



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

AGENDA FOR THE POLICY AND PERFORMANCE SCRUTINY COMMITTEE

Members of the Policy and Performance Scrutiny Committee are summoned to a virtual meeting of the Committee on **3 December 2020 at 7.30 pm.**

Link to meeting: <https://weareislington.zoom.us/j/91387077266>

Linzi Roberts – Egan Chief Executive

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Despatched : 25 November 2020

Membership

Councillors:

Councillor Theresa Debono (Chair)
Councillor Troy Gallagher (Vice-Chair)
Councillor Santiago Bell-Bradford
Councillor Sheila Chapman
Councillor Jilani Chowdhury
Councillor Vivien Cutler
Councillor Osh Gantly
Councillor Gary Heather

Councillor Sara Hyde
Councillor Clare Jeapes
Councillor Matt Nathan
Councillor Michael O'Sullivan
Councillor Angela Picknell
Councillor Dave Poyser
Councillor Caroline Russell
Councillor Nick Wayne

Substitutes:

Councillor Roulin Khondoker
Councillor Claudia Webbe
Councillor John Woolf
Councillor Janet Burgess MBE

Councillor Joe Caluori
Councillor Andy Hull
Councillor Anjna Khurana
Quorum: 4 Councillors

A. Formal Matters

Page

1. Apologies for Absence
2. Declaration 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.

4. Minutes of the previous meeting
5. Chair's Report

1 - 6

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.

B.	Items for Call-In (if any)	Page
C.	Scrutiny and Monitoring Reports	Page
1.	COVID 19 Update - Local economy/Employment	7 - 58
2.	Contingent workforce	59 - 70
3.	Council Sickness	71 - 82
4.	Financial Monitoring - Month 6	83 - 108
D.	Monitoring Recommendations of Scrutiny Committees, Timetable for Topics, Work Programme and Forward Plan	Page
E.	Discussion Items (if any)	Page
F.	Report of Review Chairs	Page
G.	Urgent Non-Exempt Matters	
	Any non-exempt items which the chair agrees should be considered urgently by reason of special circumstances. The reason for urgency will be agreed by the Chair and recorded in the minutes.	
H.	Exclusion of Public and Press	
	To consider whether, in view of the nature of the business in the remaining items on the agenda any of them are 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.	
I.	Exempt Items for Call-In (if any)	Page
J.	Exempt Items	

The public may be excluded from meetings whenever it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that exempt information would be disclosed.

K. Other Business

Page

The next meeting of the Policy and Performance Scrutiny Committee will be on 28 January 2021

Please note all committee agendas, reports and minutes are available on the council's website: www.democracy.islington.gov.uk

London Borough of Islington

Policy and Performance Scrutiny Committee - 22 October 2020

Non-confidential minutes of the virtual meeting of the Policy and Performance Scrutiny Committee held at on 22 October 2020 at 7.30 pm.

Present: **Councillors:** Debono (Chair), Gallagher (Vice-Chair), Chapman, Chowdhury, Cutler, Gantly, Heather, Hyde, Jeapes, O'Sullivan, Picknell, Poyser, Russell and Wayne

Also Present: **Councillors:** Lukes and Gill

Councillor Theresa Debono in the Chair

- 224 **APOLOGIES FOR ABSENCE (Item A1)**
Councillor Bell-Bradford and Councillor Gallagher for lateness
- 225 **DECLARATION OF SUBSTITUTE MEMBERS (Item A2)**
None
- 226 **DECLARATIONS OF INTEREST (Item A3)**
None
- 227 **MEMBERSHIP/TERMS OF REFERENCE 2020/21 (Item A4)**
RESOLVED:
That the report be noted
- 228 **MINUTES OF THE PREVIOUS MEETING (Item A5)**
RESOLVED:
That the minutes of the meeting of the Committee held on 17 September 2020 be confirmed and the Chair be authorised to sign them
- 229 **CHAIR'S REPORT (Item A6)**
The Chair stated that the order of business would be as follows –
Annual Crime and Disorder report
COVID 19 update
Financial Monitoring
Monitoring report
- 230 **PUBLIC QUESTIONS (Item A7)**
The Chair outlined the procedure for Public questions
- 231 **ANNUAL CRIME AND DISORDER REPORT/QUESTIONS TO BOROUGH COMMANDER/EXECUTIVE MEMBER (Item C2)**

Policy and Performance Scrutiny Committee - 22 October 2020

Raj Kohli, Borough Commander, Catherine Briody, Keith Stanger, Curtis Ashton and the Executive Member Community and Pandemic response, Councillor Lukes were present and outlined the presentation, during which the following main points were made –

- There were 27,333 total notifiable offences in 2019/20 representing a 7.8% decrease on 2018/19
- Islington recorded a decrease in violence against the person in 2019/20, compared to 2018/19. Islington has also recorded a 18.5% decrease in knife crime in 2019/20, and a 30.5% decrease in knife crime with injury offences
- Islington recorded a 4.9% decrease in youth violence, and no change in serious youth violence. Reductions in all main crime types, with the exception of drug offences and public order offences
- Domestic violence offences have recorded increases in Islington, however there are larger increases across the MPS
- Overall Islington has seen an increase of 13% in hate crime flagged offences, which is in line with MPS as a whole
- Policing Islington – Successes, Changes, Challenges – 9,594 stop and searches over the last 12 months with 2,045 positive outcomes and approximately half amounted to an arrest
- Creation of violence suppression unit to focus on violent crime, and co-located officers in Public Protection and Street Population teams
- Pedal cycle theft has increased significantly – has been investment in a Police cycle team
- Operation Perch ran over Summer with 16 arrests, 64 stop and search, 21 weapons sweeps, 11 seized vehicles, 6 warrants, and numerous dispersals
- During COVID an increase of 6% in domestic abuse. Sexual offences showed a significant reduction, and there has been a return to designated investigation units, which has had a significant impact on detection rates
- Council invested £2m additional funding over 3 years against Violence against Women and Girls (VAWG) to increase support, work with perpetrators, provide homelessness and housing support, and enhance skills and knowledge of frontline practitioners
- There has been a comprehensive partnership response in Islington during the pandemic to VAWG, which has meant that services have been able to cope
- Youth crime – main highlights - Youth safety strategy is in the process of being finalised, and the number of YOS young people attending school or AP is not as high as would be liked, but is increasing. i work coach has been recruited to increase the numbers in training and employment of at risk young people, and there are gangs borough briefings available for relevant practitioners and now include cross borough incidents
- Key partnerships initiatives – co-ordinated plan for business compliance and social distancing guidance still ongoing, Review of ASB, Hate Crime, Drugs, and Prevent strategies for 2021-24 underway. Finsbury Park initiative focusing on Blackstock Road and EC drug market days of action agreed. New Orleans gang/group partnership response under review, knife crime bins being installed, and hate crime awareness week and links to Council's Equalities programme. Modern day slavery awareness online training and CCTV improvements and control room upgrades, and Domestic Violence daily safeguarding progressing with full partner support
- Tackling rough sleeping - Successes – managed to prevent any COVID related deaths of rough sleepers by getting them all in to access accommodation and support. This has reduced rough sleeping enormously. Funding has been secured to continue immediate accommodations and support. Ongoing challenges – continuing to see flow of new people, including people from outside London, no second night

out or Church shelters as not able to offer accommodation this winter, risk of COVID to service users and frontline workers, and working around restrictions

- Islington were performing well compared to other London Boroughs in respect of crime reduction and this was due to effective partnership working
- The work of the Integrated Gangs team has been a great success
- Whilst stop and search is a contentious area it has resulted in positive outcomes in 27% of cases
- Noted that there had been no custodial youth sentences in the past few months and these had reduced over the past year
- A Member stated that whilst Operation Perch in the Finsbury Park area had resulted in a number of arrests, there were still problems in the area, especially with regard to degradation of behaviour in the area, and that there needed also to be a refocus on Safer Neighbourhood Police Panels which were not as effective as they could be. In addition temporary CCTV, whilst solving problems initially, moved the problem elsewhere and he felt that there was a need for more CCTV. Councillor Lukes responded that there was good partnership working there was a need to involve communities and Ward Councillors and in her new role she would be looking at this. However in respect of CCTV there is a need to address drug dealing, as it is a social problem, and it was not practicable to have CCTV all over the borough
- A Member congratulated the Police for the work on the New Orleans Estate and hoped that this would continue
- In response to a question the Borough Commander stated that low level crime is also important to deal with, and outreach work was taking place in relation to Domestic Violence. There are also road traffic police operating in the borough and if Members wished to have further details they could contact him thereon. There is also a scheme in place where members of the public could be issued with speed guns
- Reference was made to the improvements being made in CCTV and that cameras were being upgraded and would be one of the best CCTV units in London. There is also a plan to purchase a van equipped with CCTV to deal with ASB in 'hotspot' areas
- Noted that work is taking place in the community in the Finsbury Park area to deal with specific problems with certain community groups
- Noted that partnership working is taking place in relation to Domestic Violence and weekly meetings are held with partners and extra help has been given to victims of domestic violence, and there has been an increase in referrals. The daily Safeguarding meeting being introduced would assist and give partners a chance to evaluate the situation on a regular basis
- A Member referred to the Violence Reduction Parental Support Project in EC1 and Cally Ward Councillors and details should be circulated to Ward Councillors
- In response to a question on modern day slavery training, it was stated that 300 frontline staff had been trained, and this is now moving to an online platform and would be on the Council, Police and Fire Brigade websites and training could be specifically tailored. Noted that the Police were undertaking work on national referrals, and details of this could be provided if necessary
- In response to a question on fines, it was stated that details of fines issued are not recorded, and that with regard to COVID there are patrols and that they would try to engage residents and encourage them to go home in the first instance
- A Member referred to the recent HMI Inspectorate report on investigating crimes and that staff needed to be trained better, especially as to the need to carry out investigations more speedily. The Borough Commander stated that not all victims wanted cases to go to Court, and that officers no longer received the training at Hendon that they used to have. Therefore new officers have little experience of

investigating crimes, and there is only a 20%-25% detection rate. Some new officers wanted to be diligent about crimes however there is often little chance of solving a crime and they needed to be aware of this

- Reference was made to Blackstock Road, and it was stated that work is taking place and this information could be provided. In addition a funding bid was being prepared for outreach workers to engage with problem groups in the area and refer them to appropriate services. There was a small criminal element, however it was felt that these were from outside the borough
- A member of the Public stated that the Holloway Neighbourhood Steering Group stated that she would wish to meet with the Borough Commander and the Executive Member to discuss concerns and it was stated that this could be arranged
- A number of questions were asked in relation to crime in the Holloway area, and it was stated that the Council, in partnership with the Police, were focused on reducing crime and that this was reflected in the statistics for reduced crime in the borough. Work is taking place with various communities
- The Executive Member stated that a film showing Bereaved Parents whose children were victims of knife crime was an exceptionally powerful film, and that this should be shown at Safer Neighbourhood Partnership meetings
- Reference was made to the ASB lines and the difficulties in getting calls answered, especially the 101 Police line. The Borough Commander stated that there had been difficulties, however there had been recent improvements and if there was an emergency residents could ring 999 or text, e mail or tweet

RESOLVED:

- (a) That the Borough Commander and Executive Member meet the Holloway Steering Group representative in respect of concerns in the Holloway area as referred to above
- (b) That details of the Violence Reduction Parental Support project in Cally and EC1 be circulated to ward councillors

The Chair thanked the Borough Commander, Keith Stanger, Curtis Ashton, Catherine Briody and Councillor Lukes for attending

232 COVID 19 UPDATE - VERBAL (Item C1)

Linzi Roberts – Egan made a verbal report to the Committee during which the following main points were made –

- It was reported that London had now moved to Tier 2 restrictions, and the 7 day incident rate was now 113 cases per 100,000 population. The positive case rate has remained steady at 6.1%, and more testing was taking place, and there is now a test site at Sobell for residents
- Council staffing available for work remained steady at 86%/87%, and local outbreaks were small, and had mainly be seen in the student accommodation. However, successful work had taken place with Universities and this had managed to contain the outbreaks. There had been only 0.18% of the school population affected by COVID
- It was stated that the Council were trying to get a second test site in the south of the borough, as it was felt that there was a different demographic
- It was stated that work is taking place with businesses, and where enforcement was used it had been used appropriately, and there was a high level of communication with partners
- Financial assistance continues to be offered to residents and businesses

