Awarded Creative Enterprise Zone status by The Mayor of London.
- Facilitated Bomb Arts Factory with London Living Wage accreditation and their hosting of a creative focused Employment Practitioners Network.
- Organised Archway's 'Greatest Christmas event' attended by approx. 2000 local residents & visitors across the day, promoting high street businesses with a treasure trail and Xmas shop window competition, whilst providing Market Trader Trainees with practical trading experience and mentoring in Archway Market.
- Organised several focused walkabouts of Archway; including a visit by Amy Lane, Night Czar for London to understand Archway's Night-time Economy and a GLA walkabout to meet local grassroots creative organisations to understand the issues they face.
- 'Mosaic to the Irish Community' delivered in partnership with Heritage colleagues and local schools – unveiled by Irish Ambassador to the UK & the Mayor of Islington, paying homage to the huge contributions of Irish people to life in Islington, and the reason for Navigator Square's name, whilst also proving a footfall attraction for the local economy.
- Secured £3500 in donations for the Archway Town Centre Group to assist businesses with bulk ordering, along with £5000 sponsorship of the Christmas event.

Archway becomes a Creative Enterprise Zone (CEZ)

- Responding to the concerns of local creative businesses who said that they were suffering with lack of affordable workspace and ways to nourish young local creative talent, we led a multi-team bid, supported by a wide range of local stakeholders. The CEZ will deliver:
- A £70k Impact Grant with approx. £200k match from Islington Council - officer time, community infrastructure levy, S106, Archway animation funds & Sponsorship which will be used to support the delivery of:
 - -A dedicated Creative Enterprise Zone Manager for 2 years/3 years pro-rata.
 - -Community engagement to develop a creative strategy to take the zone forward.
 - -Mapping & feasibility of unused public assets, such as garage under crofts, for types of creative use.
 - -An events focused Co-operative Community Interest Company.
 - -Showcase activity through special events to highlight grassroots creatives.
 - -Training and workshops – encompassing mentoring, workshops and talks to support residents into local creative careers
 - -Creative Internships with 50% match towards three, three-month creative internships



Looking Ahead 2023/24

- Revitalised Archway Town Centre Group, which includes a rotating chair, new business plan and more accessible meetings.
- Working with the Library Team on the Library Improvement Fund bid, to pilot a digital tech hub in Archway that can be used by residents and local organisations, including 3D printing, podcasting and design.
- Securing the removal of British Telecom boxes associated with anti-social behaviour so we can utilise the space for pop up street trading.
- Initiating a shared use electric car pilot for Archway businesses.
- Exploring a potential pilot for an urban growing project using an old unused subway.
- Delivering the Creative Enterprise Zone action plan including community engagement for co-design of the future of the Creative Enterprise Zone, recruiting a new officer dedicated to supporting the creative economy in Archway and scoping feasibility of Affordable Workspace within the CEZ boundaries.



e. Chapel Market



Chapel Market

- New Economics Foundation study commissioned and delivered to support development of a roadmap to more inclusive markets.
- Market Trader Support project delivered across 2022, which engaged and supported 133 traders/prospective traders.
- Several successful events delivered across 2022.
- Commencement of the Chapel Market public realm improvement project in May 2023.
- Delivery of several 'activation' activities to promote Chapel market and improve footfall during period of improvement works.
- Deployment of the Chapel Market brand identity across social media.
- Delivery of one of three planned market trader training programmes in conjunction with Adult Community Learning.

Young People Learning Food – “Know your Onions” in Chapel Market

- Chapel Market, like many traditional markets, suffers from a disconnection between the younger generation. The root cause is that traditional markets are not particularly relevant to them. This is visibly apparent in observing the average age of both customers and traders at the market. A key aim of our work is to build connections to the market with local young people and inspire those with entrepreneurial spirit to view the market as a place in which they belong and can develop their own business.
- A recent project that supported this aim took place this July, when Chapel Market hosted students from three local schools (The Bridge, Richard Cloudsley and Beacon High), participating in the 'Know Your Onions' programme (a food education project run by the charity [School Food Matters](#)). This was the first time the project operated in Islington.
- The purpose of the initiative was to teach secondary school children where their food comes from and connect them with the process that goes into food production from farm to fork.
- The students grew their own produce at a commercial garden run by the charity, harvesting their produce and selling it at a local market. The Market Development Officer provided support to the project, including equipment hire and professional guidance on subjects such as sales and visual merchandising techniques.
- The students thoroughly enjoyed their time at the market, developing self-confidence by experiencing a day in the life of an entrepreneur and developed a personal connection to the market.



Looking Ahead 2023/24

- Completion of the Chapel Market public realm improvement project in December 2023.
- Delivery of an art exhibition featuring portraits of local traders, hosted by Chapel Market gallery White Conduit Projects, to encourage footfall at the market.
- Hosting pop-up markets at Chapel Market following completion of the development works.
- Recruitment of new traders, focusing on finding traders from a range of backgrounds to complement the existing offer.
- Improving operational aspects across all Islington Markets to facilitate growth and retain new and existing traders.

. Clerkenwell & Bunhill



Clerkenwell & Bunhill

- **Hired an Islington resident on a project management apprenticeship:** on London Living Wage salary; facilitating training and qualifications; launching career and improving prospects for local person; strengthening local economy.
- **Multiple opportunities brokered for local businesses to deliver social value:** several employment opportunities identified and advertised via Islington Employment Service; >10 World of Work opportunities; business-to-business local procurement opportunities identified and realised; multiple LIFT and ISN referrals including 4x relationships brokered with architect firms for LIFT BBE apprenticeship programme; regular London Living Wage promotion and referrals.
- **Everyday business support:** assisted businesses with 121 support, including grants, business rates, licensing, triage of council queries etc, plus referrals: World of Work, ISN, employment services, LIFT, Safe Havens, Toilets for London; creating opportunities for local businesses to grow and thrive.
- **Whitecross Festive Event:** 400+ people in attendance; £5084 procured locally, and all stall holders also local – meaning more money staying in the local economy!

14 Clerkenwell businesses and six Bunhill businesses received energy relief grant; **£10,000 provided for local hospitality businesses to help with rising energy costs**

Continue to **work with Central District Alliance (CDA) to improve local economy in Clerkenwell area:**

- **First Islington Management Group** held Aug 23 – aim is to identify and deliver social value opportunities; harnessing CDA links with larger businesses in Clerkenwell to deliver such opportunities
- **London Living Wage campaign** underway – aim is to promote to CDA members for these businesses to contribute to Islington's LLW goal to become 'living wage borough' by 2026
- **SME engagement and events** - scheme to link local SMEs with larger businesses in the area to benefit from their skills & knowledge e.g., Google can provide digital skills courses, banks can provide financial advice specific to small businesses etc.
- General support in Safe Havens and Toilets for London schemes

Islington's Businesses Deliver Social Value

A local **architect firm** is spending locally and providing social value for residents:

- Using locally-owned green grocers for everyday fruit & veg supplies for office and staff lunches, delivered by cargo bike
- Working with local migrant-owned coffee shop, which also trains and employs refugees, to buy their ground coffee supplies for the office. The coffee is roasted in an innovative low-energy roasting machine and is delivered in reusable hessian sacks and by cargo bike and on foot.

