



**Resources Department
Town Hall, Upper Street, London, N1 2UD**

AGENDA FOR THE ENVIRONMENT AND REGENERATION SCRUTINY COMMITTEE

Members of the Environment and Regeneration Scrutiny Committee are summoned to a meeting, which will be held in Committee Room 4, Town Hall, Upper Street, N1 2UD - Islington Town Hall on **4 December 2018 at 7.30 pm.**

**Lesley Seary
Chief Executive**

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Despatched : 26 November 2018

Membership

Councillor Rowena Champion (Chair)
Councillor Roulin Khondoker (Vice-Chair)
Councillor Santiago Bell-Bradford
Councillor Tricia Clarke
Councillor Alice Clarke-Perry
Councillor Mouna Hamitouche MBE
Councillor Clare Jeapes
Councillor Matt Nathan
Councillor Caroline Russell

Substitute Members

Councillor Osh Gantly
Councillor Satnam Gill OBE
Councillor Anjna Khurana
Councillor Angela Picknell

Quorum is 4 members of the Committee

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A. Formal Matters

Pages

1. Apologies for Absence
2. Declarations of Substitute Members
3. Declarations of Interest

If you have a **Disclosable Pecuniary Interest*** in an item of business:

- if it is not yet on the council's register, you **must** declare both the existence and details of it at the start of the meeting or when it becomes apparent;
- you may **choose** to declare a Disclosable Pecuniary Interest that is already in the register in the interests of openness and transparency.

In both the above cases, you **must** leave the room without participating in discussion of the item.

If you have a **personal** interest in an item of business **and** you intend to speak or vote on the item you **must** declare both the existence and details of it at the start of the meeting or when it becomes apparent but you **may** participate in the discussion and vote on the item.

- ***(a) Employment, etc** - Any employment, office, trade, profession or vocation carried on for profit or gain.
- (b) Sponsorship** - Any payment or other financial benefit in respect of your expenses in carrying out duties as a member, or of your election; including from a trade union.
- (c) Contracts** - Any current contract for goods, services or works, between you or your partner (or a body in which one of you has a beneficial interest) and the council.
- (d) Land** - Any beneficial interest in land which is within the council's area.
- (e) Licences**- Any licence to occupy land in the council's area for a month or longer.
- (f) Corporate tenancies** - Any tenancy between the council and a body in which you or your partner have a beneficial interest.
- (g) Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

This applies to **all** members present at the meeting.

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|----|-----------------------------|--------|
| 4. | Minutes of Previous Meeting | 1 - 10 |
| 5. | Chair's Report | |
| 6. | Public Questions | |

For members of the public to ask questions relating to any subject on the meeting agenda under Procedure Rule 70.5. Alternatively, the Chair may opt to accept questions from the public during the discussion on each agenda item.

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|-----------|-------------------------------------------------------------------------------|--------------|
| B. | Items for Decision/Discussion | Pages |
| 1. | Quarter 2 Performance Report - Employment and Skills | 11 - 20 |
| 2. | Scrutiny Witness: Role of the Assistant Parks Manager and Park Ranger Service | |

C. Urgent non-exempt items (if any)

Any non-exempt items which the Chair agrees should be considered urgent by reason of special circumstances. The reasons for urgency will be agreed by the Chair and recorded in the minutes.

D. Exclusion of press and public

To consider whether, in view of the nature of the remaining items on the agenda, it is likely to involve the disclosure of exempt or confidential information within the terms of the Access to Information Procedure Rules in the Constitution and, if so, whether to exclude the press and public during discussion thereof.

E.	Confidential/exempt items	Pages
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F. Urgent exempt items (if any)

Any exempt items which the Chair agrees should be considered urgently by reason of special circumstances. The reasons for urgency will be agreed by the Chair and recorded in the minutes.

The next meeting of the Environment and Regeneration Scrutiny Committee will be on 22 January 2019

London Borough of Islington

Environment and Regeneration Scrutiny Committee - 5 November 2018

Minutes of the meeting of the Environment and Regeneration Scrutiny Committee held at Committee Room 4, Town Hall, Upper Street, N1 2UD - Islington Town Hall on 5 November 2018 at 7.30 pm.

Present: **Councillors:** Champion (Chair), Khondoker (Vice-Chair), Bell-Bradford, Clarke, Hamitouche, Jeapes, Nathan and Russell

Councillor Rowena Champion in the Chair

229 **APOLOGIES FOR ABSENCE (Item 1)**

Apologies were received from Councillor Clarke-Perry.

230 **DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)**

There were no declarations of substitute members.

231 **DECLARATIONS OF INTEREST (Item 3)**

There were no declarations of interest.

232 **MINUTES OF PREVIOUS MEETING (Item 4)**

RESOLVED:

That the minutes of the meeting held on 10 September 2018 be confirmed as an accurate record of proceedings and the Chair be authorised to sign them.