- In response to a question, it was stated that discussion were taking place with the Camden and Islington Mental Health Trust on increases in mental health problems and the Council are carrying out staff surveys to see the support that staff need and have the necessary support available

The Chair thanked Linzi Roberts-Egan for attending

233

FINANCIAL MONITORING UPDATE (Item C3)

Councillor Gill, Executive Member for Finance and Performance and David Hodgkinson, Director of Corporate Resources were present for discussion of this item during which the following main points were made –

- Overall the Council is currently estimating total COVID related budget pressures of approximately £62m. This is a decrease of £2.4m from month 4 forecast. The Council has received a non-specific government grant funding of £18.5m as a contribution towards extra costs to the response to the pandemic crisis, which leaves a total funding gap of £43m. However it is now forecast that following Government funding there will be a deficit of £20m after grant funding
- The Government has announced an income loss scheme whereby Local Authorities can claim back funding for 75% of lost income from sales, fees, and charges where these losses are greater than 5% of the Council's planned income receivable. Any additional monies the Council will receive is not included in the budget monitoring forecast, and the Council will need to plan for losses in future years
- The forecast for ring-fenced HRA is a deficit of £3.990m which relates to COVID 19 pressures
- The COVID crisis is expected to lead to significant slippage of the 2020/21 capital programme into future years due to the pause in construction activity during the COVID crisis
- Noted that there will be an additional Tier 2 payment of £700,000 which will show an improved financial position in month 6, and an additional payment of £8m, which had been confirmed that day, however this was not the full amount the Council had requested. It was noted that it was felt that the budget would cope in this financial year, but there would be problems if London went into Tier 3, and the Council would need to set a balanced budget in 2021/22
- A Member referred to paragraph 4.7 of the report, and enquired as to the additional costs of agency staff in E&R and that he would e mail the Director of Corporate Resources on this
- In response to a question as to how Islington's financial position compares to other London Boroughs, it was stated that it was roughly comparable
- A Member referred to whether additional help could be given to residents who had difficulty paying their Council Tax. It was stated that the Council provided £22m in Council Tax support to residents, and to provide further support would not be possible in the current financial situation. However, Council Tax collection in Islington is not decreasing at the same level as in many other London Boroughs
- In response to a question it was stated that additional support for businesses would be dependent on the level of support provided by the Government, however if further funding was provided details of this would be advertised

The Chair thanked Councillor Gill and David Hodgkinson for attending

234

MONITORING REPORT/WORK PROGRAMME ETC. (Item)

The Chair stated that in view of the proposed number of items on the agenda for the next meeting she would look at revising the agenda for such meeting, and would inform Members thereon

Policy and Performance Scrutiny Committee - 22 October 2020

Councillor Heather referred to the proposed item at the next meeting on determination of Scrutiny topic for 2020/21 and requested that this should be considered at the next meeting. The Chair stated that she would consider this and contact Councillor Heather in this regard

The meeting ended at 9.45 p.m.

CHAIR

Islington's Economic Recovery from Covid-19

Executive Summary

Prior to the pandemic:

- A significant minority of Islington's workforce and employed residents were in a vulnerable economic position, working in low paid, insecure jobs.
- A lack of mid-tier, skilled, secure jobs with good prospects for advancement led experts to describe Islington's labour market as 'hourglass' with some of the highest rates of pay inequality in London.
- Many residents were running small and micro businesses in sectors like fashion, retail, leisure and hospitality, a majority of whom were already pessimistic about their long-term viability.
- These businesses were found to be disproportionately owned by women and people from BAME communities, and typically operating with low levels of turnover compared to those in sectors like IT, Research & Development, and Public Relations, all of which have a strong presence in Islington's economy.

When Covid-19 hit, and the economic effects became more transparent:

- It became clear that the initial sectors most affected by Covid-19 were those in which workers needed to be in physical proximity at their place of work and were not classed as 'key workers. Lockdown' effectively 'switched off' the demand for their services and some have still not fully recovered from the shock.
- In Islington these initially hardest hit businesses were predominantly, but not exclusively classed under 'Accommodation and Food Services' (A&FS), including hotels, short-stay apartments, student residences, restaurants, cafés, takeaways, catering services, licensed clubs, pubs and bars; and 'Arts, Entertainment & Recreation (AE&R) including performing arts, concert and theatre halls, libraries, archives, museums and other cultural activities, betting shops, sports, amusement and recreation activities; accounting for approximately 25,000 jobs in the borough.
- As the effects of the pandemic have continued, all businesses that rely upon demand for their services from commuters, business travellers and tourists are finding it harder to survive.
- 'These businesses include a significant number of residents and workers employed in Professional Services, Administrative and Secretarial roles, both of which account for a large proportion of Islington workforce and residents' jobs.
- Despite these jobs experiencing lower rates of furlough than those in retail and hospitality, the numerical impact of furlough in these white-collar occupational categories is likely to be similar to the number of workers furloughed in AE&R and AF&R because they account for over half of all employment in Islington.
- The Professional, Scientific and Technical category also includes creative workers in Publishing, Film, TV and Media production, and Legal Services which have been severely impacted upon by the pandemic.
- They also include other white-collar jobs in middle management roles for companies like Marks and Spencer, John Lewis, Centrica, Wetherspoons and Waterstones all of which have laid off staff to manage the shrinking scale of their businesses.

Geographical areas and business clusters in Islington most affected include:

- Old Street, St Luke's and Clerkenwell, home to more than double the number of businesses in AE&R and AF&R than any other areas in Islington, and therefore facing the most significant scale of impact, a situation now aggravated by enduring market uncertainties, and commuters and overseas visitors staying away.
- Clerkenwell, which hosts a globally significant cluster of creative businesses including in publishing and media production, and firms supplying tech businesses in Old Street many of whose staff are now working from home
- The Angel, which like Clerkenwell attracted visitors to a previously vibrant night-time economy relying upon inbound commuters and tourists for trade.
- Holloway Nag's Head with the highest dependency on retail businesses, employing over a quarter of the local workforce, and more than 10% of all employees at Islington North and Canonbury West, Barnsbury East and Tollington
- Tufnell Park East¹ with the highest percentage of businesses that are classified as AE&R (15%), whilst 40% of jobs in Lower Holloway are in AE&R
- 13% of businesses in Archway West meanwhile come under the A&FS classification, whilst the largest percentages of employees thus classified are in Islington North and Canonbury, Barnsbury West and Tollington.

An economic contraction is translating into higher levels of unemployment, albeit at a lower rate of increase than other London boroughs so far:

- London's unemployment rate has risen at a rate faster than regions with traditionally much higher levels of unemployment and greater dependency on the public sector.
- Islington's unemployment has risen from 3% of the workforce in March to 7.3% in October, lower than the London average, with neighbouring Haringey seeing 10.7% of people out of work in August Newham (10%), Lewisham (9.3%), and Hackney (9.2%).
- Although youth employment in Islington in July appeared to be lower than the average rate for the borough (6.6%), this was a rise of 14% on May's figures and there is considerable variation depending on where young people live in the borough, from 12.7% in Canonbury to 3.2% in Clerkenwell.

In Islington rates of unemployment may be softened due to:

- The important element of tech and knowledge employment in Islington. Camden, co-host to the Knowledge Quarter is likewise experiencing a lower rate of unemployment (5.8%),
- The continuation of the government's furlough scheme until the end of March 2021
- An increase in the next self-employed income support grant from 55% to 80% of average profits up to £7,500

And the impacts distributed unevenly across Islington's working population:

- With the low paid bearing the initial brunt of layoffs and reduced hours:
- National data shows that the low paid were losing their jobs up to four times faster than higher paid workers in June.

¹ The analysis for these areas was conducted at "Middle Super Output Level" (MSOA). MSOA is a higher level of geographical definition than "Lower Super Output Level" and recently names like Islington North and Canonbury West, Barnsbury East, Tufnell Park East, Archway West have been used to define areas that were previously only given numerical titles.

- Low paid workers are also more likely to be women, young people, black or from a minority ethnic group or under-employed and/ or to have lower qualifications.
- Though the fall in hours worked recorded amongst the low paid nationally in June was higher for older than younger workers, higher for men than women, and for white workers than those from ethnic minority workers.
- A high proportion (30.7%) of the working population who identify themselves as Pakistani or Bangladeshi are employed in the distribution, hotel and restaurant trade, which has been severely affected by Covid-19.
- Those who identify under different categories of 'White' are meanwhile slightly overrepresented in the Construction industry (7.7% compared to 7.1% of the population as a whole).
- Women are highly represented within the AE&R sector (56.3%), which has been strongly affected by Covid-19.
- Any threat to public administrative employment is likely to have a strongly negative impact on those people who identify themselves as 'black'. Just over 30% of the UK population were employed in public administration in 2018, but the sector made up nearly 50% of jobs for this employment group.
- Although there is support for the self-employed, many freelancers, contractors and small business owners such as those who draw their income from dividends, do not qualify for government income support schemes and, nationally approximately 10% of self-employed workers have become unemployed during the pandemic.

Despite this, an increase in vacancies in August across the board was perhaps an early sign of recovery:

- Health and Social Care continues to be the least affected by Covid-19
- IT, in which Islington possesses a comparative economic advantage, saw a 25% increase in hires on May's figures to 50,000 in August, but still well below 90,000 vacancies in March 2020.
- Administration and Public Relations in which Islington has a strong labour force presence have, however both witnessed a much smaller increase in employment demand. Hiring rates in August were less than half the rate in March.
- The construction industry meanwhile bounced back to approximately the same rate of hiring in August as the level before March and saw large numbers of workers returning from furlough.
- Vacancies in August actually exceeded levels reported in March for logistics and warehouse, manufacturing; and domestic help and cleaning jobs.

The economic situation remains unstable, and it is hard to predict what the future will hold:

- New restrictions imposed in September, including a recommendation that people work from home if they can be expected to last for a further six months and a new lockdown began in November, which has closed or significantly impacted most A&F and AE&R businesses.
- There will not be a simple, direct way out of the crisis, especially for companies dependent on commuter and tourist trade, although this could provide opportunities for local business patronage by Islington residents.

Measures need to be considered in a context of uncertainty. Potentially significant and possibly permanent changes to working practices and new technology means:

- Employers are learning from the pandemic that they can save on costs if their employees work from home more.
- Many employees are unwilling to return to densely packed workplaces and many now value a better work life balance without a 5-day commute.
- We could be entering a period of what the economist Joseph Schumpeter called 'creative destruction' in which the coercive forces of competition driven by new technologies are sounding the death knell of the so called 'Pret economy.'

However, in November the government sought to dampen the social impacts of the pandemic by extending furlough to the end of March 2021. Measures include:

- Continuing to pay 80% of temporarily laid off workers' wages until 31st March
- Continuing the Self-Employment Income Support Scheme from November until January, with an increase from 55% to 80% of average profits up to a maximum of £7,500
- Offering cash grants of up to £3,000 per month for businesses which are closed due to lockdown.
- Dispensing £1.1 billion to Local Authorities, distributed on the basis of £20 per head, for one-off payments for business support.
- Extending government-backed loan schemes and the Future Fund to the end of January, and enabling further top-ups of Bounce Back Loans.

This is likely to reduce the number of people who would otherwise be made unemployed, However, even with furlough continuing, the number of unemployed in the borough has more than doubled since the start of the pandemic. Unemployment is also likely to grow on the back of a stop-start return to economic growth, despite GDP increasing by 15.5% in the third quarter of 2020. The economy remains 9.7% smaller than before the pandemic.

In Islington the number of workers on furlough fell dramatically in August, from 31,000 at the beginning to 12,900 at the end, a rate of 11.5% of those eligible. This could indicate that there are fewer 'doomed' jobs on life support than in places like Newham and Haringey where the rates are at 16%. At the same time, a national reliance upon a furlough scheme extended 'on the hoof' rather than investment in a better unemployment insurance scheme to improve universal credit, is likely to impact harshly upon Islington residents and workers in the long run as the economy recovers only slowly.