This coffee shop is also working with Islington's migrant team to connect to local refugee organisations re staff hire and they have applied for the Energising Small Business fund and joined Islington Sustainability Network.

In Clerkenwell and Bunhill other connections brokered include:

- Islington Employment Service to hire locally;
- LIFT Plan BBE apprenticeship programme to provide opportunities for local people entering the built environment industry
- World of Work programme to provide opportunities for work experience and educational engagement opportunities to inspire the next generation.

• **A new co-working space which aims to offer a vibrant co-working / social / health space for local people has:**

- Identified 4 employment opportunities to recruit for locally; general manager, host, event manager, and wellness coach.
- Have advertised for one of these via Islington Working Portal with plans for others in coming months
- Are in talks with local fitness instructors/personal trainers to run classes and offer personalised fitness and health training for tenants of the space
- They are committed to becoming a London Living Wage employer
- They are talking to local suppliers to enhance their local spend i.e., procurement for everyday office supplies such as fruit, coffee, lunches etc.

Looking Ahead 2023/24



Social value event – Bunhill:

Event to engage with large businesses and corporates in Old St area to promote and broker local social impact opportunities

Opportunity to repeat in Clerkenwell

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Whitecross Heritage project:

With help from local partners such as Soapbox, St. Luke's Community History Group, Finsbury Library, London Metropolitan Archives, British Library, and local artist, this project will enhance the history and heritage of Whitecross Market, with the aim of:

Enhancing sense of identity and ownership for residents

Attract more visitors

Encourage more dwell time for customers

Drive more custom for businesses and traders



Business support:

Support for businesses affected by low traffic schemes

Subsidised membership to **Federation of Small Businesses**

Circular Economy grant scheme to help businesses launch/enhance their zero-waste offering

Expansion of **Energising Small Business grants - helping** reduce energy consumption, improve environmental impact, and reduce running costs

Night-time Economy – investment to improve evening offer of local economy area, drive footfall, and increase custom for businesses



Shared Cargo Bike scheme

Rollout of promotional campaign to promote Islington's shared cargo bike scheme on Exmouth Market and 3 other locations across the borough.

Aim to increase awareness of cargo bikes and increase usage to help move towards Islington becoming a net-zero borough by 2030



g.Caledonian Road – “The Cally”



Caledonian Road 'The Cally'



- Supported the growth of the Cally Traders' Association
 - Arranged banking facilities, governance, and branding/promotional materials
 - Organised networking events, a jubilee event, a trial market (September 2022), heritage walks and festive events in partnership with the Caledonian Traders' Association
- Shop local initiatives with 25 local businesses offering discounts throughout June and July 2022
- Assisted hundreds of businesses with 121 support, including on grants, business rates, food hygiene, energy costs and business training
- Delivered a 'Footways' digital map aimed at attracting people to the Cally high street via an appealing and accessible walking route
- Led the Future Neighbourhoods Strategy from inception to publication (November 2022) after being awarded 30k from the Greater London Authority. The strategy sets out actions and outcomes necessary to harness a green/sharing/circular economy in The Cally, including a food surplus café, tool sharing scheme and training for businesses
- Negotiated with the Barnsbury transformation team a series of 'on the ground' local economies initiatives, including all workers being provided with the local discount card. The developer has also been provided with a directory of local building suppliers and a trade mission is being set up to ensure maximum benefit for local businesses.



Helping Businesses Pay Their Energy Bills

- There has been an impactful business support offer in The Cally, to support our small and independent business community amidst a backdrop of rising energy prices, the cost-of-living crisis and other economic pressures
- Ten local businesses were supported through the £500 energy relief scheme, to help with rising energy costs. The quote below comes from a local café who received the grant:

I would like to thank you so much for all your help and support. Your commitment with the community is amazing. We feel someone there really cares about us and is trying their best to help and find the best way to improve the area - *Café Owner, Caledonian Road*

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- Not only have businesses in The Cally been supported through grant provision, but tailored 1-2-1 support, too
- Cally's Local Economy Officer has worked closely with business owners to understand the economic challenges they are facing and identify routes forward together
- One business, for example, has been supported (through translation, signposting to free legal advice and regular check-ins) in a 5 month complaint process with their energy supplier, which has resulted in positive ombudsman involvement and authorisation to leave the energy contract early.



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For a more equal future

Looking Ahead 2023/24

- Shop local initiatives to be launched in September 2023, notably a Cally Loyalty Card and website.
- Quarterly networking events for Caledonian Trader's Association members from September 2023 onwards.
- Business engagement for the Cally Liveable Neighbourhood took place throughout July 2023. Cally Local Economies Officer will continue partnership work with People Friendly Streets to ensure businesses have a strong input into plans for improving the public realm and 'liveability' of Cally.
- AccessAble's report recommendations (July 2023) on improving accessibility in The Cally will be embedded into Liveable Neighbourhoods and Local Economies work.
- Work underway to deliver Future Neighbourhood projects, such as a food surplus café and a business-focussed tool/equipment sharing scheme. By 2024, we aim to see regular use of a sharing bank and food diverted from Chapel Market/local supermarkets to a surplus café.
- Deliver a green economy youth engagement programme (we have 16k development funding for this work from the Greater London Authority).
- Develop training offer on green economy for local businesses in the Cally around reducing waste and saving money.
- Set up a regular Cally Street Market at Freeling Street or other suitable location.
- Continue to support the Caledonian Traders' Association to sustain and grow and provide meaningful business support to local traders.
- Initiate project targeting high number of vacant properties on Cally Road.
- Continue to work closely with local housing developers to encourage local spend and identify social value opportunities.



h. People Friendly Streets



Key Achievements to March 2023

- **Low Traffic Neighbourhoods** made permanent St Peters and Canonbury East November 2022, Canonbury West and Clerkenwell Green February 2023 with relevant business engagement taking place.
 - School Streets underwent public consultation (Scared Heart primary school, Robert Blair Primary School, Highgate Hill) aided by Local Economies team.
 - **Liveable Neighbourhoods** consultations Phase 1 completed: Cally, Mildmay and Barnsbury and Laycock. Phase 2 Mildmay co-design workshop and business engagement with businesses in and around Mildmay and neighbouring areas.
- An all-Islington exemption was granted to the Funeral Directors in December 2022, this grants access to all Low Traffic Neighbourhoods to support their vital work in the community.