233 **PUBLIC QUESTIONS (Item 5)**

The Chair informed the meeting that public questions will be taken during consideration of each item on the agenda.

234 **CHAIR'S REPORT (Item 6)**

None

235 **SCRUTINY REVIEW WITNESSES - GARDEN CLASS ROOM & OCTUPUS NETWORK (Item B1)**

Marnie Rose, Director of Strategy & New Programmes of The Garden Classroom, and Julie Parish and Anita Gracie of Octopus Network, informed Members of the work carried out by their organisations, its challenges and future plans.

During discussion the following main points were made.

- Julie Parish informed the meeting that Octopus Network, a small charity, initially carried out most of its activities in community centres, offering and hosting a range of services and events. Over the years, however, it has expanded into the use of

open spaces and parks. Julie Parish welcomed the support provided by the Parks Department.

- The meeting was informed that Octopus Network had received more than £900,000 external funding over a number of years, which enables it carry out a range of activities across the borough. It supports residents in designing gardens and open spaces, growing food to eat and running workshops in community centres for residents. One of the notable and successful activities is the Environmental Summer Schools, which are run in partnership with Islington Green Space for Children, from ages 5-11, and their families.
- The “Trail Blazer”, which is run in partnership with Islington Community Hubs Network, aims to create unique living/learning spaces that provide new outdoor learning environments for local communities to develop, design learning activities, manage and enjoy.
- In response to a question about promoting “Urban Wild Places” in parks, the meeting was advised that, with the support of Islington Parks, Octopus would endeavour to establish an area within the park where wildlife could thrive, so that young children could visit, observe and learn about bees, butterflies, frogs, etc.
- The Garden Classroom (TGC) comprises volunteers who help deliver high-quality hands-on sessions in green spaces across Islington. TGC works with individuals who have an understanding of outdoor life and have a passion for nature and the outdoors.
- TGC works in partnership with Islington Council, and other councils, community gardens, schools and businesses, to bring real benefits to the community, which it believes will boost staff morale, and engage client or customer bases. Members were advised that TGC works with schools to deliver its curriculum through outdoor learning in parks and gardens.
- The meeting was informed that more than 62,000 children had been engaged in various outdoor activities over the years, which accounts for 28.5% of what TGC provides. Since there is a recognition that city dwellers experiencing myriad challenges, such as overdevelopment, pollution and insufficient open spaces, are missing out on outdoor activities, TGC also engages with disadvantaged children and visits schools.
- Although TGC works with other departments, it currently has a positive working relationship with Public Realm: it helps to deliver more than 200 hours of activities in the Ecological Centre, instead of the 60-70 hours agreed in the service-level agreement.
- Challenges include lack of shelter and toilet facilities for schoolchildren in the park. Anti-social behaviour and dog fouling is an issue in some of the parks, there is a noticeable decrease in such activities particularly after community engagement in the space.
- With regard to community engagement of residents on housing estates, the meeting was informed that Urban Wild Places had been able to organise workshops on both the Harvist and Bemerton Estates. Residents had been encouraged to grow their own vegetables and set up garden clubs. The meeting was also informed of the particular success of planting activities on the Andover Estate, but that the

commencement of the new-build programmes had resulted in activities being suspended.

- TGC and Octopus agreed that a Biodiversity Action Plan, together with a budget, would be welcomed and would help to deliver and promote diversity in the borough. In addition, it would be beneficial when funding was sought. In response, the Head of Green Space and Leisure Spaces acknowledged that, although none currently exists, a concise briefing paper that would focus on habitat was currently being drafted.
- Meeting was advised that the Council's Nature Conservation Team continues to ensure that Islington has integrated parks. Members were reminded that a balance needs to be struck between residents who prefer well-manicured parks and those who want wild life to be promoted.
- TGC and Octopus Network continue to welcome the support and recognition of ward councillors since this gives small charities credibility with external funders when applying for financial support.
- On the criteria for identifying which housing estates to work with, members were informed that organisations work with Community Development Officers and the Housing Communities team to identify where to run activities. The level of support varies from estate to estate because some already have garden clubs in place whereas others look for assistance in setting them up.
- On the question of longevity and sustainability, both TGC and Octopus acknowledged the future challenges: since their existence as small charities relies on external funding, their model was based on being facilitators.
- No financial support is provided to community centres or any of their activities, but support would include providing advice about the design of gardens, or planting of seeds to grow food. Members were informed that the essence of any support is to ensure that it provides a living space for its residents to go on and develop their space. In addition, it provides an environment in which skills are cascaded and enables residents to identify areas of interest.
- Cllr Champion informed the meeting that the Committee would like to enquire further on how the third-party sector engages with hard-to-reach groups, and how it could communicate its projects with these groups at a future meeting. In response, both TGC and Octopus Network representatives welcomed a visit by the Committee to observe their projects.

The Chair thanked Marnie Rose, Director of Strategy & New Programmes of The Garden Classroom, and Julie Parish and Anita Gracie of Octopus Network, for sharing their experiences with the committee.