Also, in spite of the growth in online shopping and higher levels of recruitment for logistics jobs compared to March, there remain significant challenges to High Street retail, hospitality. Parts of the leisure, arts and entertainment industries are also likely to remain shut down or operating at reduced capacity for the foreseeable future. These factors are compounded by the uncertain investment environment caused by Brexit.

In this context, a key challenge will be to ensure that the council still offers a service to those who were already disadvantaged before Covid-19 and will find themselves even further at the back of the queue for employment. It will also be important to protect the economic and social vitality of parts of the borough emptied of many commuters and tourists.

In addition to enhancing existing work programmes (e.g. iWork), there are four key strategic lines of response to support Islington's residents and workers:

- Prioritise policies that **support health and incomes of already disadvantaged people**, those who lose their jobs and those who are forced into part time work,
- **Support people into employment** by lowering the costs of recruitment, especially for local SMEs, and in helping people to get retrained or to start a new business.

- **Strengthen the council's role as an economic agent** for example, by finding more work for local people within Islington Council, amongst those who supply the council with goods and services, by doing more 'business' with local businesses, and by influencing neighbouring anchor institutions to do likewise.
- Building Back Better for an **inclusive, fairer, greener, more creative and resilient local economy**, through promotion of **sectoral interventions** and **active stewardship of local economic places**

In practical terms, this translates into a set of key objectives underlying each strategic aim:

Prioritise policies that **support health and incomes of already disadvantaged people**, those who lose their jobs and those who are forced into part time work,

- Developing and maintaining a granular understanding of the underlying state of Islington's economy, its business sectors, communities and labour market, including differing impacts depending on class, ethnicity, and protected characteristics
- Strengthening support for Islington's IMAX service so that residents are able to claim all the income support they are entitled to, and ensuring that the council is poised to take full advantage of any support available from central government.
- Ensuring work requiring a physical presence can be carried out safely, and workers are able to access jobs in cases where public transport is being scaled back.
- Continue to campaign for improved terms and conditions for workers including London Living Wage Place accreditation, and extension of sick pay rights.
- Promote trade union membership and relevant campaigns.

Support people into employment by lowering the costs of recruitment, especially for local SMEs, and in helping people to get retrained or to start a new business.

- Tailor employment support and ensure that already vulnerable people are not left behind: the young including new graduates; Black, Asian and minority ethnic people; older workers without digital literacy; the disabled and neuro-divergent or those with hidden conditions; parents; and, women especially as numbers are likely to rise after furlough ends.
- Preparing workers and residents for job switching especially from sectors in which job losses are concentrated: tourism, travel, accommodation, food and hospitality, but also administration and support jobs into sectors demanding workers, for example health and social care. Focus on residents not covered by the Kickstarter scheme.
- Review iWork priorities to ensure that resources are matched to need, and expanded to include newly unemployed.

Strengthen the council's role as an economic agent for example, by finding more work for local people within Islington Council, amongst those who supply the council with goods and services, by doing more 'business' with local businesses, and by influencing neighbouring anchor institutions to do likewise.

- Use Islington's assets as an anchor institution to support the new, local green economy, as employer, and as a buyer of services from 'socially generative businesses' like co-operatives and social enterprises.

- Liaise with other anchors and leading companies to investigate possible onshoring of light manufacturing and economic uses of offices, shops and industrial units becoming vacant.
- Actively facilitate co-operative enterprises to distribute wealth more evenly, create the circular economy, and supply the council and other anchor institutions; expressly employing people from disadvantaged groups.
- Strengthen relationships with the business community, especially parts of it that are underrepresented in commercial forums, to assist local SMEs in responding to changing consumer preferences, for example by adapting to online trading, organising home delivery systems and enhancing local economic places.
- Build strong B2B networks virtually and in real life so that businesses can start to trade more with each other, identifying common training needs, for example around social media marketing and IT, and developing consortia to bid for anchor contracts.

Building Back Better for an **inclusive, fairer, greener, more creative local economy**, through promotion of **sectoral interventions** and **active stewardship** of **local economic places**:

- **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 our resource hub provides a wealth of information about the variety of roles and progression opportunities in this sector.
- **Green Economy** - Creating new opportunities in the “green economy” – jobs related to new building techniques, energy saving devices, green transport and delivery systems and reusing and recycling.
- **Construction** - Working with our colleagues in housing new build to create more jobs and apprenticeship opportunities that lead to good careers.
- **Tech and Knowledge** - Islington is the lead borough for an exciting 4 borough programme which will work with the local knowledge economy- tech, life sciences, finance and creative – to support residents into employment or to begin their own start ups.
- **Creative Production** - Celebrating Islington’s creative community as one of our most valued assets and building strong partnerships with creative production companies such as Film London and the N7 business cluster to plug local residents into new opportunities.
- **Affordable Workspaces** - Ensuring we deliver a thriving, diverse local economy by creating new, genuinely affordable, workspaces, for example the FC Designer Collective and Techspace on Fonthill Road where local residents interested in design and tech can get skilled and networked into good jobs.

Section 1 – Islington's Economy before the Covid-19 Pandemic

Before Covid-19 conventional indicators suggested that Islington's economy was robust

London's economy contributes approximately 23% to total UK economic output. Despite being the second smallest borough in London by geographical area, Islington contributed 4.4% to London's output in 2016, over 50% more than the average produced by each borough.

Growing

Islington's economy was growing rapidly before the pandemic and was nearly two and a half times larger in 2016 than it was in 1998, adding 1% to UK output that year. In financial terms, this translated into a contribution of approximately £18bn to the UK economy with only Westminster (£59bn), the City (£49bn), Camden (£32bn) and Tower Hamlets (£28bn) contributing more.

Highly Intensive

Some of this economic growth has arisen on the back of a 13% increase in population over the last decade. Despite Islington's population of 234,000 people now being the densest in London (over 15,558 per km²), Islington's economy was large enough to provide 1.42 jobs for every working age resident compared with 1.02 for London and 0.86 for the UK as a whole prior to the Covid outbreak. This explains the difference between 90% of Islington's jobs being filled by workers from outside the borough whilst 20% of Islington's employed residents worked here.

Productive

Islington also supports productive industries that punch above their weight in the national economy. The most significant areas of output in Islington are ICT, Professional, Scientific and Technical, Finance and Insurance, Real Estate and Business Services. Together they accounted for nearly two thirds of all value produced in the borough in 2016 (£12.5bn)², even more in percentage terms than the average these sectors in every London borough contributed to the capital's economy (53% of total output (£218bn)).

Highly Skilled Workforce

A larger proportion of workers in Islington are employed in Professional, Scientific, Technical, ICT, and Business Support and Administration roles than the average across London. Of these, the ICT sector has nearly three and a half times the average concentration of jobs per borough. In terms of skills, nearly two thirds of jobs in Islington's workplaces (65%) are managerial, professional or technical. 71% of Islington working age residents' also work in these roles in, and outside the borough.

Benefiting from a high rate of vacancies

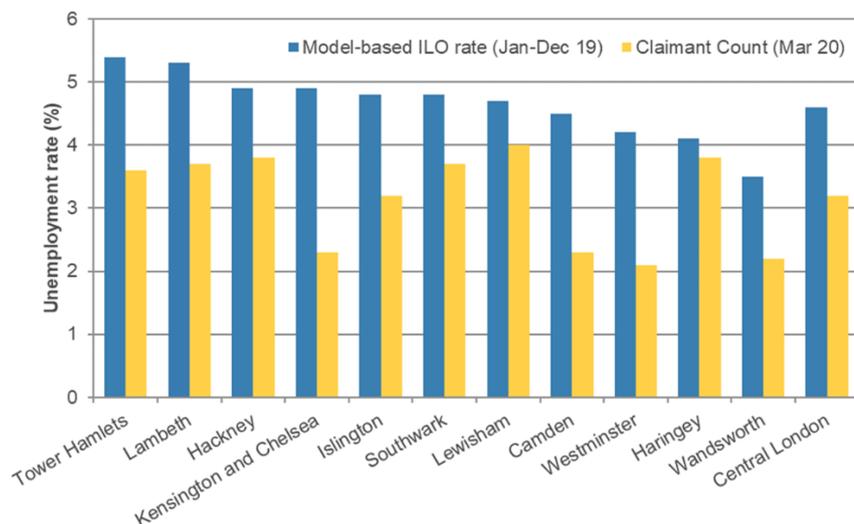
Before Covid-19, Islington's residents, workers and those seeking employment in higher paying jobs like IT, and accounting and finance benefited from a London economy offering vacancies in numbers that far exceeded the UK average. The IT sector in London accounted for 22% of all vacancies advertised in the UK. Public Relations (PR) professionals and those seeking work in this sector could meanwhile draw upon double the number of PR vacancies being posted in London than nationally. At the other end of the pay scale, approximately 16,300 residents and workers in

² Regional, sub-regional and local gross value added estimates for London, 1997-2016, GLA Economics, 2017

sales occupations including retail benefited from 10% of all national vacancies being advertised in London.

With unprecedented levels of labour force participation and low levels of unemployment

The percentage of Islington’s residents who were employed was also amongst the highest on record, with labour force participation rates nearing 75%, a rise of 13 percentage points since 2004. Unemployment figures were likewise less than 5% of the labour force (see chart below).



Structural economic weaknesses

These figures mask structural economic weaknesses that generate stubborn inequalities and deeply embedded poverty within Islington. Islington’s Fairness, Employment, and Fair Futures commissions have highlighted the extreme vulnerability of significant parts of Islington’s community to the economic shocks arising due to events like the 2008 financial crash and Covid-19. These economic vulnerabilities include:

Low Pay, In-Work Poverty

- An increasing number of residents in Islington earning below the London Living Wage (LLW); up from 12,435 people in 2012 to 19,576 in 2019 (15.1% of all Islington workers), and rising at a faster rate than the rate at which Islington residents are entering the workforce.
- 40% of female and 36% of male part-time workers now earning less than the LLW³.
- Rates of median pay in the Accommodation and Food Service Sector in Islington, which was employing 19,000 people before Covid-19, at a few pence per hour above the LLW.
- One of the largest employment sectors in Islington, Administration and Support services paying 20% of its workforce less than the London Living wage.

Insecure Employment in Low Paid Sectors

- Low paid workers more likely to be in precarious employment conditions being two thirds more likely to be in temporary work, three times more likely to be part-time, and nearly five times more likely to be on zero hours contracts than higher paid workers⁴.

³ 19.5% of Islington’s workforce was part time in 2019

⁴ Covid-19 and the Low Paid: Early Analysis of the Labour Force Survey, Institute of Employment Studies, July 2020

- 24% of Islington residents in the Accommodation and Food sector, and the 17% in Health and Social Care sector on Zero Hours Contracts
- A fifth of Islington's residents self-employed, with approximately 60% likely to be young, underemployed, not having received any training in the past three months, in receipt of tax credits, and born outside the UK⁵.

High Costs of Living, Levels of Child and Older People Poverty, and Dependency on Benefits

- The third highest proportion of working-age residents on out-of-work benefits at 9.5%, just after Hackney and Barking and Dagenham.
- Rent accounting for 70% of lower-quartile monthly gross earnings in Islington in 2018, higher than the figures for London (60%) and England (30%).
- A rate of child poverty at 47%, well above the London average of 38%⁶.
- The 4th highest level of income deprivation affecting older people in London (34% of residents over 60 facing income deprivation, compared to a London average of 22%).

An Hourglass Economy with Growth in Employment at the Top and the Bottom

- Jobs growth fastest for both residents and workplace in Professional, Scientific and Technical jobs, but losses being experienced in mid-tier jobs with traditionally higher levels of labour protection, including public administration, teaching, and manufacturing.
- Increased demand for labour in less unionised, more casualised sectors, including Accommodation and Food Services, Construction, Administrative and Support Services, Customer Service and Sales, Caring and Personal Service occupations, Arts, Entertainment & Recreation
- As a result, pay inequality for employees that live in Islington is high, with the 80th percentile paid just under 3 times (2.9) more than the 20th percentile (compared to 2.74 across London overall)⁷.