Charlton Place

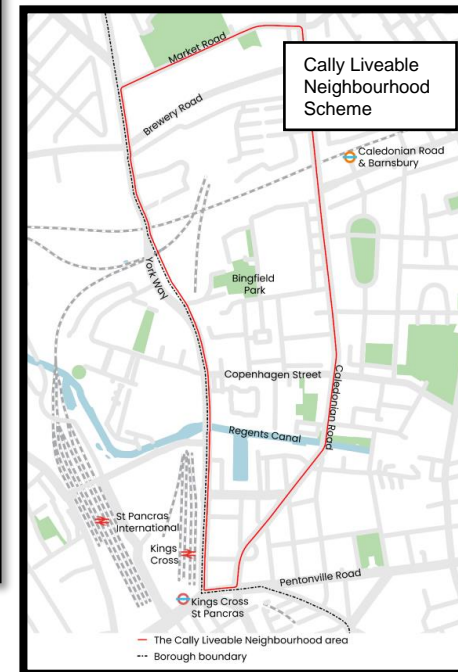
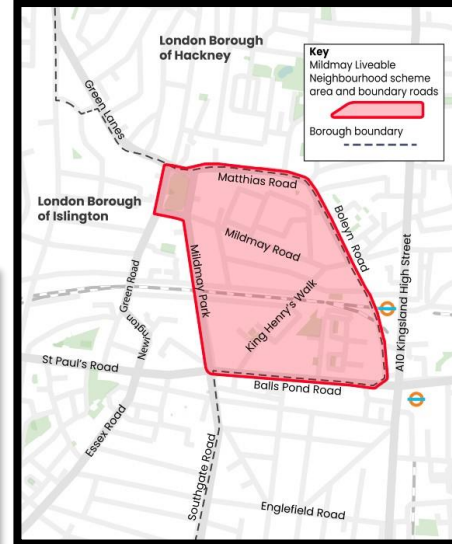
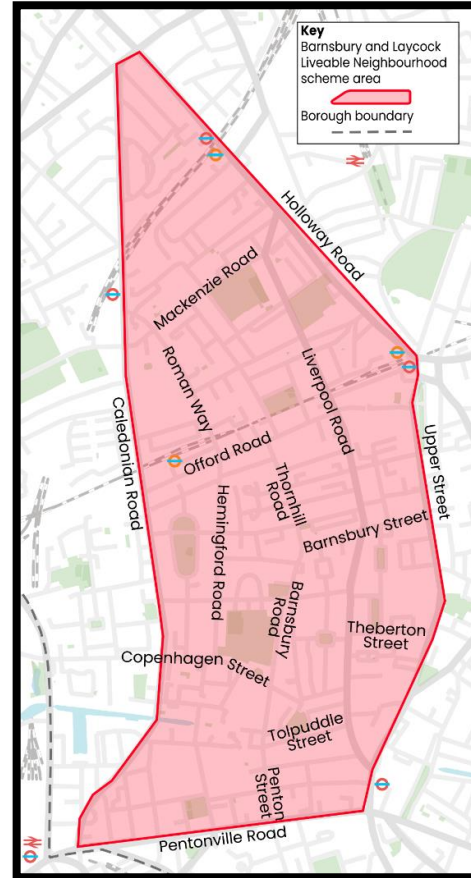
- Charlton Place is a sub-scheme in the St Peters Low Traffic Neighbourhood. The initial design/intention was to create a 24/7 traffic filter to stop traffic from entering and exiting the road. The Local Economies team worked closely with the businesses and market traders across Camden Passage and Charlton Place, meeting with every businesses to grant them the opportunity to feedback on the scheme.
- A 'local access only' zone has now been implemented which means that business deliveries can still take place whilst significantly reducing through-traffic to the area. The Local Economies team will continue to work with businesses in the area to develop plans to support the unique heritage and economy of the Passage.



Looking Ahead 2023/24

Liveable neighbourhoods business engagement

- **Cally** - winter 2023 Stage 3 public consultation and formal consultation on the final designs
- **Mildmay** - autumn 2023 Stage 3 public consultation and formal consultation on the final designs
- **Barnsbury and Laycock** - autumn 2023 Codesign workshops and business engagement with businesses



Inclusive Business Growth

Helping grow Islington's small and micro business community by connecting them to opportunities and supporting wider ownership through co-operatives and social enterprises

Inclusive Business Growth

- Cooperate Islington gave up to £10k in grants to 17 early-stage cooperatives in Islington, distributing a total of £67,286 in funding overall. Businesses also received a total 174 hours of expert business development support combined.
- Enhancing the online directory of the construction sector and related trades on 'Find Your Islington' to create a more user-friendly portal that will better assist buyers in the borough to meet Section 106 obligations and other social value commitments.

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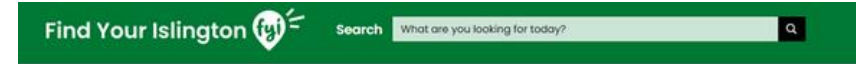
Quarterly briefing provided to councillors outlining current business support available to help members to navigate enquiries from businesses and provide further options to signpost them onto.

- We secured £400k in funding to commission a Net Zero Carbon Business Accelerator Programme that supports diverse start-ups in the engineering, digital, built environment, and engagement fields to work on solutions that directly address Islington council's priority and respond to green skills shortage and sustainability issues in the borough



Business Support to Islington's Construction Industry

- Islington Council is redeveloping its online directory of the construction sector and related trades on 'Find Your Islington' to create a more user-friendly portal that will better assist buyers in the borough to meet Section 106 obligations and other social value commitments.
- Through improved access to additional commercial and ethical information on each business (e.g., contracting information, which organisations are accredited Living Wage Employers, or can undertake retrofitting work, a buyer will find it easier to identify the local suppliers that meet their needs and invite them to bid for various works-packages.
- The directory also provides local businesses the opportunity to advertise their goods or services free of charge and receive updates from the council about local supply chain opportunities from building and refurbishment projects in the borough.
- The directory is inclusive of organisations that support the core functions of the construction sector such as architects, specialist engineering firms and other related professionals, as well as generalist areas, such as office supply.
- Online launch of the directory will be in October 2023, with a business networking event inviting businesses from the directory and buyers in the borough taking place in the new year.



Construction Services

A directory to help you find a wide range of construction services based in Islington



All listings



Architecture, design and surveying consultancy



Builders, builders merchants and plant hire



Groundworks, site management and landscaping



Painters, plasterers and decorators



Pest control, asbestos, waste and cleaning services



Roofing and glazing



Safety



Structural engineering



Woodwork, metalwork and masonry



Utilities



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Looking Ahead 2023/24

- Further develop Cooperate Islington including piloting supplier readiness programme.
- Commissioning business support programme as part of UKSPF's direct allocation to boroughs that is focused on increasing resilience with a focus on underrepresented founders given the additional barriers faced in sustaining a business.
- Meet the Buyer event with Marlborough Highways in along with other Meet the Buyer events and a business networking event for construction directory businesses in the new year.
- Work with MSDUK, which is an organisation working to increase ethnic businesses in company supply chains, to build greater supplier diversity in Islington.

6. Growth Sectors

Page 68
Championing social inclusion in Islington's growth sectors,
by expanding responsible, sustainable and inclusive
business practices and sector strategies

Growth Sectors

Over the past year we have:

- **Health and Care**- raised £250,000 to establish a five borough health academy in North Central London, working with North London Partners create a fully integrated GLA Social Care Academy
- **Green Economy** - We secured £400k in funding to commission a Net Zero Carbon Business Accelerator Programme that supports diverse start-ups in the engineering, digital, built environment, and engagement fields to work on solutions that directly address Islington council's priority and respond to green skills shortage and sustainability issues in the borough
- **Construction** - iWork construction team worked with Islington's New Build, apprenticeships and repairs team, to support four residents to gain degree level apprenticeships with the New build team. Residents were targeted from underrepresented groups and provided with pre-employment sessions and programmes.
- **Life Sciences** – Islington was successful, as the lead borough, in a bid from UK Shared Prosperity Fund to deliver a programme to boost the life sciences social economy in partnership with Hackney, Camden, Tower Hamlets, Hammersmith & Fulham, Lambeth and Southwark
- **Tech & Knowledge** –360 residents have learned more about careers in tech, creative and science industries. 161 of these were on training courses including software development, digital marketing and UX design Additional activities have included networking events at workspaces and career insight sessions with employers.