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QUARTER 1 PERFORMANCE REPORT (2018/19) - EMPLOYMENT & SKILLS (Item B2)

The Committee considered the Q1 Performance Report.

- Members were informed that the number of residents supported back into work is above target compared with last year. To minimise duplication, partners now share details of their local offer, consult with the partnership when changing or adapting

delivery, share data on their outcomes, and work collectively to identify and address gaps.

- The Council recognises the essence of supporting parents into work as a means of breaking the cycle of poverty, particularly in light of the very high levels of child poverty that is related to parents on out-of-work benefits. Members were advised that although the Council, with 119 outcomes, has exceeded the profiled target for quarter 1, council services and partners aim to support at least 425 parents into employment this year.
- iWork continues to trial different models of outreach so that support is effectively targeted at the economically inactive residents, including parents who don't claim unemployment benefit, under 25s, and residents on disability benefits.
- It continues to be a challenge to engage unemployed young adults aged 18-25, but council services and partners will continue in the council's aim to support at least 360 young people into employment during the year. The meeting was informed that Network Aspire, in conjunction with employers such as Nando's and Caffè Nero, provides hospitality masterclasses to address this situation.
- In relation to issues around the night-time economy, the Executive Member for Economic Development acknowledged that this had not been looked into but that it would be an area of interest in the future. Members were advised that the Council will continue to encourage employers to introduce the London Living Wage, and increase the skill of its residents to prepare them for better-paid jobs.
- In response to a request for comparison data about the increasing number of apprentices that had moved into further employment or training, the Executive Member for Economic Development indicated that it would be circulated. In addition, the Director Employment, Skills and Culture informed the meeting that a progress report on the Apprentice strategy, which highlights the progress in, and challenges of, retaining apprentices, would be brought to Committee for consideration.
- Members were informed that the Council continues to embed social value in its council commissioning/procurement exercises by creating apprenticeships and entry-level jobs with its suppliers for local residents. Members were informed that a Task and Finish Group, headed by the Corporate Director Housing and Adult Services, is reviewing the number of Islington residents who have gained apprenticeships with council-contracted suppliers.
- On concerns over the low skills and poverty levels of its residents, the meeting was informed that the Council's Adult and Community Learning Service is planning to make lifelong learning more accessible by offering night schools and establishing a Joint Directorate Outreach Team to address the issue.
- In response to an observation that children of West Indian origin, and white working-class children, had not been participating in the summer reading challenge held in libraries, the Executive Member indicated that she would have a look at the issue and report back.
- Members were informed that although two new indicators relating to the number of library visits and the number of children taking part in the summer reading challenge had been included in the quarter report, further analysis would be possible after

quarter 2 data had been reported.

- The Executive Member for Economic Development advised that the Council now provides 100 hours of support for Islington children, a Labour Party manifesto commitment.

RESOLVED:

That the report be noted.

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ANNUAL REPORT OF THE EXECUTIVE MEMBER FOR ECONOMIC DEVELOPMENT (2017/18) (Item B3)

The Committee received a presentation on the 2017/18 Annual Report. A copy of the presentation would be interleaved with the agenda.

In the discussion, the following points were made.

- The Executive Member for Economic Development informed the meeting that 1,334 Islington residents had been supported back into paid employment.
- In comparison with other central London boroughs, Islington Council had the highest proportion of school leavers going into apprenticeship schemes.
- The Council had launched its health and work programme, which is co-located with the Council's iWork team at 222 Upper Street.
- More than 43,000 sq ft of space has been secured from developers to support local businesses and entrepreneurs. In addition, the £1 million funds received from the Mayor of London will enable the Council to deliver a £2 million affordable workspace programme in Finsbury Park.
- As a local economic agent, Islington Council continues to initiate internal work to co-ordinate and increase the Council's approach to social value through its procurement process and commissioning services.
- In a recognition that local residents enjoy the benefit of a thriving local economy, a new Inclusive Economy Team had been created to manage the process.
- On the reported 8% of Islington's working-age population that is identified as sick and of ill-health, Members requested a further breakdown of the sickness data to be provided.
- In response to concerns about the increasing gentrification of the market area by neighbouring Hackney Council, the Service Director Planning and Development informed Members that she would raise the issue with her counterpart in Hackney.
- On the question of whether Council data existed on the number of people engaged in the night-time economy, the Executive Member for Economic Development reiterated that, although the Council has no data, it will continue to encourage employers to sign up to the London Living Wage and to consider measures of improving in-work progression.
- In response to a suggestion that the favourable business arrangements of charities in town centres should be reconsidered because other small businesses were

disadvantaged, the meeting was informed that this was a planning policy issue and could be addressed only through national legislation. The Executive Member for Economic Development indicated, however, that she would investigate as to what could be done to support other businesses.