⁵ A tough gig: The nature of self-employment in 21st Century Britain, Resolution Foundation, 2017

⁶ End Child Poverty (<http://www.endchildpoverty.org.uk/poverty-in-your-area-2019/>), Child Poverty Action Group (CPAG), 2019

⁷ Poverty and Inequality Data for London, Trust for London (Updated 6th October 2020)

Section 2 – The Impact of Coronavirus on Islington’s Economy

UK GDP fell by a record 19.1% in the three months to May 2020, double the figures reported during the Miner’s Strike in 1984-5 and the so-called Winter of Discontent in 1979. At £55.2bn, the UK’s public debt in May was nine times higher than in the same month last year and, at £1.95trn exceeded the size of the economy for the first time in 50 years.

In terms of employment impacts, the number of people on company payrolls in Britain fell by 650,000 between March and May, the steepest fall since records began in 1971. The Bank of England has forecast the worst recession since the Great Frost 300 years ago.

Business Closures

The Business Impact of Covid-19 Survey (BICS) is conducted every two weeks and asks businesses about the impact on their financial performance and workforce. Data available for 15th to 28th June 2020 found that 13.5% of responding private sector businesses were temporarily closed or had temporarily paused trading, an improvement from 17.7% a month before. However, there was a significant variation, with the most affected sectors continuing to be Arts, Entertainment & Recreation (58.6% down from 74.6% a month before) and Accommodation and Food Services (52.7%, down from 74.1% a month before). This significant change reflects the fact that the Accommodation and Food Services had the highest proportion of workers returning to work from furlough over the past two weeks (13%).

The results of Islington’s Covid-19 Business Support Survey echoed national findings in the BICS with the largest number of responses and requests for support coming from Arts, Entertainment, and Creative & Design businesses, followed by Food businesses and then Leisure, Wellbeing, Beauty Services and Retail. Together they accounted for nearly 50% of all survey responses.

Type of Business	Volume of Correspondence
1. Arts, Entertainment, Creative & Design	14
2. Cafés, Restaurants, Bars, Take-Aways	13
3. Leisure, Wellbeing & Beauty Services	13
4. Other (Retail)	10
5. Professional, Technical & Legal	9
6. Workspace, Property, Estate Agents*	7
7. Advertising, PR & Marketing	6
8. Clothing (Retail)	5
9. Charities	4
10. Manufacturers	4
11. Wholesale	3
12. Business Support Services	3
13. IT Services	2
14. Healthcare	2
15. Laundry Dry Cleaning & Clothing Repair	2
16. Education	2
17. Market Traders	1
18. Motor Vehicles – Repair and Parts	1
19. Travel & Tourism	1

20. Archives	1
TOTAL	103

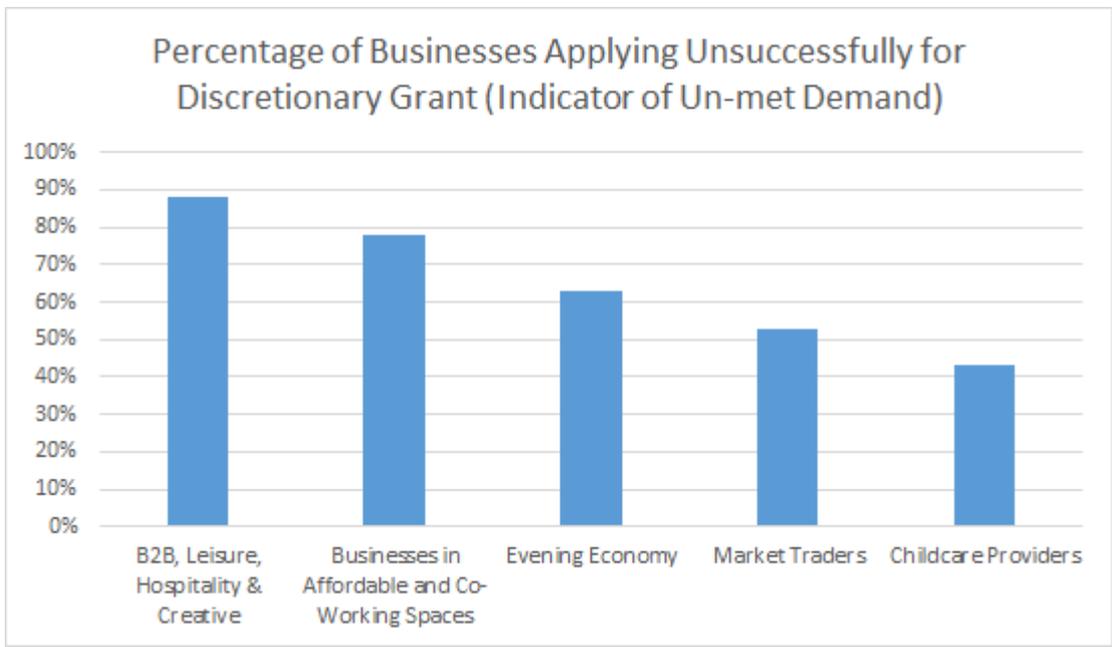
The types of impact show ‘closure’ and ‘loss of income’ have consistently been the most frequently reported impacts (85% of effects mentioned since survey inception). The next most significant effects were continuing costs being incurred by the business, then coming far behind that, staffing and supply issues.

Business Support Requests to Islington Council

In order to understand how Covid-19 has impacted upon Islington businesses and workers, further analysis of council correspondence in addition to the survey shows that Wholesale and retail trade businesses have made the most enquiries, closely followed by Accommodation and Food Services, and then Professional, Scientific & Technical businesses and Other Service Activities, which includes Hairdressing and Beauty salons.

Businesses classified under “Wholesale and retail trade; repair of motor vehicles and motorcycles” have contacted the council most to request financial assistance, followed closely by businesses classified as providing Accommodation & Food Services. Although the sector is much smaller numerically (6,000 employees), it is perhaps surprising to note a relatively moderate number of enquiries arising from the Arts, Entertainment & Recreation sector.

Further analysis has been conducted on those businesses that applied for funding under the council’s Discretionary Grant scheme, which ended in September. The aim has been to understand where demand for support was unsatisfied and therefore provide an indicator of possible future need arising from these business sectors.



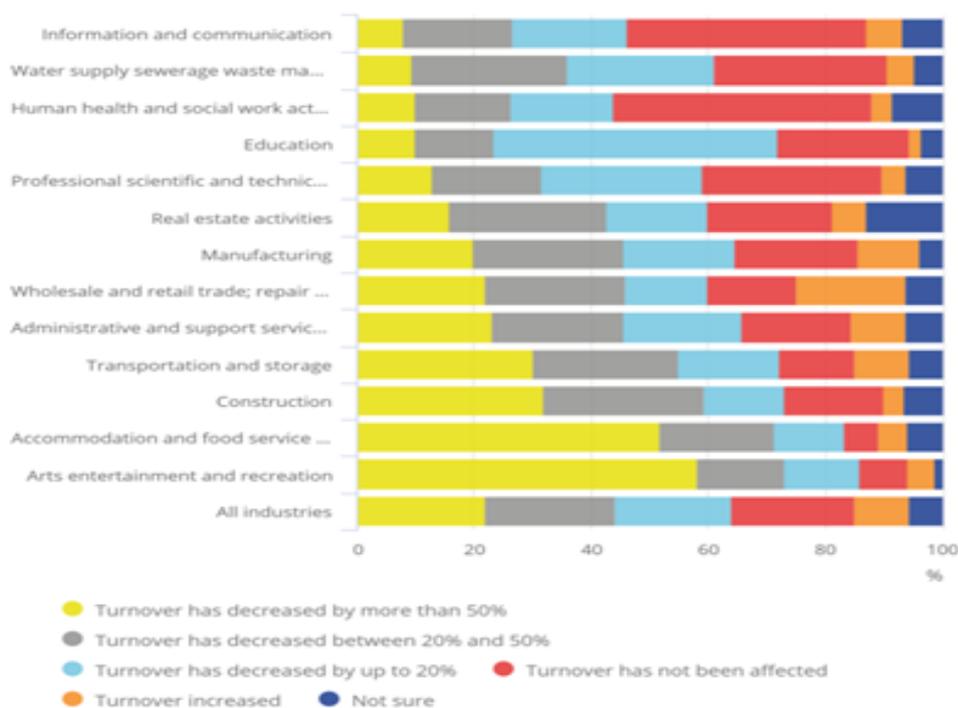
The Risk Exposure to Islington Businesses from the Effects of Covid-19?

Islington had approximately 22,130 businesses in 2018. It is important to bear in mind how resilient these sectors were to external economic shocks prior to Covid-19. According to findings from the Micro & Small Business Survey, Islington’s retail sector, composed of approximately 2,405

businesses including wholesalers, had the lowest annual business turnover on average. Within this group, nearly two thirds of market businesses have an annual turnover of less than £50,000. Tech, creative, research & development and professional services, on the other hand, had the highest levels of turnover. According to findings from the survey, 6% of creative businesses were earning £3 million+ annually (5.6% of both R&D and tech businesses, and 4.7% of professional services). By comparison, no markets or fashion (retail or wholesale) businesses had an annual turnover of £3 million or more.

The graph below shows industry sectors in June 2020 in the UK facing the greatest and least financial impact on their turnover. Reductions in turnover of 50% or more are marked in yellow, which show over half of all Arts, Entertainment & Recreation and Accommodation & Food businesses in this category. At the other end of the scale, ICT, in which Islington has a comparative advantage, is less affected, with a minority of businesses (46.3%) registering a negative effect on turnover. Another dominant Islington sector, businesses defined as Professional, Scientific and Technical witnessed the third least negative effect with approximately 40% NOT facing a decline in turnover ^[1].

Effect on turnover, businesses continuing to trade, broken down by industry, UK, 1 June to 14 June 2020



^[1] It is important to note that ‘Other Services’ which includes beauty and hairdressing are included in ‘All industries’ and it has not therefore been possible to isolate their impact through the BIC Survey.

Using the graph above to classify the sectoral impacts on turnover of Covid-19 on Islington businesses, approximately 44% are in sectors whose turnover had been least impacted by Covid-19 early on during the pandemic in May; Professional, Scientific and Technical Activities, and Information and Communication. At the same time, there were a fairly large number of businesses in the less affected grouping, including Wholesale and Retail (11%), Administrative Support

Services (10%), and a relatively large number in more affected grouping, Accommodation & Food Services (6%), Construction (5.3%) and Arts, Entertainment and Recreation businesses (4.7%).

Approximately 11,375 businesses (51.4%) in Islington are in sectors whose turnover was relatively less affected by Covid-19⁸. These are drawn from Human Health and Social Work, Professional, Scientific & Technical, Information and Communication, Education, and Water Supply sectors. It should be borne in mind, however, that the Professional, Scientific and Technical category includes businesses in Publishing, Advertising, Film & Media production, many of which have been severely affected by the pandemic and have a strong presence in the borough.

Industry Sector	Micro (0-9 employees)	Small (10-49 employees)	Medium (50-249 employees)	Large (250+ employees)
Professional, Scientific & Technical	5,155	530	140	30
Information and Communication	3,465	330	75	15
Human Health and Social Work	625	70	10	5
Education	250	75	55	5
Water Supply	15	0	0	0
Finance and Insurance	495	95	25	10
Public Administration	15	15	15	5
Electricity & Gas	45	5	0	0
Sub Totals	9,865	1,120	320	70
Total	11,375 (51.4% of all businesses)			

6,845 (30.9%) businesses in Islington are in sectors that overall were moderately affected by Covid-19 in June 2020⁹. The word 'overall' is important to bear in mind here as this section includes 'All Industries', for example, some businesses of which such as hairdressing and beauty treatments, we know have experienced a severe impact. Equally, some wholesalers in this category have had to cease trading and have been affected by disrupted supply chains. Larger companies are also known to have axed staff in response to a shrinking revenue base and this is likely to have been a feature of some medium and large businesses in Islington since May.

Industry Sector	Micro (0-9 employees)	Small (10-49 employees)	Medium (50-249 employees)	Large (250+ employees)
Administration & Support	1,945	210	60	15

⁸ Defined as a business operating in a sector where less than 13% of businesses faced a 50% or greater loss of turnover in June 2020.