LIFT – Creative Career Starts

Achievements

- 10 x 3 month paid internships with top creative agencies
- Industry training from City University
- Access to free coworking space at Better space Islington
- All interns from underrepresented backgrounds – three with disabilities

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Results

- Added value for businesses; several recruited additional roles
- All have progressed into creative industry careers, half with their host employers
- Model has been adapted by advertising group Havas who have recruited to 3 cohorts of LIFT residents

LIFT - Residents into Media

The Havas Platform Program

- 5th largest media agency in the world, based in Kings Cross
- 20 local people placed in 6-month full time paid internships this year in tech, creative and business roles
- Insight and exposure into careers in advertising, communications and media
- Embedded training, mentoring and peer-to-peer support
- LIFT support throughout the recruitment process and for duration of internship
- Accessible eligibility criteria; no formal qualifications required
- All interns from underrepresented backgrounds, including people with disabilities, refugees, care leavers, and young carers



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Inspiring More Women into Construction – The American Tradeswomen’s Visit

- We welcomed a delegation of female construction workers from North America who joined us to discuss policies and activities to improve gender equity in construction training and employment .
- The delegation proved inspirational, and the council's construction employment team has resolved to focus their energies on bringing more women into the industry, using the 50 apprenticeships forecast for the Holloway Womens Prison site as the impetus for this.
- Since then the team have run three women specific insight sessions and have build a local talent pool of over 35 women interested in entering roles in construction.



Looking Ahead to 2023-24

Health and Care- working closely with partners in the NHS and Adult social care to ensure that local people are prioritised for local vacancies and pathways are created to address skills gaps in the sector.

Green Economy – Creating new opportunities in the ‘green economy with jobs related to new building techniques and reusing and recycling

Construction – Support apprentices to receive high quality training and sustained placements with a focus on increasing the number of women and residents from Black, Asian and minority ethnic communities.

Tech & Knowledge – we are lead partner on LIFT (Leading Inclusive Futures through Technology), a £7.4m project to deliver jobs and training in tech and digital related jobs.

Life Sciences – £1.4m has been secured to support emerging social businesses and potential entrepreneurs in public health and life sciences, thereby increasing opportunities for underserved communities to benefit from economic opportunities in these sectors.



6. Anchor Institutions

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Collaborating to Employ, Buy and Lead Locally



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Key Achievements

- Publicly launched the Islington Anchor Institutions Network in September 2022 at Islington Town Hall
- Ran a series of Task and Finish Group meetings and workshops with relevant members of each Anchor to develop an action plan.
- Held an event at City, University of London in April 2023 to review and sign-off action plan and finalise governance structures for the Network.



Looking Ahead 2023-24

- Co-ordinated work placement programme for schools
 - Information event on how SMEs can use apprenticeship levy funding
 - Jobs Fair or similar
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- Launch of construction directory of local suppliers
 - Review of retrofit/decarbonisation plans to identify opportunities to work together e.g., on joint procurement.



7. Social and Economic Infrastructure

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Progressive, Affordable, Enabling



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Affordable Workspace

- Islington now has four operational workspaces which delivered £1,287,085 in social value in 2022/23, surpassing the £500k annual target.
- From this total figure, £630,829 was delivered specifically in Skills Training & Employment. Highlights include:
- Fashion Enter have been delivering more training and career support. Their courses continue to grow in popularity in the community.
- Fashion Enter are also collaborating with big fashion companies such as Net-a-Porter and N Brown to deliver workshops such as 'How to start a Micro Business,' 'Sewing & Upcycling' and a Level 3 Diploma in Creative Practice.
- Outlandish have taken on 40 apprentices undertaking a Level 4 Apprenticeship in Software Development through Founders & Coders at Space 4.
- Outlandish have recently introduced 2 masterclasses – Tech start-up and Circular Economy in order to support people into employment in the tech industry. These have proven to be popular already and are expected to continue to grow at Space 4.

AWS and LIFT – Engaging with Communities

Community lunches hosted at coworking spaces bring residents into affordable workspaces and give them the opportunity to network with startups.

This has led to startups creating job and internship roles for local people.

Hispanic
community
organisation, have co-designed LIFT sessions with local employers including Google and London Bioscience Innovation Centre. One participant is now working as a graphic designer, and others are taking tech training courses.



Looking Ahead: Affordable Workspace Plans for 2023/24

- The program continues to grow with our first net zero building in Regents Wharf due to open next year.

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Over the next year, the AWS team will also be opening a further two sites:

- Bingfield Garages
 - 250 City Road
-
- Garrett Street is scheduled for opening in 2025.

8. Net Zero Economy

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Innovating, Embedding, Normalising



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Net Zero Economy

- 40 Energising Small Business grants approved resulting in £77,319 of measures installed and 32,281kg of annual carbon savings
- 19 new organisations signed up to Islington Sustainability Network (ISN)
- ISN one of nine London business networks chosen to partake in the GLA's Business Climate Challenge – currently offering an energy efficiency programme worth ~ £6000 for 32 local sites, working to 10% energy reduction targets
- Following a successful bid for £25K from the GLA's Licensing and Regulation Fund, supported and monitored a project that saw the expansion of the Wings ethical food delivery project into new areas of Islington with a business model that benefits businesses financially and reputationally
- Input to the Islington Food Strategy 2023-2028 and supported the Islington Food Partnership's relationship with local businesses
- Worked with the council's Transport Strategy team, GLA, TfL and Cross River Partnership (CRP) to improve understanding of the potential for micro-consolidation hubs to help switch freight from vans onto cargo bikes and to identify potential Islington sites
- Secured funding from CRP's Clean Air Logistics for London (CALL) project for two additional shared use cargo bikes (OurBikes) and finalised an agreement with Peddle My Wheels as a delivery partner
- Arranged for two new businesses to host the bikes in Highbury Barn and Blackstock Road.
- Compiled and promoted a list of the borough's gift shops to support the council's Shop Local campaign and produced guidance to encourage local shop vouchers to be used when awarding prizes and incentives, e.g. for completion of surveys and work competitions.



Green Social Value

- Two new apprenticeships were secured as part of the new highways contract with Marlborough Highways and will be starting in September 2023.
- We have developed a green Social Value framework for commissioning processes. Guidance has been created to support potential suppliers in understanding the council's progressive procurement policy, including circular economy principles. Efforts are being made to embed the need for green skills and jobs in council contracts and S106 agreements.

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As part of the new highways contract with Marlborough Highways, a number of training and workshop sessions have been secured for schools and communities. Additionally, the availability of employers offering Green Skills/Sustainability options on the World of Work menu for schools has been extended to include North London Heat and Power Project, Curtins, BDP, and Lendlease

- We are also developing a new, two tiered social value framework for future contracts with a list of 'required' and 'additional' green social value asks.