- The meeting was informed that although the Preston Model is recognised as a good example in terms of supporting and revitalising the local economy, and lessons have been taken on board, over the years Islington Council has introduced measures, such as some of its services being brought back in-house, to improve the wages and income of staff. In addition, the Executive Member reiterated that the Council's Planning Policy has resulted in the Council being able to secure a commitment from developers of 50% of affordable housing for residents and of affordable workspace for emerging businesses – peppercorn rents for up to two years.
- It was noted that the Council continues to work with anchor institutions, such as the NHS, large public sectors, and universities, to deliver apprenticeships and offer training. A similar idea should be extended to small businesses and grass-roots venues for smaller outfits. A suggestion was made that the idea of anchor venues that help to revitalise the local economy should be extended similar hubs to attract smaller businesses.

RESOLVED:

That the report be noted.

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ANNUAL REPORT OF THE EXECUTIVE MEMBER FOR ENVIRONMENT & TRANSPORT (2017/18) (Item B4)

Councillor Webbe gave a presentation on the work of the Environment & Transport Directorate. A copy of the presentation would be interleaved with the agenda.

In the discussion the following points were made.

- The meeting was advised that residents should continue to be supported by initiatives such as "Energy Doctor in the Home", "Warmth on Prescription" and "Warm Home Discount", which had resulted in lower energy bills.
- 2,600 residents had switched their energy supplier from one of the six main providers to the Council's Angelic Energy, which was launched in October 2017. In addition, approximately 72% of those who signed up have switched to pre-payment meters.
- In 2017/18, 2,548 vulnerable residents had been referred, with each being offered an average of four to five interventions. Members were reminded that, through SHINE, Islington Council has achieved an estimated average annual saving of £213 and, most important, as a result of its success SHINE funding has tripled and expanded across all London boroughs.
- The meeting was advised that through the Solar Together London initiative, more than 400 residents had registered interest and over 100 properties had accepted the formal offer, thereby increasing solar energy in the borough by 25%. Members were informed that with more than 700 LED light fittings installed at the Town Hall had reduced electricity consumption.

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- Air pollution monitors have been placed outside schools to protect the health of the school children, and the Council, in partnership with Hackney, had introduced the first Ultra-low Emission Vehicle Zone to help tackle the city's air pollution. In addition, the anti-idling campaign is being promoted around a number of key hotspots.
- Members were informed that road junctions in the borough that are identified as dangerous are being transformed: Archway gyratory had been reconfigured and construction around Highbury Corner is ongoing, solely to improve pedestrian safety and to create safer cycle routes. In response to concerns about other dangerous junctions in the borough, the meeting was informed that where a junction is identified as dangerous, it will be included in the schedule of work. The Service Director, Planning and Development indicated that she would look into the Drayton Road Junction.
- The Executive Member for Environment and Transport highlighted the Council's plan to install a further 100 electric vehicle charging points over the next 12 months to add to the 87 units already in place.
- The meeting was informed that although recycling rates fell in 2017/18 from 31.6% to 29.5%, the residual waste per household figure remains the lowest it has ever been. Members were also advised that the new fleet vehicles had resulted in a substantial and consistent reduction in missed collections.
- Members were advised of the new street cleaning service, launched in June 2018, which covers every road in the borough five days a week.
- In response to a question regarding Islington's transport strategy, the Executive Member advised that, despite the Mayor of London's tight submission deadline of February 2019, opportunities would be provided to ensure that councillors and various stakeholders would be allowed to contribute.
- The Executive Member indicated that Council had plans to install more than 100 electric charging points in the next 12 months and 400 in the next four years. On concerns about light-and-noise pollution from units installed in residential areas, members were informed that where that is deemed to be unsuitable, there is a commitment to switch off the fans and lights, but members were informed that discussions are ongoing with the suppliers on the units' design so that it addresses residents' concerns.
- The Executive Member for Environment and Transport acknowledged that it would be ideal if, as the Council develops its Environmental strategy, the Biodiversity Action Plan were to be included and considered, particularly as Islington Parks would be part of the strategy
- The meeting was informed that if road junctions are identified as dangerous, they would be included in the works programme and that councillors should notify council officers if they have concerns.
- A request on whether the quality of the water in the Regents Canal, which looks to be polluted, could be monitored was noted by the Executive Member.
- In response to a question on whether Council was in discussion with the management of Arsenal Football Club about possible mitigation measures on the

volume of traffic, congestion and pollution on match days, the Executive Member advised that Officers would have another look at match-day access and parking issues around the stadium and report back to the Committee. She reminded the meeting, however, that the council does have a targeted programme that looks at the idling of vehicles on match days and that enforcement officers manage traffic in and around the area.