⁹ Defined as having between 15% and 25% of businesses experiencing a 50% or greater decrease in turnover during June 2020

Wholesale & Retail	2,085	320	45	5
All Industries (including beauty and hairdressing)	650	75	10	5
Manufacturing	535	50	5	0
Real Estate	735	90	10	0
Sub Totals	5,950	745	130	20
Total	6,845 (30.9% of total businesses)			

3,905 businesses in Islington are in sectors that were most severely affected overall by Covid-19 in June 2020.¹⁰

Industry Sector	Micro (0-9 employees)	Small (10-49 employees)	Medium (50-249 employees)	Large (250+ employees)
Arts, Entertainment & Recreation	935	90	20	0
Accommodation & Food Services	850	445	55	5
Construction	1,070	80	15	0
Transportation & Storage	290	35	10	5
Sub Totals	3,145	650	100	10
Total	3,905 (17.6% of businesses)			

Section 3 - Impacts on Islington Workers

'The Furlough Scheme'

Between the end of May and July the number of people in the UK on furlough fell by a little less than a third to 3 million at the end of August. The end of July saw over half a million people working in the retail sector come off furlough.

¹⁰ Defined as having greater than 30% of businesses experiencing a 50% or greater decrease in turnover during June 2020

Change in number of jobs furloughed between 30 June 2020 and 31 July 2020



Notes: Proportions calculated as a share of the 'eligible employment' within each sector as reported by HMRC. Source: HMRC Coronavirus Job Retention Scheme statistics, September 2020

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In Islington, 22,800 workers, approximately 17% of the total workforce were estimated to be on furlough at the end of May 2020. The latest data shows that, by the end of July the number of workers on furlough in Islington had climbed by over 36% to 31,100 but had fallen back to 12,900 by the end of August to constitute 11.5% of eligible workers. These workers were being supported financially with 80% of their salary under the terms of the Coronavirus Job Retention Scheme and, after the extension to furlough announced at the beginning of November, are expected to continue being so until the end of March 2021. 11.5% was a slightly lower percentage than the national average (11%) and one of the lowest furlough rates in Central London joint with Kensington & Chelsea.

Given the perfect storm of so called supply side factors (a need for workers to be in physical proximity and staff not being classed as 'key workers') and demand side factors, (such as the loss of a market for services caused by lockdown and huge declines in international tourism, business travel and a shortage of daytime commuters); the impact on the Accommodation & Food, and the Arts, Entertainment & Recreation sectors has been severe.

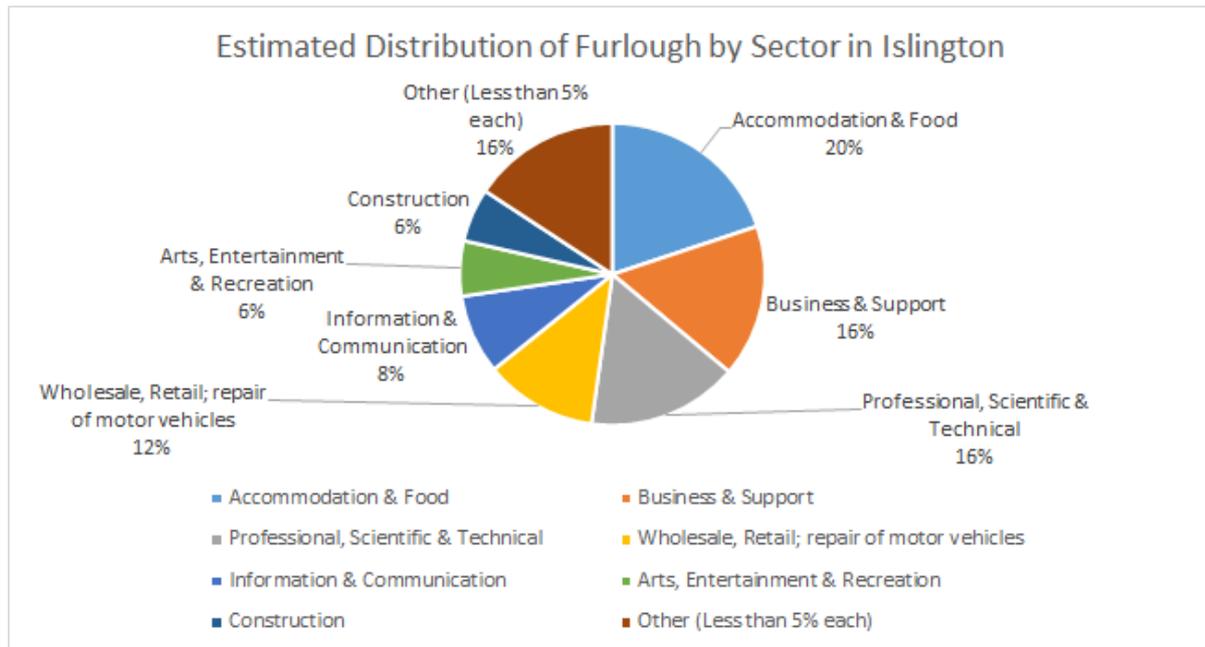
A return to global tourism and travel which would fill Islington's hotels and support Islington's theatres is not on the horizon, with the UK forecast to lose £22bn in spending and lose up to 3m jobs in these sectors according to the World Travel and Tourism Council. Local hotels do not expect to get back to pre-Covid levels until 2022 due to a significant downturn in the business travel market and conventions market.

With respect to commuters, Islington has a high job to population ratio of 1.42:1 compared to the London average of 1.02:1 and 0.83:1 for the UK as a whole and a large white collar working and resident population. Although a large proportion of residents are therefore likely to be amongst the 57% of Londoners who are working at home and therefore spending money in Islington, nearly 50% of people in the south east many of whom would be commuting to London and Islington are likewise working from home and not spending money on food, hospitality and entertainment here.

Partly as a result, although data is unavailable for Islington at local authority level, across London 75% of workers in the Accommodation and Food sector and 69% in Arts, Entertainment & Recreation were furloughed at the end of July. These figures are much higher than the average for

the rest of the country, and also reflect London’s high dependency on international tourism, and business.

Furlough rates in sectors for which Islington has a comparative employment advantage are much lower. However, workers in Professional, Scientific & Technical, Information and Communication and Business Administration and Support occupations account for nearly half of Islington’s workforce. Due to these large numbers it means they are likely to account for higher proportions of people furloughed, estimates of which are given below.



Comparable figures are unfortunately not available for Islington residents due to the use of different measures, however, the sectoral distribution of Islington residents' jobs is tilted slightly more towards professional and sales jobs, which would be likely to bring the number of Professional, Scientific and Technical workers amongst Islington residents on furlough even closer to that of workers in the Accommodation & Food Sector than seen in the pie chart above.

These findings are important because they show that, whilst Accommodation and Food jobs are still likely to be the largest number of those furloughed, in terms of numbers of people affected many continue to hail from white collar jobs, some of which are highly skilled. If these workers go from furlough to unemployment at the end of October, there are likely to be a large number of highly qualified people competing for any jobs they can find, for instance those in sectors such as health and social care, and many of which are lower paid such as delivery driving. This intensified competition in the labour market is likely to increase the challenges for people who were already finding it hard to get work prior to the pandemic.

Impact on the Lower Paid

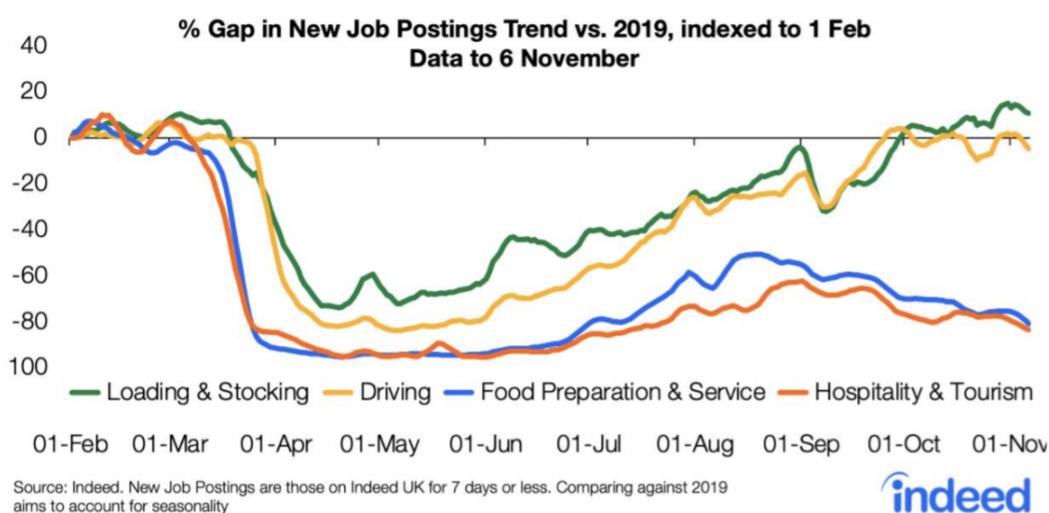
The Institute of Employment Studies (IES) conducted a detailed analysis of the Labour Force Survey in July and found that the crisis was having far greater impacts on low paid workers than on others. Compared to the UK as a whole, a smaller proportion of the Islington workforce and residents work in these jobs compared to the proportions of the labour force working in professional positions. However, the percentage of the workforce engaged in these roles is still quite high when taken together.

Lower Paid Jobs (Islington & Residents) 2018¹¹

Job Category	Islington	Residents
Elementary Occupations	8,900	5,300
Process, Plant & Machine Operatives	4,600	3,900
Sales & Customer Service Occupations	7,700	8,600
Caring, Leisure and Other Service Occupation	9,400	5,400
Total	30,600	23,200
Percentage of Total Labour Force	20.6%	15.6%

According to the Institute of Employment Studies (IES), people in lower paid jobs are more likely to be women, to be young, to be black or from a minority ethnic group, to be under-employed and/ or to have lower qualifications. Therefore, those in low paid work are already disadvantaged in the labour market compared to higher paid workers.

The IES found that employment has fallen significantly since March for those in low paid jobs, – down by four percentage points between February and April, from 82 to 78% – equivalent to a fall of 140 thousand. During the same period, employment remained unchanged for those in higher paying jobs. This suggests that there is a sizable group of people in Islington, in previously low paying work, who have not been protected by the Job Retention Scheme or Self-Employment Income Support and are now out of work, but not officially on the claimant count yet due to the government’s furlough and self-employment protection schemes. Another possibility gleaned from more recent evidence is that some low paid workers are finding jobs that are supporting the stay at home economy. The graph below shows how hiring rates have held up for people working in loading, stocking and driving compared to those for food preparation and service, hospitality and tourism.



Impact on Workers by Ethnicity

¹¹ Islington Skills Strategy, Evidence Base, Shared Intelligence, 2019

Data from the Annual Population Survey (2018), which includes the self-employed, shows that nearly a third (30.7%) of Pakistani and Bangladeshi workers in the UK are employed in one of the most severely affected sectors - Distribution, hotels and restaurants. Those people who identify as 'Asian' are overall more likely to work in this sector than the national average of 18.2% of the actively employed population. 24.7% who identify as 'Asian Other', 24.2% who identify as 'Asian' are to be found in this sector in addition to 23% who identify as 'Other', compared to 17.5% of White British and 14.9% who identify themselves as 'Black'.

By contrast, those who identify as 'White', 'White British' and White Other are all slightly overrepresented in the 'Construction' sector, which has also been badly affected by Covid-19 (7.7%, 7.7% and 7.6% compared to 7.1% of the population employed by the sector nationwide). 3.8% who identify as Indian, 3% who identify as 'Asian', 2.3% who identify as 'Asian Other' and 2.5% who identify as Pakistani or Bangladeshi work in the Construction sector.

Public administration, education and health, on the other hand, which has so far been less affected by the crisis is an important source of employment for those who identify as 'Black' - 43.6% work in this sector compared to 30.2% of those employed in this sector on average across the UK.

Impact on Workers by Gender

Some of the most common sectors of employment for women in the UK have been in demand for labour during the crisis. Health and social work (accounting for 21% of all jobs held by women in September 2019) and education (12%) are counted amongst these. On the other hand, the sixth largest sector for female employment, providing 1.5m jobs for women nationally is Accommodation and Food Services, which has been strongly affected by the crisis.