Embedding Net Zero- supporting business modal shift

- The council's shared use e-cargo bike scheme currently has four bikes, in Caledonian Road, Exmouth Market, Highbury Barn and Blackstock Road – and two more are to follow for Holloway Road.
- Each bike is hosted by a different community-minded business and can be hired by businesses, workers and residents through Peddle My Wheels' 'OurBike' platform. New businesses get three free hours to start, with others getting one free hour, and then the cost of using the scheme is £0.75 per 15 minutes.
- The OurBikes help businesses overcome congestion and traffic restrictions and demonstrate how bulky buys, heavy goods and even people and pets can be transported punctually and sustainably, saving time and running costs - hence paving the way for greener, healthier neighbourhoods.
- The bikes also open new opportunities for deliveries and customer engagement and have helped businesses increase their presence in the community and secure positive publicity.
- A wide range of businesses have used the bikes, from a pottery studio and dry cleaners to cafes and grocery shops - and a food waste collection business described the bikes as fundamental to their journey, considerably building capacity and saving time.



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Business Support for Environmental Gain

- The Briki Greek Café and delicatessen in Exmouth Market were supported with an Energy Relief Grant in 2023, one of 130 Islington businesses benefitting from the scheme.
- A new relationship has developed with the Inclusive Economy team resulting in the café hosting electric cargo bikes for local deliveries and employing local residents



Looking Ahead 2023/24

- Ambitions to extend and expand free Islington Sustainability Network (ISN) sustainability business mentoring programme
- Deliver on Business Climate Challenge audit recommendations and support those climate challenge businesses who are committed to meeting their 10% energy efficiency targets
- Host the ISN annual AGM/sustainability conference
- Work with Cross River Partnership (CRP) on the delivery of their new Smarter Greener Logistics project with the location of an additional two shared use cargo bikes (OurBikes) along the A1 Holloway Road air quality focus area, between Highbury and Archway
- Deliver a promotions strategy for the shared use cargo bikes and to encourage modal shift for business deliveries.
- Continue to work with partners, including CRP, the GLA and TfL, to identify potential Islington sites for the location of micro-consolidation hubs and support the development of the Islington Freight Strategy
- Activate a shared use electric car scheme in Archway to benefit all town centre group businesses
- Work with Islington Council's Commercial Waste services to increase the number of businesses recycling their food waste
- Further promote the council's Shop Local campaign, including delivery of at least one new local economy loyalty card scheme to support local businesses and reduce residents carbon footprints

9. Challenging Inequalities in Employment and Business

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Targeting, Enterprising, Rebalancing



ISLINGTON
For a more equal future

Challenging inequalities in Employment and Business

Over the past year we have:

- Funded the Enterprise Support Programme (ESP) and the Inclusive Entrepreneurship Programme (IEP) both of which were delivered by Action for Race Equality.
- Worked with London Met University to better understand disability unemployment in Islington, including recommendations on how disabled people can be better supported to find work.
- Began to implement the recommendations of the 2022 London Met University research report on how to tailor employment support in particular for Black, Asian and Minority Ethnic Communities.
- Supported 35 people from underrepresented backgrounds into paid employment in tech, creative and sciences including jobs, apprenticeships and paid placements via the LIFT programme. Job roles have included software engineer, full stack developer and graphic designer.



Supporting people from underrepresented communities to develop employment skills

- I moved into Islington about five years ago, I was always at home sometimes helping doing volunteering for my local church. Being a single mum of two I wanted to ensure I could help my children.
- I met Selina at Choices – a community advice project in Archway - where Selina does outreach work once a week. Selina introduced herself and told me about the different courses I could access and my employment opportunities. I was excited and we signed up to the ACL courses.
- I did my assessments for Maths and English and my results were better than expected, so I started at English level 1 and Maths entry 89. I passed my English exam in March and have started Level 2.
- I also joined the community sewing class, which I have now completed and made two skirts. I am making a shirt this term and thoroughly enjoying it. I completed a 4-week digital skills course for beginners, and I am currently doing a drop-in session for a computer skills gadget workshop.
- By doing all these courses I am upskilling myself and this is building back my confidence. Selina has helped me in more ways than I can express, and she is always at the end of the phone if I need to talk to her. She has been a great help.”



Selina, Outreach Worker @ Choices



Looking Ahead 2023-24

- A 'Community Unionism' project will map workplace harms in Islington, and identify opportunities for unionisation to address these issues, supported by local communities

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A university-led evaluation of our approach to allocating resources for employment support in Islington

- Implementing the recommendations from LMU's research report on supporting residents with disabilities into work.



Report of: Corporate Director, Community Wealth Building

Meeting of:	Date:	Ward(s):
Environment and Regeneration Scrutiny Committee	Tuesday 12 th September 2023	All

Delete as appropriate		Non-exempt
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SUBJECT: Inclusive Economy & Jobs Quarter 1 2023-24 Performance Report**1. Synopsis**

- 1.1 The council has in place a suite of corporate performance indicators to help monitor progress in delivering the outcomes set out in the Council's Corporate Plan. Progress on key performance measures is reported through the Council's Scrutiny Committees on a quarterly basis to ensure accountability to residents and to enable challenge where necessary.
- 1.2 This report sets out a progress update for those indicators related to Inclusive Economy & Jobs for the first quarter of 2023-24 (1st April to 30th June 2023). A data dashboard showing performance against the KPI's is included as a separate attachment (Appendix A). The report should be read alongside the dashboard for a full understanding of performance in each area. Green, amber, and red bandings are used in the dashboard to represent performance compared to the profiled targets. The green banding is used where performance is better than the profiled target. Amber is used where performance is within 5% of the profiled target. The red banding reflects performance that is more than 5% off the profiled target.
- 1.3 For conciseness and to avoid repetition, only measures where new data is available since previous reports to Scrutiny are included within the narrative of this report.

2. Recommendations

- 2.1 To note performance against targets in 2023-24 Quarter 1 (1st April – 30th June 2023) for measures relating to Jobs and Money outcomes in Environment and Regeneration.

3. Background

- 3.1 The council's 'Islington Together 2030' plan sets out an objective to 'create a more equal future for Islington, where everyone who lives here is able to thrive.' As part of delivering this objective and to align with the manifesto commitment we will support **5,000** residents into work over the 4-year period 2022-26 through direct and partnership service delivery. We work collectively to support the following groups: parents of those aged 0-18, people who have declared a disability or long-term health condition, young people aged 18-25 and those from Black, Asian and Minority ethnic communities.

4. Quarter 1 Performance Update - Reduce Levels of Long-Term Unemployment and Worklessness

- 4.1 **Corporate Indicator JM1 - Number of Islington residents supported into paid work through Team Islington activity** Performance has been strong in Quarter 1 with **412** unemployed Islington residents supported into paid employment. We are on track to achieve the year-end target of **1500** with support from Department for work and pensions (DWP) funded programmes. Ingeus who deliver the Work and Health programme and Restart have been a key contributor to these employment outcomes achieving **234** of total outcomes. The funding for these programmes through Central London Forward has been confirmed until the end of March 2025.