- On the issue of idling vehicles, particularly council vehicles, members were assured that no preferential treatment is given to council operatives; they are advised to turn their engines off. If, however, council vehicles are seen not to be complying, it should be reported to the enforcement team.
- In response to a question on whether the Council had any plans to deal with sources of litter and refuse, rather than reacting when it had occurred, the Executive Member reminded the meeting that although that is a national issue that requires the involvement of central government and discussions with suppliers of goods and manufacturers, the Council had introduced improved recycling containers and bins to address spillage. In addition, there is a new street cleaning regime in residential areas to ensure that neighbourhoods are clean and tidy.
- With concerns about rubbish and refuse from flats above shops, members were informed that the Council had introduced timed rubbish collection points which have generally been kept to, and that results from surveys by Keep Britain Tidy have confirmed that the borough pavements are generally clear of black bags.
- On how the Council would be addressing concerns about cyclists riding on pavements and the protection of pedestrians, the meeting was informed that part of the solution would be to create safer routes for cyclists, which it is looking to address in conjunction with neighbouring authorities and the Mayor of London.
- In response to a question regarding measures to address air quality in the borough, the meeting was advised that, since Islington is designated an air quality management area, over the years it has implemented a number of measures, such as introducing further parking charges for high polluting vehicles, school streets, school audits and ULEV streets, to mitigate the impact of pollution on the health of its residents. The Executive Member acknowledged that this issue could not be addressed by the Council alone and that it continues to work with neighbouring authorities and the Mayor of London, but that more would be required by central government including enacting legislation to reduce toxic air levels.
- In response to a question on whether the Council had plans to extend the school-streets initiative across the borough, and whether it would be recommending that schools undertake pollution audits, the Executive Member welcomed the 50 audits that had been funded by the Mayor of London, but that they would need to be analysed and any actions would require funding.

RESOLVED:

That the report be noted.

RESOLVED:

That the work programme be noted.

The meeting ended at 10.25 pm

CHAIR

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Report of: Corporate Director for Children, Employment and Skills

Meeting of:	Date	Ward(s)
Environment and Regeneration Scrutiny Committee	4 December 2018	All

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SUBJECT: Quarter 2 Performance Report – Employment, Skills and Culture

1. Synopsis

- 1.1 Each year the council agrees a set of performance indicators and targets, which, collectively, help to monitor progress in delivering our corporate priorities and working towards the goal of making Islington a fairer place to live and work.
- 1.2 Progress is reported on a quarterly basis through the council's scrutiny function to challenge performance where necessary and to ensure accountability to residents.
- 1.3 This report sets out a progress update for those indicators related to Employment, Skills and Culture for the second quarter of 2018-19 (1 April to 30 September 2018). A data dashboard showing performance against the KPI's is included as a separate attachment. The report should be read alongside the dashboard for a full understanding of performance in each area.

2. Recommendations

- 2.1 To note the progress at the end of Quarter 2 against performance indicators for Employment, Skills and Culture which fall within the remit of the Environment and Regeneration Scrutiny Committee.

3. Employment: Reduce levels of long term unemployment and worklessness

- 3.1 The council's corporate plan 2018-22 sets out an objective to 'Deliver an inclusive economy, supporting people into work and helping them with the cost of living'. As part of delivering this objective the council has set a target of supporting 4000 residents into employment over the next four years.
- 3.2 **JM1 - The number of people supported into paid work through 'Team Islington activity is 645 in Quarter Two**, which is 29% above the target of 500 and 13% more than this time last year. To effectively deliver a Team Islington approach to supporting residents into work, we have established a Pathways to Employment Partnership. Convened by the council, 13 of the borough's key employment support organisations have committed to working together to reduce duplication by:
- sharing the details of their local offer,
 - consulting with the Partnership when considering changing or adapting delivery,
 - sharing data regarding their outcomes
 - working collectively to identify and address gaps in provision.
- The successful achievement of our profiled employment target this quarter embodies this joint working with partners. Love London working, voluntary and community sector partners and council services offering employment support were key contributors to the target.
- 3.3 These members have signed up to a memorandum of understanding to develop and implement simple quality control and feedback procedures and implement a 'no wrong door' approach by referring residents between partners. We will now be focusing on developing Service Level Agreements (SLA) so that we have in place measures to monitor the achievement of more collaborative working and accountability around delivery of employment support.
- 3.4 The pathways to employment partnership aims to increase employment for Islington residents by adopting a new approach to tackling the long term worklessness in Islington. Recognising, that in order to break the cycle of poverty we need to equip young people and adults with the skills, experience and opportunities to secure sustainable employment. The scale of the issue is such that the council cannot do this in isolation and so we are redesigning the way that our services work with each other and key partners to ensure a focus on supporting people into employment.
- 3.5 We have established the iWork employment services at 222 Upper Street as a 'Team Islington employment support hub', with staff from a range of partner organisations including Ingeus, The Shaw Trust, Prospects, Advance Personnel Management, Love London Working co-locating to provide residents an opportunity to access the most appropriate service. The intention is that co-location will foster best practise. We have been trialling a new employment contact agent role, to facilitate the referrals between partners and an outreach officer role to engage those who face multiple barriers to employment and need our services the most. We will monitor closely the effects of both roles and aim to see increased referrals and engagement from those furthest away from the labour market.
- 3.6 The targets for 2018-19 have been set to take into account support targeted at our most vulnerable residents and so we continue to track 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 BAME.
- 3.7 Supporting parents into work is key to breaking the cycle of poverty, particularly given the high levels of child poverty in Islington which is related to parents on out of work benefits. The job centre only captures figures for lone parents claiming, currently standing at 2,290¹. council services and partners aim to support at least 425 parents into employment this year. We have already exceeded the profiled target of 213 for quarter 2 with 242 reported outcomes.
- 3.8 The employment challenge remains greatest in relation to those residents with disabilities and long term health conditions. At Q2 we have supported 134 residents into paid employment against a target of 110, this is higher than the same period previous year. In general, we have found that the disabled candidates we support are actually predominantly job seekers allowance claimants, despite having declared health