For men, the most common sectors of employment also included the wholesale and retail trade (14% of all jobs held by men and women), followed by manufacturing and construction (11% and 10% of all jobs held by men respectively). Construction has been impacted strongly by the pandemic, only 15% of the jobs in this sector are undertaken by women.

In terms of occupational categories, approximately half of women in professional occupations were working as nurses, teachers or as other educational professionals, which have been less affected by Covid-19. On the other hand, administrative & secretarial occupations are more than three times more likely to be carried out by women than men and, in Islington are likely to account for large numbers of people furloughed due to the disproportionate number of these kinds of jobs performed in Islington compared to the average nationally. Hiring rates for administrative jobs have likewise remained very low, at less than half the rate they were before lockdown¹².

Women are also likely to be in jobs that fall under less affected and strongly affected categories together. For instance, caring leisure and other service occupations are more than four times more likely to be taken up by women. Caring roles have been less affected by Covid-19 but jobs like hairdressing, massage, leisure centre work and hotels have been more affected, Women are also taking up approximately 25% more sales & customer-service roles than men and these have been disproportionately affected by Covid.

¹² Monthly Vacancy Analysis: Vacancy Trends to Week Ending 13th September 2020, Institute of Employment Studies (IES)

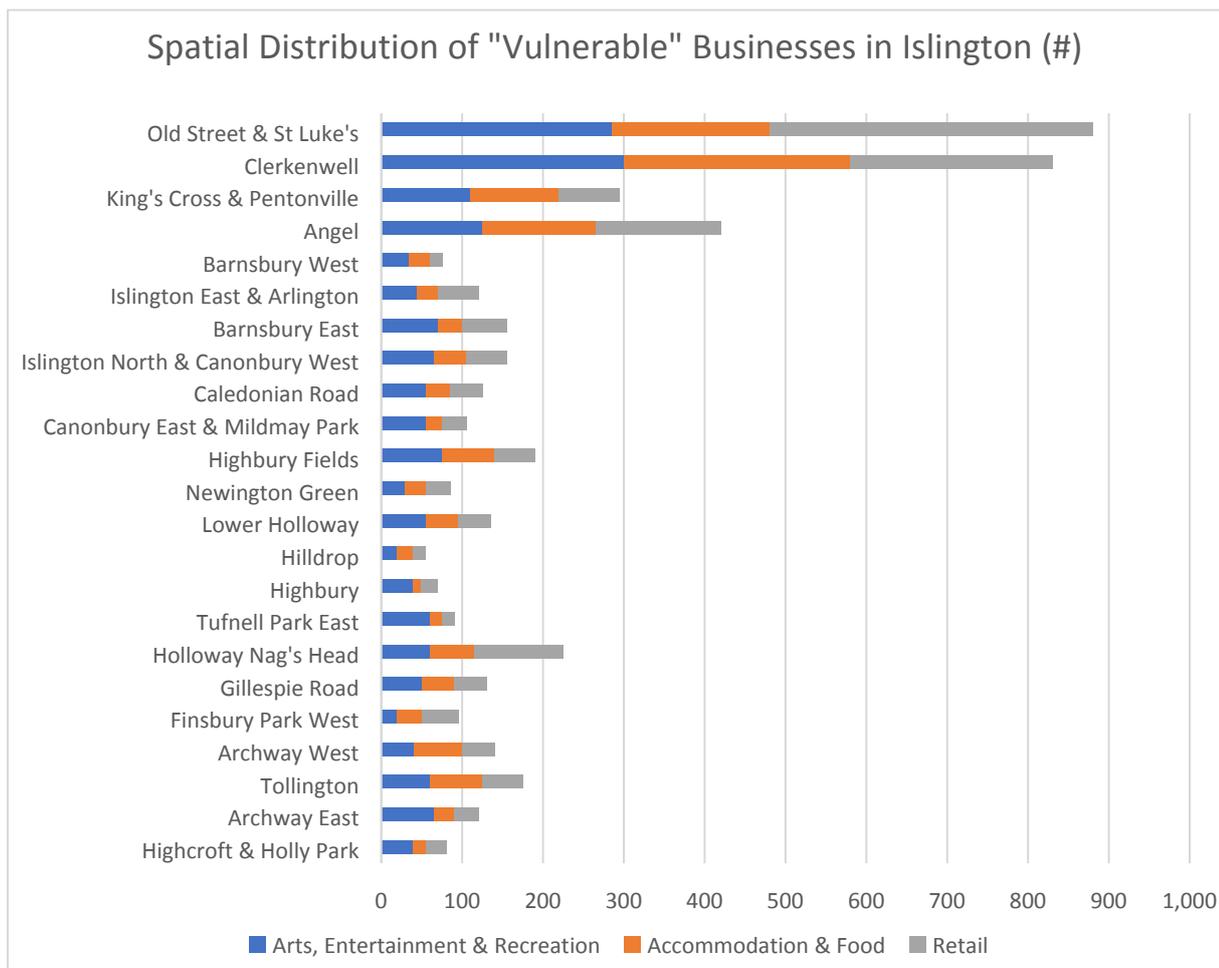
Although data is not available for Islington, London-wide, women constituted 56.3% of the labour force in Arts, Entertainment and Recreation in March 2020. Men on the other hand formed 53.5% of the capital's workforce in another severely affected sector, Accommodation and Food Services.

By August of the 13,165 recorded on the claimant count in Islington 57% (7,460) were men and 43% (5,705) were women. 57% of the rise in unemployment (an increase of 4,390 unemployment claims) was experienced by males and 43% by females (an increase of 3,285 claims) in the three months leading to August.

Section 4 – Impacts of the Coronavirus on Businesses in Islington

Where are Vulnerable Businesses in Islington?

In order to understand how Islington’s most vulnerable businesses are concentrated and spread out across Islington, Oxford Consultants for Social Inclusion (OCSI) who supply the council with the Local Insight portal have identified where businesses in Accommodation & Food, Retail and Arts, Entertainment and Recreation are located in different parts of the borough. The graph below shows business numbers on the horizontal axis in each part of Islington and the areas where they are situated in Islington on the vertical axis.



Each of the graphs below show the relative importance of each of the three vulnerable sectors in different parts of Islington. There is considerable variance depending upon location.

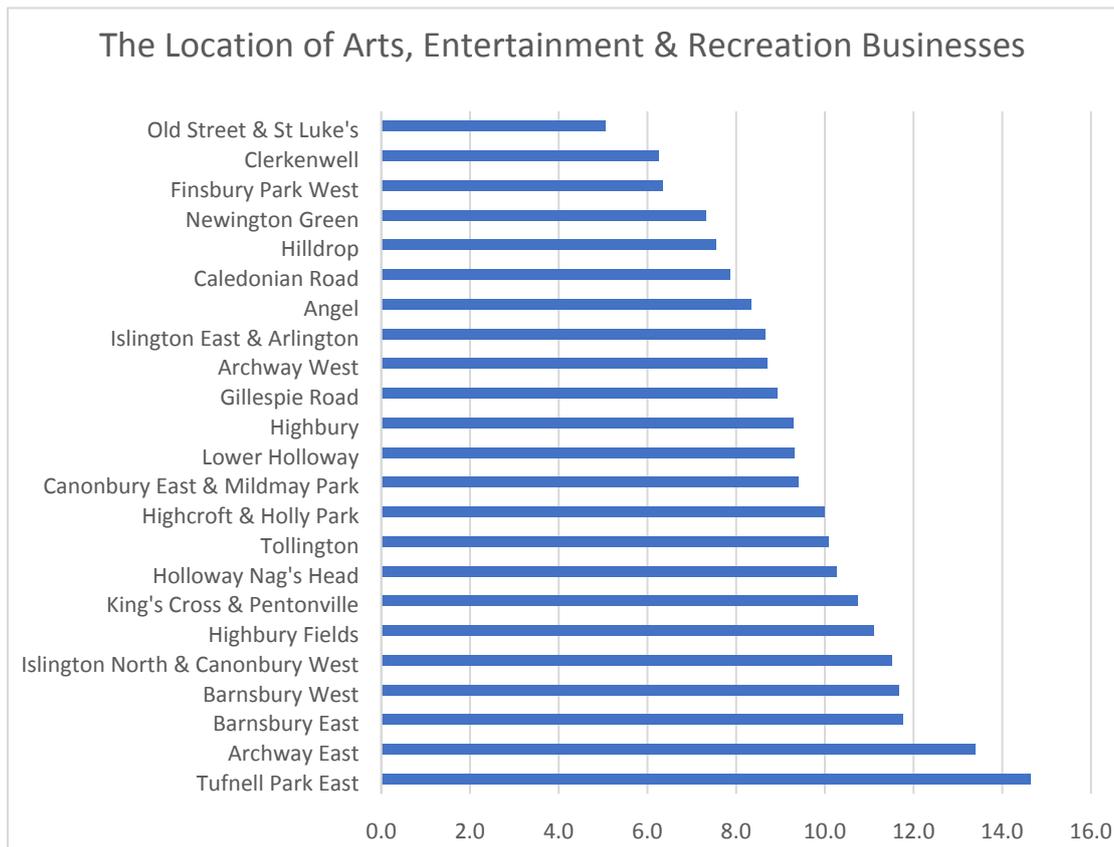
Arts, Entertainment & Recreation constitute nearly 15% of all businesses in Tufnell Park East, although the highest concentration of employees in a particular area are found in Lower Holloway where they constitute 40% of the workforce.

Nearly 20% of businesses in the Nag’s Head are in the retail sector and 15% in Finsbury Park West. An even larger percentage of employees in Nag’s Head work in retail (25%), and the retail workforce constitutes more than 10% of all employees at Islington North and Canonbury West, Barnsbury East and Tollington.

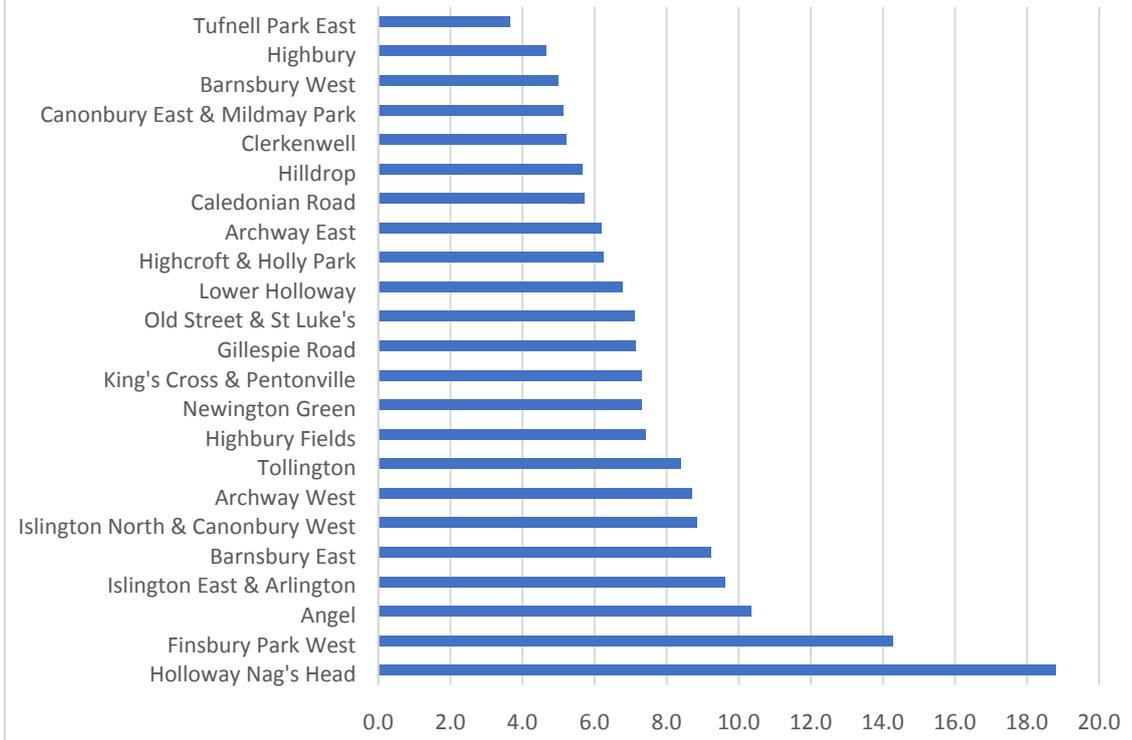
More than 13% of businesses are part of the Accommodation and Food Sector in Archway West, whilst Newington Green has the largest percentage of employees working in these businesses