This strong performance also reflects the commitment and challenging work of the Islington Working Partnership, the Islington Anchor Institutions' Network and council contractors. All partners have collaborated to ensure that employment provision in the borough meets the needs of residents. The iWork Adult Employment service offers an accessible front door for residents, ensuring that each resident is directed to the most appropriate local service. By working with Council services and smaller local agencies to ensure that any residents who require a different support offer can access this by emailing or phoning the Islingtonworking inbox or help line. The Islington Working partnership model is built on the recognition that no one size will fit all. Each resident will receive a personalised assessment to ensure they are directed to the best local service to meet their needs.

The Councils iWork Adult Employment service has just completed a small reorganisation to ensure we are able to support any gaps in local provision by focusing our direct resources on those areas where we can have maximum impact. Examples include key local sectors and opportunities linked to the councils own spend and areas of influence.

- 4.2 **Corporate Indicator JM1a - Number of Islington resident parents of children aged 0-18 supported into paid work through Team Islington activity** In Quarter 1, Council services and partners supported **105** parents of children aged 0-18 into employment. It is challenging to ensure 100% adherence to data collection particularly for priority groups across all partners, and we are continually seeking new ways to secure compliance with monitoring procedures. There is a reliance upon external partners for our results and there are only a few who monitor whether clients are parents and those that do may only capture lone parents. Council contractors, who are also key contributors for employment outcomes do not routinely capture parental status as this can be seen as discriminatory.

The council remains committed to support for parents. The iWork employer engagement team have all been on Timewise recruitment training to ensure they are able to negotiate parent friendly hours. The council have also signed up to their new Fair flexible Councils programme which is designed to further support local people to access flexible employment opportunities.

- 4.3 **Corporate Indicator JM1b - Number of Islington resident young people aged 18-25 supported into paid work through Team Islington activity** In Quarter 1, **58** young people have been supported into paid employment. The Youth Employability and Skills programme supported 26 NEET young people from priority cohorts into a positive destination (14 referred by voluntary community sector partners, 5 care leavers and 1 known to the youth justice service). 6 young people sustained their employment outcomes for 6 months and 4 young people achieved 1 year in work. A further 24 went on to achieve an accredited qualification to support their progression into employment. Most YES employment and sustained outcomes this quarter were linked to roles in the hospitality, leisure, security, and construction sector. Business engagement focused on partnerships through social value agreements with organisations such as Vital Energi, relationships established through local economy officers such as The Upper Place and Health and Social care partnerships (NCL). 11 new vacancies were created, and 5 young people accessed work experience.
- 4.4 **Corporate Indicator JM1c - Number of Islington resident Disabled people / those with long term health conditions supported into paid work through Team Islington activity** - In Quarter 1, **64** people with a disability/long term health condition have been supported into paid employment. The Council commissioned London Metropolitan university to identify the levels of unemployment amongst residents with different disabilities and long term health conditions in the borough. The research has now concluded and has provided recommendations to help us pinpoint our outreach, tailor and adapt our brokerage service to ensure that employers are fully considering applicants with disabilities. We are working on implementing the report recommendations and will provide a more detailed update to committee in Quarter 2.
- 4.5 **Corporate Indicator JM1d - Number of Black, Asian and Minority Ethnic Islington residents supported into paid work through Team Islington activity** – In Quarter 1 Council services and partners have supported **378** residents from residents from Black Asian and Minority Ethnic residents into employment. The Council commissioned London Metropolitan University to identify the levels of unemployment among Black, Asian and Minority Ethnic communities. The report provided recommendations on targeting support toward specific ethnic subgroups. It proposed a target of 60% of job starts to be from Black, Asian and Minority Ethnic Communities with sub targets for the following communities: African, Caribbean, Turkish, Kurdish, Bangladeshi and other Black. Data for Quarter 1 shows that **234** (57%) of the 412 job starts were Black Asian and Minority Ethnic residents.
- 4.6 **JM2 a) Number of London Living wage entry level jobs achieved through the Islington Working Partnership** - In Quarter 1 at least **134** outcomes were achieved. Data collection across the Islington working partnerships remains an issue for collecting information on London Living wage outcomes and needs to be addressed. We continue to seek new ways to secure compliance with monitoring procedures. The iWork service increasingly only works with employers who do pay the London Living wage, but outcomes reported are only a small proportion of the overall number. We will be working with Ingeus who are a key contributor of outcomes to improve our data collection processes. This quarter they were able to report **74** London Living wage outcomes as part of the Restart Programme.

4.7 **JM2 b) - Number of employers achieving London Living Wage accreditation** there have been **14** new accreditations between April 1st 2023 and June 30th 2023. There are now 309 accredited living wage businesses in Islington. The Institute of Physics has now passed through the formal accreditation process. Of the 14 who accredited in Quarter 1, there were four charities, and one other third sector organisation, two hospitality firms, one police organisation - The Cyber Resilience Centre for London, one media/comms firm, one consultancy, recruitment agency, and manufacturer.

4.8 **JM3 - Number of Islington residents supported into apprenticeships.**
In Quarter 1 there have been **37** apprenticeship starts. This is significantly lower than the same period previous year. This is in part to delayed responses from key partners who have consistently strong performance around apprenticeships. We are aware that apprenticeships do have a seasonal ebb and flow with outcomes generally being lower in Quarter 1. We will expect to see an increase in outcomes by Quarter 3.

4.9 **JM4 - Monetary value of social value derived through affordable workspace.**
The data from Quarter 1 shows that the Affordable workspace programme has almost met its annual target of £500k already. This is due to the good work delivered by the Programme Operators, mainly Outlandish and Fashion Enter. Outlandish have recently hired 2 local residents, 3 BAME staff and 4 female staff (combination of Outlandish and Founders & Coders staff). They continue to deliver masterclasses and skills bootcamps and currently have 40 apprentices completing a level 4 software development programme. This last quarter Outlandish delivered £200k in social value.

4.10 Fashion Enter have also delivered just over £200k in social value in the last quarter. They have achieved this by delivering courses that promote employability in the fashion industry, as well as working in partnership with big name fashion companies including Net-A-Porter and N Brown Retail group to deliver workshops such as 'How to start a Micro Business,' 'Sewing & Upcycling' and a Level 3 Diploma in Creative Practice.

It is important to note that the current Operators were taken on when the AWS programme was in its infancy. At that time, we had to estimate how much monetary value could be delivered through social value and in setting annual targets we were testing assumptions about how the outputs would work against the contractual obligations. The current target of £500k is taken from the existing Operators' contractual obligations and any over delivery of this target shows over-performance from the Operators. We will continue to encourage our Operators to exceed their targets throughout the remainder of the year to maximise the social value gained.

As the programme grows and develops, new Operators that join the programme from next year will have an increased social value target which will be in-line with the rental income foregone in exchange for the social value delivery. To ensure transparency, we will break down the monetary value for new and old Operators against their quarterly targets so that it can be seen how they are each performing.