¹DWP Benefit Claimants – working age client group (Nov 16)

conditions. This means we are still not reaching residents whose health condition is sufficiently severe to allocate them disability related benefits. This year we are focusing our efforts to support actual disability benefit claimants, and hearteningly, the outreach officer role which has been developed to engage residents who face multiple barriers to employment and need our services the most, currently has a caseload which is 50% people on disability related benefits.

- 3.9 Our data shows that BAME residents have higher rates of unemployment and economic inactivity. The council has introduced a new measure to monitor targeted employment support and improved outcomes for this group. At quarter 2 we have supported 270 BAME residents into employment and have already exceeded the year-end target of 200.
- 3.10 Unemployed young adults, aged 18- 25yrs remain difficult to engage and there are no accurate statistics in relation to the employment rates, for example, Central Government does not collect/publish statistics for the age group. Council services and partners aim to support at least 360 young people aged 18-25 into employment this year and we are on track to meet this target. At Q2 we had 166 outcomes which is reflective of the fact that September is a transition period for young people at the lower end of the age band. We anticipate higher outcomes later in the year and targets have been profiled accordingly.
- 3.11 There are two measures to monitor the council's progress in deriving social value from its purchasing power: Islington residents supported into jobs with council contracted suppliers and residents securing apprenticeships with council contracted suppliers. A Social Value officer is now in post to develop an approach to embed social value in council commissioning and procurement. This quarter figures for residents employed by council contracted suppliers stands at 29, compared to a target of 17 and is 61% above the same period previous year. We are on track to meet the year- end target of 33.
- 3.12 There is no corporate target for supporting residents out of in-work poverty. We know that there are rising levels of in-work poverty due to a prevalence of low paid jobs and low skilled workers with poor progression routes. There are approximately 9,800² residents of working age with no qualifications at all. This is exacerbated by the large number of graduates who are employed in lower skilled jobs, which can put downward pressures on the job market with some residents finding it hard to compete or achieve progression at work. We are working with the Adult and Community Learning Service to establish twilight courses to target residents in in-work poverty. Basic Skills classes will be made available to help residents improve either English, Maths or ESOL. Work is underway to identify the best ways of promoting these courses to target groups.
- 3.13 We intend this year to create a methodology for capturing outcomes linked to receipt of the London Living Wage (LLW) by March 2019. We will be hosting a LLW breakfast event on 8th November 2018 to encourage more employers to gain LLW accreditation and to inspire more residents to work locally within the borough.

4. Help residents get the skills they need to secure a good job

4.1 JM2 – Number of Islington residents supported into apprenticeships

The 15 apprenticeships start's in Q2 are new roles created by LBI and local authority maintained schools and not the upskilling of existing employees. The new roles include 7 in Housing and Adult Social Services, 4 in Children's Employment and Skills, 2 in Environment and Regeneration and 2 in Resources. The range of apprenticeships are across levels 2-3 and include apprenticeships in Business Administration, Housing and Property Management, Plumbing, Carpentry, Electrical Installation, Events Management and Early Years Education.

- 4.2 We have already exceeded the year-end target for supporting residents into apprenticeships with local employers and are on track for apprentices who have moved on to further employment or training within 3 months of completing their apprenticeship.

² ONS Annual Population Survey (2017)

4.3 **JM3 – Number of Islington residents enrolled on an Adult and Community Learning course**

The council's Adult & Community Learning Service (ACL) is preparing plans to address two key priorities; making lifelong learning more accessible for Islington residents by offering night schools and establishing a joint directorate outreach team to more effectively target provision. The Service will focus on priority groups in line with the Employment Team. ACL is supporting the 'Team Islington' approach by participating in the Pathways to Employment Partnership and support hub to ensure employability is embedded in the curriculum design and offer. Both our curriculum pathways, Vocational and Basic Skills, embed employability into lessons, either as a stand-alone element or contextualised. For example, our ESOL learners are trained on how to write covering letters and how to complete application forms during a language acquisition class. Our Vocational learners on a Food Hygiene course are trained to apply knowledge of food safety to preparing answers for job interviews. We are also working local health and social care partners to map pathways into careers, identifying any gaps in these pathways that can be addressed by ACL, further education providers or bespoke training provision. A next step will be to re-design the curriculum into a more pertinent and up-to-date learning experience enabling faster access into the sector for our learners.