(24%). In parallel with retail, many Accommodation and Food employees are also located in Islington North and Canonbury, Barnsbury West and Tollington (17%, 15.6% and 16.7% respectively)

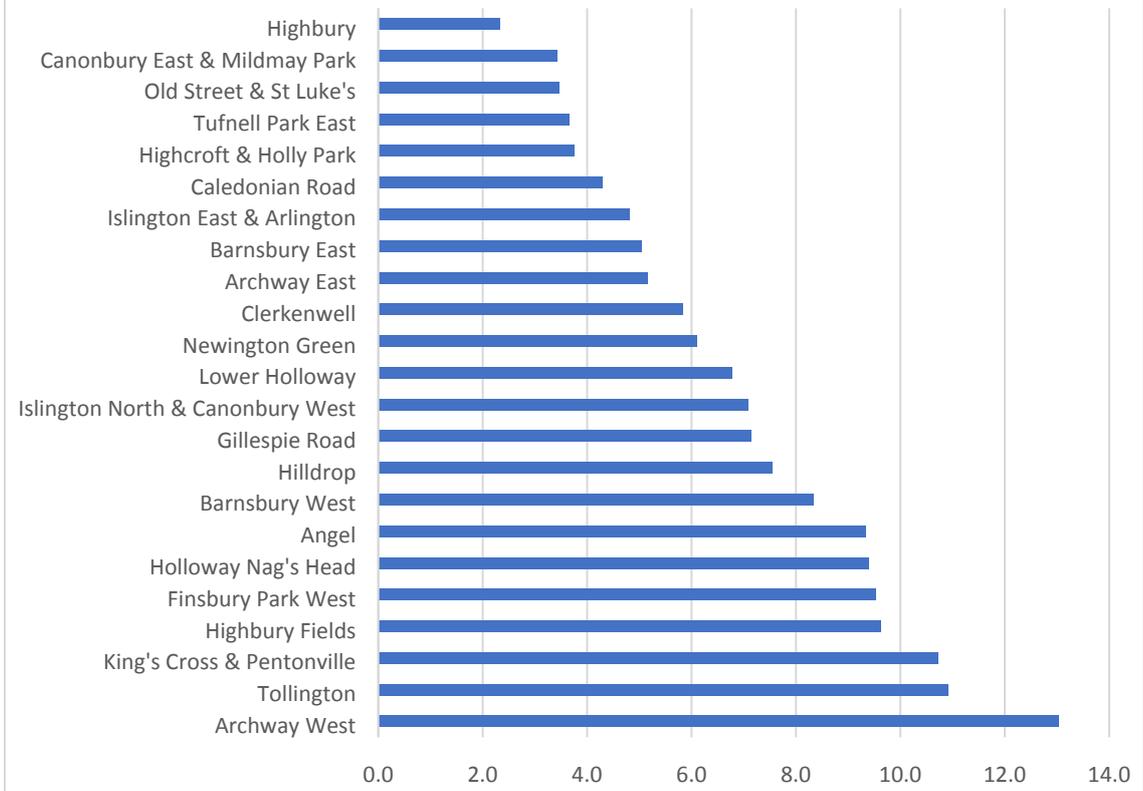
If staff are go on to wage subsidies, or stay away from the workplace in these sectors after October, this is likely to have significant indirect impacts on those parts of Islington’s economy that support these businesses, from locally situated food businesses supplying lunchtime workers, to those farther afield supplying inputs like set designs for advertising shoots.



The Location of Retail Businesses in Islington



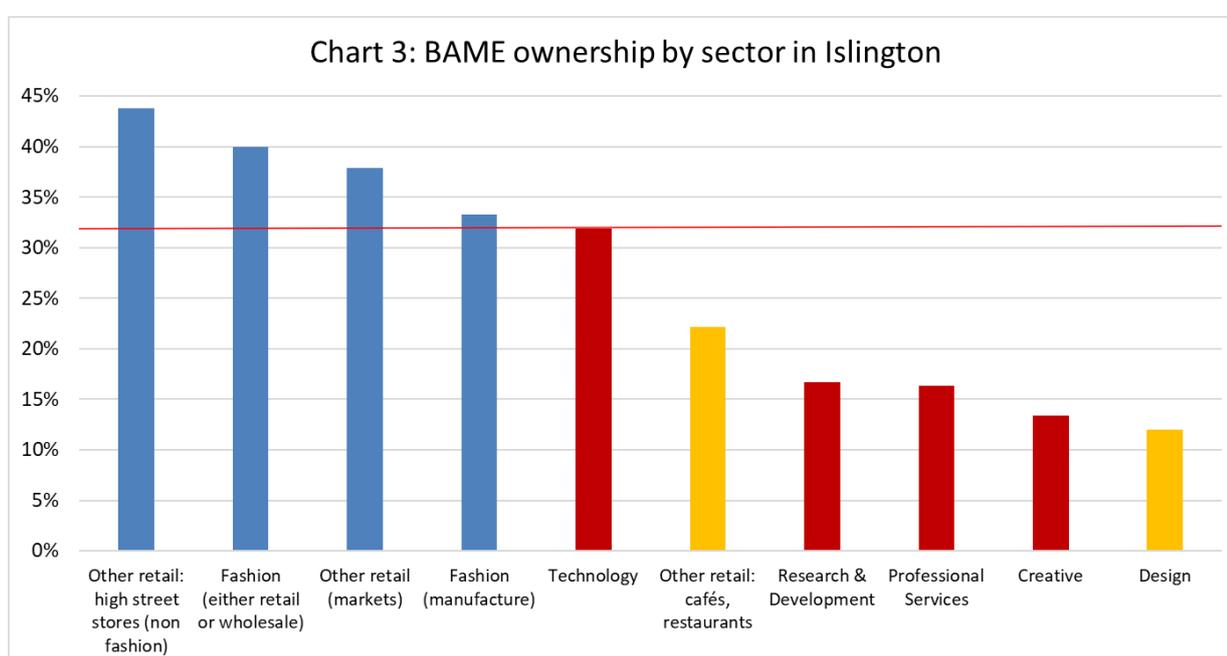
The Location of Accommodation & Food Businesses in Islington



Black & Minority Ethnic Businesses

According to Islington’s State of Equalities Report (2019), 32% of Islington residents are from BAME groups, compared to 23% of business owners who identified as BAME in answering Islington’s Micro and Small Business Survey, and 6% who preferred not to say.

The chart below uses the blue bars to group businesses reporting the lowest levels of annual turnover on average by sector; the red bars indicate businesses reporting the highest turnovers also grouped by sector and the orange bars in between. Micro and SMEs in which BAME ownership is above average have the lowest turnover, and, in the case of Retail in particular, it is also important to note that they have been hit hard financially by Covid-19. On the other hand, BAME owners are underrepresented in cafes, restaurants, and creative and design businesses, which have also been impacted severely by Covid-19 according to a review of responses from Islington’s Covid-19 Business Support Survey.



The four largest sectors in Islington for BAME ownership all report the lowest levels of annual turnover on average. In terms of their vulnerability before the crisis, it is important to note just over 40% of businesses asked in the Fashion (retail and wholesale) sector already thought that they would not be in business in three years’ time. Except for Technology, 3 of the 4 sectors reporting the highest annual turnovers all reported less than 1 in 5 of their businesses having BAME owners.

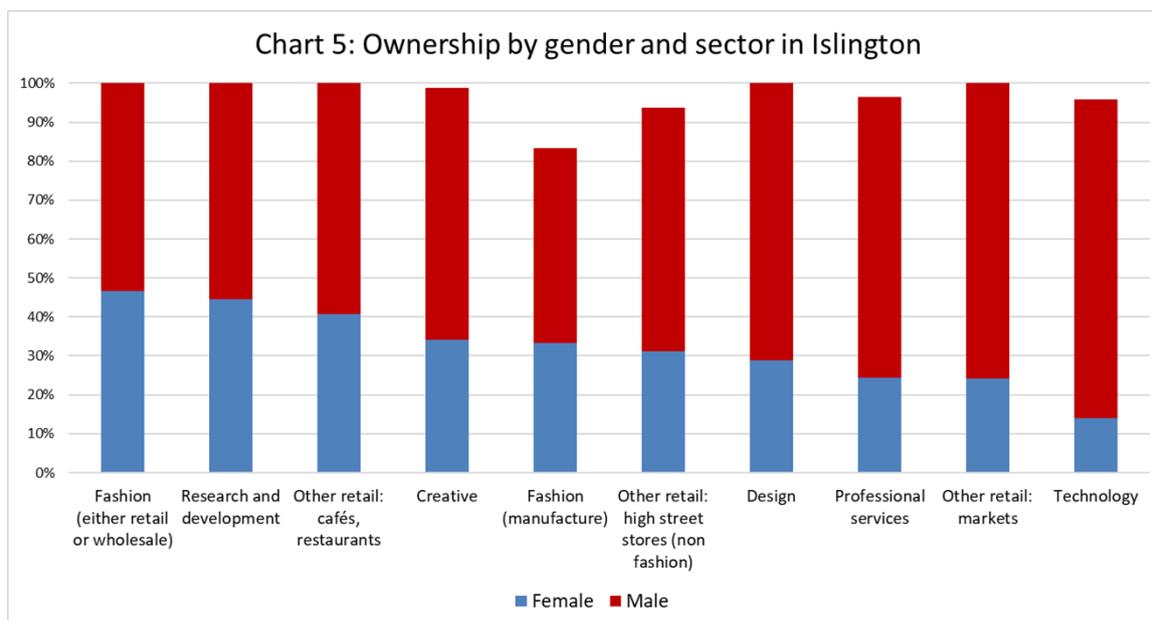
Women Owned Businesses

Women make up 45.6% of Islington’s economically active workforce. In Chart 5, technology stands out as a sector in which women business owners are severely underrepresented (13%) and yet this sector, as we have established, has been relatively less affected by Covid-19 although hiring rates are well down on levels before the pandemic.

Fashion (retail or wholesale) already had one of the lowest business turnovers by sector and has one of the highest levels of female ownership (46.7%).

Also noteworthy is that women are more highly represented in café and restaurant businesses in which over a third of owners asked thought that they would not be trading in three years’ time and

the creative sector, all of which have reported to the council high levels of trading pauses, furloughing and severe impacts on business turnover.



Self Employed

In 2019 approximately 15.5% of Islington’s workforce (20,900 people) were self-employed, the second lowest proportion of the total workforce self-employed in Central London and lower than outlying boroughs¹³. This is the lowest rate of self-employment in Islington recorded over the last five years, a fall of 22% in one year.