4.11 **JM6 Number of opportunities brokered through Inclusive Economy & Jobs**
The Local Economies team regularly engage with businesses, with over **500** positive business interactions taking place in Quarter 1. Of those interactions, **194** represented opportunities brokered by Local Economies Officers that either support or directly deliver Community Wealth building outcomes. This quarter, examples of opportunities brokered include, Businesses supported to create an Islington Working account, businesses/entrepreneurs referred into LBI programmes such as Market Traders courses, and businesses supported to maximise their ability to secure local procurement opportunities.

Business support has also included revitalising the online construction directory on 'Find your Islington'. The contractors that we are working with on new developments (e.g., Marlborough Highways, Mount Anvil and London Square) have been introduced to the directory and are aware that this will be relaunched as a new and improved tool to help them find local suppliers. A presentation was also delivered to the Anchor Institution Network's procurement working group with the group taking a keen interest in using the directory once ready, as well as wanting to explore other sectors to build a local supplier directory around. The construction directory is currently being developed and tested and is set to be launched externally in mid-October.

4.12 **JM7– Monetary value of the childcare bursary uptake with sub targets for types of outcomes**

Childcare bursary claims in Quarter 1 supported or sustained **14** residents into employment with **2** cases of Bursary payments supporting people achieve education outcomes. One of the residents claiming the bursary has a long term health condition / disability.

Utilisation of the childcare bursary remained lower than anticipated in Quarter 1. We plan to promote more widely particularly to parents of children with additional needs as there have been no requests this quarter from this group. We are now considering the impact of changes to how the Department of Work and Pensions (DWP) is now managing childcare bursary requests. It seems that they are now able to pay immediately, which should significantly reduce the demand on the bursary. However, the DWP eligibility is for a maximum of two children, so there will be very occasional cases that only Islington's bursary can cover. We are also likely to be the first port of call for training and education related requests. Currently we are on track to spend only about 50% of the total allocation. We will present further details to committee once the impact of the new DWP policy can be fully assessed.

5.0 **Help residents get the skills they need to secure a decent job**

Key performance indicators relating to 'Help residents get the skills they need to secure a decent job.'

5.1 Adult Community Learning operates over academic years, so performance is not measured by financial quarters, but by return figures at the end of each term. Financial Quarter 3 runs from 1st October to the end of December. This report focuses on figures for the first term of academic year 22/23. For the 21/22 academic year, the service had 31 learners who progressed into work after leaving ACL. A full learner destination survey for 21/22 learners is at the final stages of being completed, and figures will be available for the next scrutiny report.

5.2 **Corporate Indicator JM8 - Number of Islington residents enrolled on an Adult Community Learning Course¹** - The Adult Community Learning service enrolled 1,606 residents on learning activities over the course of the academic year. This figure represents an increase of 25% as compared to last year's unique learner number and the highest number of residents enrolled on learning courses since academic year 2016/17. The significant increase in learner numbers represents a team-wide effort from all ACL staff. Specific factors include more face-to-face learning, resident and staff confidence increasing and several key working partnerships that have successfully engaged residents. Some of the key partnerships over the course of the year that have resulted in positive enrolments have been:

- The No Recourse to Public Funds Team
- Light Project Pro International
- Community and voluntary organisations, such as Hillside Clubhouse, and primary schools
- Job Centre Plus.

Learner numbers have increased across all curriculum areas and this academic year was the first since the pandemic where. In addition to what has already been highlighted, improved planning and marketing of enrolment days has been a significant factor. Some of the highlights of the year included a strong performance on the Multiply programme, with the service exceeding its GLA target. Meetings with the GLA have been positive – based on current performance, they are recommending a growth bid that will be opened in Autumn. The current Multiply offer has centred around Cost of Living, budgeting and supporting numeracy for speakers of English as a Second or Other Language. The programme will extend in the coming months to engage with anchor institutions to develop numeracy with low-paid employees.

The Family Learning offer has seen a significant improvement in terms of its quality, the breadth of partners engaged with and the number of learners enrolled. This will be analysed in more detail in the next section of this report.

The service is projected to overdeliver on its Greater London Authority allocation, in which case it will receive an additional 3% of its contractual budget - £30 000.

5.3 **Corporate Indicator JM8a - Number of parents of children aged 0-18 enrolled on an Adult & Community Learning Course – 768.** Over half of the learners from this cohort (431) were enrolled on Family Learning courses. The service co-designed learning offers with schools, such as Literacy and Numeracy for Parents, Year 6 Spelling, Punctuation and Grammar and Numeracy and Literacy sessions for each primary school year. In addition, the service delivered family learning at community-wide events, such as Hill drop Summer Fair and Goodinge Family Fun Day.

5.4 **Corporate Indicator JM8b - Number of residents with disabilities/those with a long-term health condition enrolled on an Adult & Community Learning Course**

An increased presence in learning centres and confidence with the hardest to reach residents, coupled with a robust learning offer have resulted in the service engaging with **359** residents with long-term health issues and disabilities. Partnerships with Islington Mind, Light Project Pro International and close working with the Community Engagement team have helped to engage these learners.

5.5 **Corporate Indicator JM8c - Number of Black, Asian and Ethnic Minorities enrolled on an Adult & Community Learning Course – 1,293**

The service continues to engage with communities from diverse backgrounds across all curriculum areas. Leafleting in community areas and engaging with partners highlighted above are some of the factors that have helped the service engage with these often-disadvantaged learners. In addition to this, the service has seen a slight increase in the number of ESOL learners on course, which has increased this overall figure.

5.6 **JM10 - Number of new businesses offering WoW activities.**

In Quarter 1, the World of Work programme formed 6 new business partnerships which contributed to the delivery of 32 activities in schools supported by 125 volunteers. Most of the activities delivered in the summer term were workplace visits and work experience placements, with some careers insights also taking place towards the end of the academic year.

5.7 **JM10 b) – Number of businesses offering Wow activities to secondary school aged children and young people** All 6 new businesses offered Wow activities in secondary schools, contributing to the delivery of 979 pupil experiences. Most students accessing these activities were from Y10 and Y12 and therefore preparing for transition to post 16 options, FE, HE or employment.

2 new businesses joined the WoW menu for primary schools in Q1. Two classes accessed careers insights delivered by 4 volunteers to 60 students.

5.8 **JM10 c) – Number of businesses offering WoW activities to young people in Further Education** 5 new businesses have offered WoW to FE students to support students studying qualification related to the built environment, art, hospitality, beauty, and technology. Though these have been booked, delivery will take at the start of the 23/24 academic year, falling into Quarter 2.

5.9 **JM10 d) – Number of businesses offering WoW activities to children and young people from Black and Minority Ethnic backgrounds** Although we do not capture the ethnicity of individual students accessing WoW activities, reviewing school profiles means we can estimate that 69% of the 1029 students that participated in Q1 were from Black and minority ethnic backgrounds. This would equate to approx. 710 young people.

5.10 Implications

Financial implications:

The cost of providing resources to monitor performance is met within each service's core budget.

Legal Implications:

There are no legal duties upon local authorities to set targets or monitor performance. However, these enable us to strive for continuous improvement.

Environmental Implications and contribution to achieving a net zero carbon Islington by 2030:

There is no environmental impact arising from monitoring performance.

Resident Impact Assessment:

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010).

The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

6.