4.4 Adult education nationally, including some of the further education sector, has seen a drop in participation and demand with an underspend nationally in the Adult Education Budget (AEB - the grant allocation awarded to providers). Islington ACL continued our marketing campaigns and our work with partners to promote our curriculum offer in a bid to attract more (and new) learners onto our courses. The service has trialled new methods to reach out to this cohort of learners, from the informal community classes to vocational courses which will help maximise pathways into employment, including Basic Skills. One of our learners studying in the vocational area immediately secured a job in a bakery after completing two of our courses - Food Hygiene and Customer Service. Earlier this year we started work on the development of a refreshed curriculum design. The starting point for this piece of work was inviting various stakeholders complete a skills needs analysis, some of which informed the current provision for 2018/2019.

Notwithstanding a reduction in participation in adult education nationally, ACL has met its ESFA (Education and Skills Funding Agency) targets and is awaiting the release of annual achievement data.

4.5 The introduction of the sub-groups of learners for the service is new and so we have no previous data to compare against. There is no national data or benchmarking of these sub-groups in the Adult Education sector since each Local Authority determines and establishes its priority groups based on their own needs.

4.6 Based on the report produced by the Learning and Work Institute for Islington Council, the "Islington Labour Market Study" in March 2018, where there are substantially more white working age residents in Islington than BAME residents, but the numbers of BAME residents have been rising. The employment rates for BAME residents are substantially lower than for white residents regardless of gender. The employment rates for white residents have been rising, with that for white men rising faster than for white women. This has been the basis of selecting BAME as a sub-group on which to focus. Although the study did not interrogate data on parents or residents with disabilities, the benefits of lifelong learning on these sub-groups are very well-known and have been well researched and publicised nationally. Public policy objectives from increasing social cohesion and mobility to improving productivity, tackling mental and physical health issues and extending working lives for these sub-groups is our rationale. We are scoping out how best to improve and increase enrolments in these groups.

4.7 **JM4 – Number of library visits**

By the end of Q2 2018/19, there were around 523,000 visits to Islington libraries. This was just under the profiled target for this point in the year, and less than half a percentage point below the number of visits during the same period in 2017/18.

4.8 We are working to increase our active membership which will increase our visits. We have developed an outreach programme and library staff are doing regular visits to a wide range of community settings for example children's centres, community centres, leisure centres and local schools in order to talk to residents and organisations about the services we offer. We are developing community use of library spaces for example ACL are using Cat and Mouse Library for Maths, English and ESOL classes. We are also offering a wide range of activities to drive up visits and increase membership. For example – we are rolling out lego clubs to all libraries, a STEM club at Lewis Carroll, Knit and knatter groups at three

libraries, Chess and scrabble clubs etc. This year we are also participating in a number of national initiatives which focus on the benefits of libraries and reading and the role we can play in combating social isolation.

4.9 JM5 - Number of children taking part in the summer reading challenge

The Summer Reading Challenge is a national initiative which is designed to get children to read six or more books from the library over the summer holidays. Children receive special rewards each time they finish a book and there's a certificate for everyone who completes the Challenge. These certificates are presented at an award ceremony which all libraries hold, usually during October half term. We have successfully promoted the Summer Reading Challenge and have worked with schools to ensure that we reach as many children and their families as possible. Library staff visit local schools to promote the scheme at assemblies, parents morning and summer fairs.

4.10 900 children took part in the Summer Reading in 2018. This was below the target of 1000. Colleagues across London have also reported that their completer numbers are down this year. This may have been related to the exceptional Summer weather this year, or the theme may not have been as popular or relevant to children as in previous years. However, although we didn't reach our target for completers over 70% of children joining actually read at least 1 book and 52% of starters completed the Challenge, which is our highest ever completer rate.

4.11 JM6 – Number of schools that have expressed an interest in the cultural enrichment programme (11 by 11) by March 19

11 By 11 is a commitment to providing all children and young people in Islington with 11 outstanding cultural experiences by Year 11 in school, it is a programme which aims to ensure equality of access to enrichment activities, particularly targeting those who are disadvantaged. This new corporate plan priority and recommendation of the Fair Futures Commission is an evidenced based response to enhancing life skills through engagement with cultural activity. As at quarter 2 we have 10 schools that have expressed an interest in the programme. Developments to date include; a portal for schools to access 11 By 11 offers which will go live on 11 December, activities for the Spring term are currently being sourced from cultural organisations, the Cultural Enrichment Team will work in partnership with School Improvement Service and leading cultural partner organisations to develop a suite of learning resources to ensure that Islington teachers have the necessary skills to make culture central to curriculum delivery.