Conclusion

The Council's 'Islington 2030 Plan' sets out a clear set of priorities, underpinned by a set of firm commitments and actions that we have taken to work towards our vision of a more equal Islington. The corporate performance indicators are one of several tools that enable us to ensure that we are making progress in delivering key priorities whilst maintaining excellent quality services.

Signed by:

Date: 29th August 2023

Caroline Wilson, Acting Corporate
Director of Community Wealth
Building

Appendix A: Employment & Skills Dashboard Quarter 1 2023-24

PI No.	Indicator	Frequency reported	Latest data for period	Q1 23/24	Q1 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
JM1	Number of Islington residents supported into paid work through Team Islington activity, with sub-targets for:	Quarterly	April - June	412	225	1500	3013	↑
	a. Parents of children aged 0-18	Quarterly	April - June	105	34	225	445	↑
	b. young people aged 18-25	Quarterly	April - June	58	34	225	420	↑
	c. Residents with disabilities / those with long term health conditions	Quarterly	April - June	64	45	300	467	↑
	d. BAME	Quarterly	April - June	234	135	900	1559	↑
	e. Council Contracted Suppliers	Quarterly	April - June	To be reported in Q2	To be reported in Q2	500	515	To be reported in Q2
	f. Percentage of Islington residents supported into paid work through team Islington	Annual	Annual Indicator	Annual Indicator	Annual Indicator	80%	81%	Annual Indicator

PI No.	Indicator	Frequency reported	Latest data for period	Q1 23/24	Q1 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
	activity who were still in work at 13 weeks							
	g. Percentage of Islington residents supported into paid work through team Islington activity who were still in work at 26 weeks	Annual	Annual Indicator	Annual Indicator	Annual Indicator	75%	76%	Annual Indicator
JM2 a)	Number of London Living Wage entry level jobs achieved through the Islington working partnership	Quarterly	April - June	134	135	900	914	↑
b)	Number of employers achieving LLW accreditation	Quarterly	April - June	14	15	100	59	↑
JM3	Number of apprenticeships supported with sub targets for:	Quarterly	April - June	37	30	200	210	↑
a)	Council Apprenticeships	Quarterly	April - June	8	15	100	105	↓

PI No.	Indicator	Frequency reported	Latest data for period	Q1 23/24	Q1 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
b)	Number of Islington residents supported into Apprenticeships with an external employer	Quarterly	April - June	29	15	100	105	↑
d)	Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	Quarterly	April - June	To be reported in Q2	To be reported in Q2	tbc	Baseline Year	To be reported in Q2
JM4	Monetary value of social value derived through affordable workspace with sub targets for under-represented founders:	Quarterly	April - June	£476,060	£75,000	£500,000	£1,287,085.37	↑
a)	Women	Quarterly	April - June	126	tbc	tbc	537	
b)	Black, Asian & Minority Ethnic	Quarterly	April - June	109	tbc	tbc	248	
c)	Disability	Quarterly	April - June	14	tbc	tbc	33	
JM5	Number of Businesses that have been positively impacted by	Quarterly	April - June	510	375	1500	1268	↑

PI No.	Indicator	Frequency reported	Latest data for period	Q1 23/24	Q1 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
	the Inclusive Economy and Jobs Directorate							
JM6	Number of opportunities brokered through Inclusive Economy & Jobs	Quarterly	April - June	194	125	500	473	↑
JM7	Monetary value of the childcare bursary uptake with sub targets for types of outcomes:	Quarterly	April - June	£14,673.62	£24,000	£160,000	£84,047.18	↓
a.	Number of recipients with an employment outcome	Quarterly	April - June	14	9	60	39	↑
b.	Number of recipients with a training outcome	Quarterly	April - June	2	n/a	tbc	16	
JM8	Number of Islington residents enrolled on an Adult & Community Learning Course with sub-targets for:	Termly	August '22 to June '23	1,606	1,600	1,700 23-24 Ac Year.	1,256	↑
a)	Parents of children aged 0-18	Termly	August '22 to June '23	768	720	800	626	↑
b)	Residents with disabilities / those with long term health conditions	Termly	August '22 to June '23	359	368	380	260	↓

PI No.	Indicator	Frequency reported	Latest data for period	Q1 23/24	Q1 23/24 Profile Target	Target 2023-24	Actual 2022/23 FY	On Target
c)	BAME	Termly	August '22 to June '23	1,293	1,296	1,400	1,031	↑
JM9	Positive year-end destinations for learners with sub targets for:	At the end of academic year/term	August '22 to June '23	Available in Oct/Nov 23	Baseline Year	Baseline Year		
a)	Learners moving into paid employment	At the end of academic year/term	August '22 to June '23	Available in Oct./Nov. 23	Available in Oct./Nov. 23	6%	37 (QDP survey: out of 753 responses – 5%)	
b)	Learners moving onto higher level learning	At the end of academic year/term	August '22 to June '23	Available in Oct./ Nov 23	Available in Oct./ Nov 23	31%	N/A	
JM10	No. of new businesses offering WoW activities with sub targets for	Quarterly	April - June	6	n/a	tbc	41	
a)	Primary	Quarterly	April - June	2	n/a	tbc	0	
b)	Secondary	Quarterly	April - June	6	n/a	tbc	25	
c)	Further education	Quarterly	April - June	5	n/a	tbc	10	
d)	Black Asian and Minority Ethnic	Quarterly	April - June	6	n/a	tbc	27	

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Environment and Regeneration Scrutiny Workplan 2023/24

4 July 2023

Membership, Terms of Reference, and Dates of Meetings
Select New Scrutiny Topic for 2023-24
Environment & Transport – Q4 Performance Report
Employment & Skills – Q4 Performance Report
Libraries and Heritage – Q4 Performance Report
Net Zero Carbon Programme – Q4 Performance Report
Agree work plan for 2023-24

12 September 2023

Executive Member for Inclusive Economy and Jobs – Annual Report
Employment & Skills – Q1 Performance Report

17 October 2023

Scrutiny Topic – Scrutiny Initiation Document
Scrutiny Report: Net Zero Carbon Review 2022-23
Scrutiny Topic – Witness Evidence (*Active Travel?*)
Libraries and Heritage – Q1 Performance Report
Environment & Transport – Q1 Performance Report
Executive Member for Environment and Transport – Annual Report

23 November 2023

Scrutiny Topic – Witness Evidence (*Active Travel?*)
Environment & Transport – Q2 Performance Report
Net Zero Carbon Programme – Q1/Q2 Performance Report
Report back on Behavioural Change Scrutiny (2021-22)

25 January 2024

Scrutiny Topic – Witness Evidence (*SPD?*)
Libraries and Heritage – Q2 Performance Report
Employment & Skills – Q2 Performance Report

7 March 2024

Scrutiny Topic – Witness Evidence (*Green Skills?*)
Annual Update from North London Waste Authority
Environment & Transport – Q3 Performance Report

25 March 2024 – Special Climate Emergency Public Meeting

16 April 2024

Scrutiny Review: Draft Recommendations

Libraries and Heritage – Q3 Performance Report

Employment & Skills – Q3 Performance Report

NLWA – Joint Waste Strategy Consultation Draft Document.

First Meeting of the next year:

Net Zero Carbon Programme – Q3/Q4 Performance Report

Agree Scrutiny Topic