4.12 JM7 – Number of secondary schools committed to an outline plan for implementation by March 19

JM8 – Sectors with a local business leader committed to supporting the 100 hours by March 19

The council has committed to ensuring that all young people in Islington benefit from 100 hours' experience of the World of Work by age 16. This will help young people to prepare for their future careers and to gain an understanding of the breadth of career options that are available locally. An action plan is underway to map a coordinated approach to this. Islington school's careers leads have been consulted on the approach and we have initiated an overall programme design in collaboration with head teachers through the Islington Community of Schools and with businesses we currently work with.

4.13 Progress at Q2 includes sharing a model of how 100 hours of the world of work can be broken down across different key stages in both primary and secondary school of which we have received positive feedback. Our outline plan for implementation indicates the number of hours and types of activities each individual school is able to commit to. We are beginning by focusing on the six schools with whom we are delivering work funded by the Richard Reeves Foundation to improve their careers education offer, which will align well with the 100 hour's commitment.

4.14 Businesses across the following sectors have agreed to support activities that contribute to the 100 hours World of Work initiative; Health and Social Care, Hospitality, Construction, Digital, Professional, Financial and Legal, STEM, Creative, Sports and Leisure. We will identify individual leads from each of these sectors to publicly endorse the initiative.

5. Implications

5.1 Financial implications:

N/A

5.2 Legal Implications:

N/A

5.3 Environmental Implications

N/A

5.4 Resident Impact Assessment:

N/A

6 Reason for recommendations

6.1 In accordance with its remit:

Scrutiny committee is asked to discuss the progress set out in the report.

Appendices

- **Appendix A:** Data Dashboard for Q2 2018/19

Background papers: None

Final report clearance:

Signed by:



Carmel Littleton
Corporate Director, Children, Employment and
Skills

Date: 5 November 2018

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Financial Implications Author: N/A

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Legal Implications Author: N/A

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PI No.	Indicator	Frequency reported	Latest data for period	YTD / Latest Figure	Profiled target (expected position this point in year)	Target 2018/19	2017/18	Same period last year	Direction of travel
Reduce levels of long term unemployment and worklessness									
JM1	Number of Islington residents supported into paid work through Team Islington activity; with sub-targets for:	Quarterly	Apr-Sep 18	645	500	1,000	1,334	572	↑
	a) Parents of children aged 0-18	Quarterly	Apr-Sep 18	242	213	425	388	171	↑
	b) Young people aged 18-25	Quarterly	Apr-Sep 18	166	90	360	434	192	↑
	c) Residents with disabilities / those with long term health conditions (E)	Quarterly	Apr-Sep 18	134	110	220	272	101	↑
	d) BAME	Quarterly	Apr-Sep 18	270	100	200	New Indicator	New Indicator	New Indicator
	e) Council Contracted Suppliers	Quarterly	Apr-Sep 18	29	17	33	58	18	↑
Help residents get the skills they need to secure a good job									
JM2	a) Number of Islington residents supported into Council Apprenticeships	Quarterly	Apr-Sep 18	27	26	52	55	15	↑
	b) Number of Islington residents supported into Apprenticeships with an external employer	Quarterly	Apr-Sep 18	100	43	85	118	43	↑
	c) Number of Islington residents gaining apprenticeships with council contracted suppliers	Quarterly	Apr-Sep 18	17	6	11	10	6	↑
	d) Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	Quarterly	Apr-Sep 18	67%	70%	70%	68%	67%	↑
JM3	Number of Islington residents enrolled on an Adult & Community Learning Course with sub-targets for:	Termly	2017-18 (Academic Year)	1660	n/a	2,000	1,660	New Indicator	New Indicator
	A) Parents of children aged 0-18	Termly	2017-18 (Academic Year)	906	n/a	1100	906	New Indicator	New Indicator
	B) Residents with disabilities / those with long term health conditions	Termly	2017-18 (Academic Year)	456	n/a	600	456	New Indicator	New Indicator
	C) BAME	Termly	2017-18 (Academic Year)	1200	n/a	1540	1200	New Indicator	New Indicator
JM4	Number of library visits	Quarterly	Apr-Sept 18	522,993	531,685	1,063,369	1,052,841	526,028	↔
JM5	Number of children completing the summer reading challenge	Annually	Summer 2018	900	1000	1000	New Indicator	New Indicator	New Indicator

JM6	Number of schools that have expressed an interest in the Cultural Enrichment Programme by March 19	Quarterly	Apr-Sept 18	10	n/a	30	New Indicator	New Indicator	New Indicator
JM7	Number of secondary schools committed to an outline plan for implementation by March 2019	Quarterly	Data Not available until Q3 - based on academic year	n/a	n/a	5	New Indicator	New Indicator	New Indicator
JM8	Sectors with a local business leader committed to supporting the 100 hours initiative by March 2019	Quarterly	Data Not available until Q3 - based on academic year	n/a	n/a	8	New Indicator	New Indicator	New Indicator