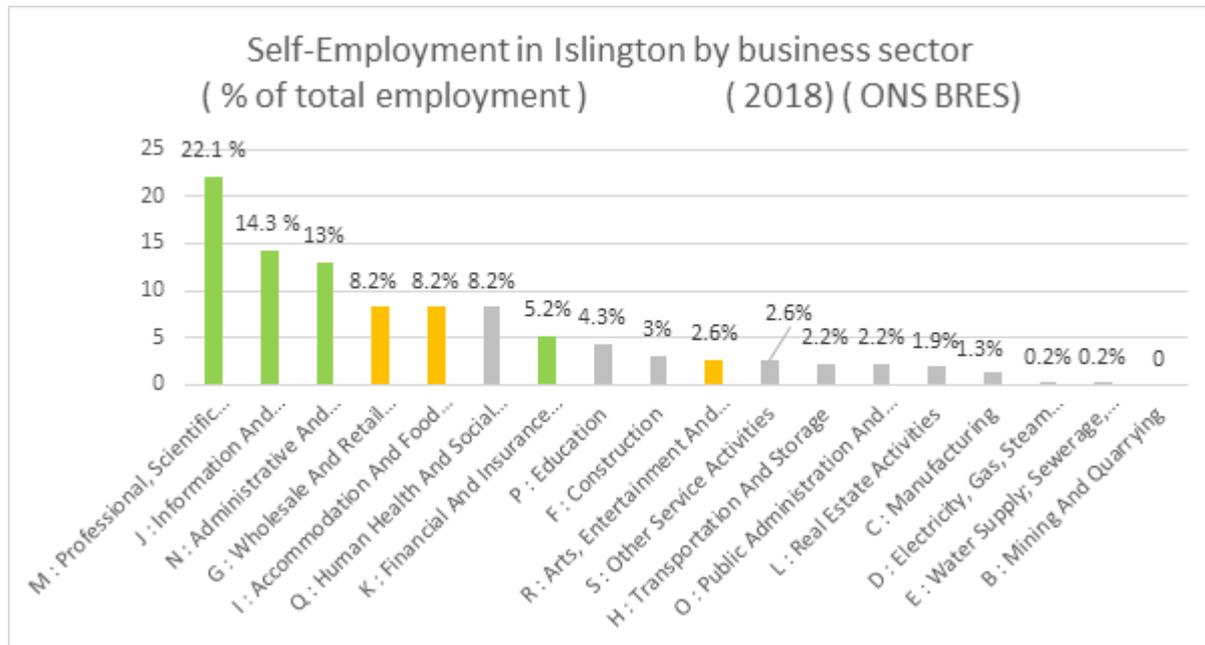
Borough	Number of Self Employed	% of total workforce
Tower Hamlets	25,900	15.4%
Islington	20,900	15.5%
Lambeth	30,900	16.1%
Hackney	25,200	16.8%
Enfield	25,800	17.9%
Barnet	34,800	18.2%
Newham	35,000	19.6%
Southwark	36,300	19.9%
Camden	27,100	20.8%
Westminster	25,600	20.9%
Kensington & Chelsea	17,500	25.5%
Haringey	39,100	26.0%

The underlying characteristic of the self-employed is that of a deep divide between people who are described as working in ‘high-skilled, higher-paying, ‘privileged’ sectors such as Professional, Scientific & Technical consultancy, and the majority 60%, who are working in relatively precarious sectors such as construction, delivery and cleaning. Since 2009, 60% of the growth in self-employment has been amongst the so-called ‘privileged’ with growth driven by the tax advantages

¹³ Self-Employment Income Support Scheme (SEISS) Official Statistics, ONS, 2020

associated with self-employment. The other 40% growth is part of governments repeatedly favouring ‘flexible’ labour markets and creating a permissive regulatory framework to allow faster hiring and firing.

The 60/40 split between ‘privileged’ and ‘precarious’ roughly approximates to figures given in the graph below, which shows that 43.5% of self-employed workers are to be found to be working in the more ‘privileged’ Professional, Scientific and Technical, Information and Communication, Finance and Insurance, and Real Estate Activities businesses.



COLOUR KEY

- Sector under pressure from Covid impact
- Sector better insulated from Covid impact
- Other sectors

The Self-Employment Income Support Scheme (SEISS) provides support for self-employed individuals whose business has been adversely affected by Coronavirus (COVID-19). The extent of take up of the grant worth 80% of their average monthly trading profits, paid out in a single instalment covering three months’ worth of profits, and capped at £7,500 in total. The percentage of uptake gives an indication of the impacts of Covid-19 on the self-employed, although it cannot be assumed that those not taking up the grant were all in a satisfactory trading situation.

In Islington 65% of eligible self-employed residents have so far taken up the grant, a figure that is the average take up rate overall, less than Tower Hamlets (68%), equal with Hackney and more than Camden and Haringey (63% for both boroughs). The scheme will continue after the end of October, providing support to Islington self-employed who are unable to find work.

Despite this, a number of workers who do not fall into the either self-employed or employee categories from yoga teachers to photographers, DJs and personal trainers, including those who pay themselves through dividends are falling through the gaps because they do not qualify for income support through the Chancellor’s schemes. Of the 5M workers in the UK who described themselves as self-employed at the start of the crisis, almost half a million (10%) had fallen out of

work by the summer¹⁴. Applying the rate to Islington would see over 2,000 people losing work who before the pandemic called themselves 'self-employed'.

¹⁴ "Millions of Self-Employed Left Out of Latest Income Support Scheme", FT, 8th November 2020

Section 5 – The Impacts of Coronavirus on Unemployment in Islington

The first official indications of the impact of lockdown measures on the labour market in Islington were from the Claimant Count data for April and May. The Claimant Count is a measure of the number of people claiming benefits principally for the reason of being unemployed. Because it includes Universal Credit claimants, not all of whom are seeking work, it is likely to overestimate the numbers of people unemployed, but usually by a small margin and is considered a more accurate estimate than the International Labour Organisation (ILO) figure.

In the UK the claimant count had risen by 1.5 million (120.8%) between March and August 2020 and was at its highest since May 1994. The year-on-year increase in the claimant count also remains higher than at any previous point on record.

During this time Central London experienced a higher increase in the rate of unemployment than the country, rising from 3.2% in March to 8.0% in August, compared to the UK's average rise from 3% to 6.5%. There were 208,980 people unemployed in Central London in August, a rise of 44,980 on May's figures.

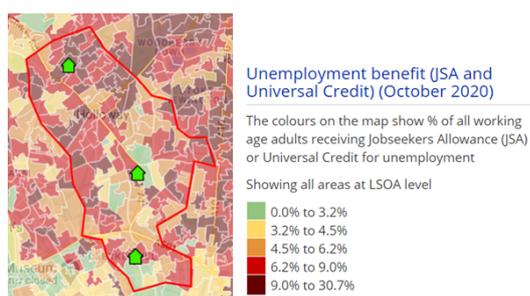
Areas like London that had the lowest rates of unemployment prior to the pandemic are rising faster to catch up with areas of traditionally higher unemployment. This is likely to be because London is disproportionately dependent upon visits from overseas and commuters from other parts of London, the home-counties and the regions to sustain its economy, all of which have largely dried up.

Like all other London boroughs Islington's claimant count also has risen faster than the UK average. However, the borough experienced a lower than average rate of increase compared to the Central London area, rising from over 3% in March to 7% in May where it has stayed during June (7.8% for men and 6.2% for women). The latest figures for October show a slight rise to 7.3%. This compares to Haringey (10.7%), Newham (10%), Lewisham (9.3%), and Hackney (9.2%), although the rate of unemployment in neighbouring Camden was at 5.8% in October.

Part of the explanation for a below average rate of unemployment increase in Camden, Islington, the City and Westminster during the early part of the pandemic may be due to the impact of Covid-19 being less pronounced in so-called knowledge and tech industries, as pointed out by the organisation Oxford Consultancy for Social Inclusion (OSCI) and observed in the case of Cambridge, which faced the lowest increase in unemployment in the UK between April and May (0.9%).

Distribution of Unemployment in Islington

The map below shows how the effect of Covid-19 on unemployment in Islington is unevenly distributed across the borough by Lower Super Output Level (LSOA). Darker coloured areas in the north, west, east and northeast are experiencing markedly higher levels of unemployment than lighter coloured areas in the centre and south west.



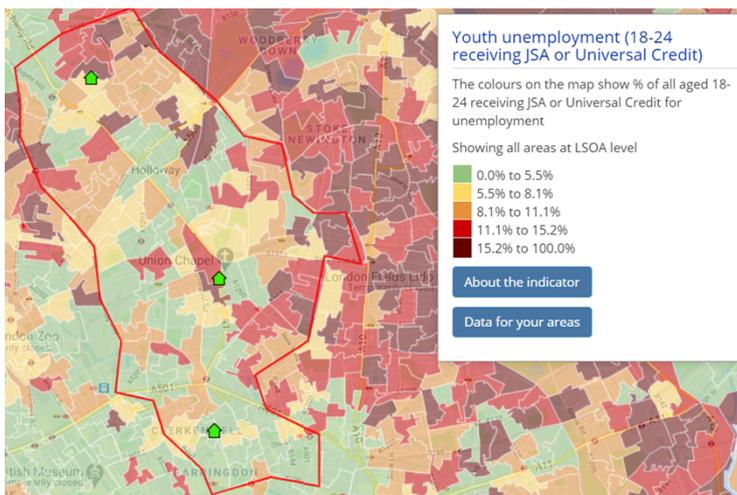
By October 2020, Hillrise (9.5%), Tollington (9.4%), Finsbury Park (8.6%), Holloway to Archway (8.7%), Mildmay (8.5%). Junction (8.1%) and St Georges (8.5%) had witnessed the most severe rates of unemployment growth. Bunhill had the lowest rate of unemployment in October of 5.4%.

Youth Unemployment in Islington

In August 2020, 526,000 people aged 16-24 were claiming unemployment related benefits in the UK. This was an increase of 291,000 (124%) claimants from March 2020, when the UK lockdown began. Reviewing the picture in May before things had got even worse, the Resolution Foundation, across the UK 18-24-year-olds were twice as likely to have been furloughed or lost their job as those in their forties.

Youth unemployment (16-24 years old) was averaging 6.6% in October, a rise of from 5.8% in Islington in May. This is 0.7% less than the figure for adult unemployment (7.3%), which indicates that youth unemployment is growing at a faster rate. There is also considerable variation in the rate between different Islington wards. Eight wards had a youth unemployment rate above Islington's average, with the highest rate in Canonbury (12.7%) and the lowest in Bunhill (3.2%) and Clerkenwell (3.2%).

The map below shows how Youth Unemployment is distributed geographically at Lower Super Output Level (LSOA), with pockets located in the north, and eastern parts of the borough.



According to research conducted by Central London Forward (CLF), young people are disproportionately employed in low paid jobs in the Arts, Entertainment & Recreation, and Accommodation and Food Services industries. CLF explain this as a likely reason behind a trebling of unemployment benefit claims from young people aged between 25 to 29 (212% increase) compared to a 78% increase for 55-59-year olds and a 60% increase for those over 60.

Section 6 – Future Prospects for Islington’s Economy

Number of Job Vacancies by Sector

In order to spot the first signs of a revival in demand for employment, an analysis of job vacancy data is a good measure. Between May when a careful study of job vacancy postings led experts to conclude, “the labour market remains stagnant with very weak prospects for future employment growth” and August there was a turnaround in the job hiring market.

By the first week of August 169,000 vacancies were being notified in the UK, suggesting that an easing of lockdown had been met with a rebound in hiring, although vacancies remained 30% lower than the equivalent time in 2019. London continued to have the highest number of vacancies per capita, although it has fallen from 3.3 in March to 1.6 in August. For the sake of comparison Northern Ireland, has the lowest at less than 0.25 vacancies per capita¹⁵.

The good news for August was that all sectors apart from social work and legal related professions were increasing their hiring as the lockdown eased.

- The percentage of vacancies for health care and social work had risen after a drop between April and May.
- IT in which Islington has a comparative advantage in terms of jobs, has increased its hires to over 50,000 in August, a figure still well below its pre-Covid peak of over 90,000 vacancies.
- Other sectors in which Islington’s economy depends upon strongly all witnessed increases in hires but sales, hospitality and catering, retail and administration, PR and accounting and finance were recruiting at well below half the pre-lockdown rate.

A combination of continued employer uncertainty and significant spare capacity within firms as workers come back from furlough, however, continues to dampen growth in the London hiring market especially where demand has fallen by 52% overall since before the lockdown one of the biggest declines of any region in the country.

Comparing the effects of Covid-19 on the Islington labour market against other neighbouring boroughs there was a slight recovery in the number of vacancies posted from -56.4% in May to -47% in June compared to before March. However, by October the number of vacancies being posted in Islington remained at less than half the number posted at the same time in 2019 (-56.2%). This figure was similar to Camden (55.3% fewer vacancies) but better than Hackney (60.5% fewer vacancies). Islington is the 24th most severely hit local authority area in the country so a shortage of vacancies here will be a critical issue.

Employment and Business

The Office for National Statistics (ONS) has recently published data on the number of jobs in the economy, which showed that there were 782,000 fewer in October 2020 compared to March 2020. 314,000 people were made redundant in the three months to September, a more than doubling on the figure for the three months prior. Despite upticks in the hiring market and a return from furlough, the rise in total hours worked in the economy has not been as high as expected.

Analysing how this scaling back of commercial activity was feeding into the health of businesses, a recent report into the impacts of the Covid-19 pandemic on SMEs in the capital looked at

¹⁵ Labour Market Statistics, July 2020: IES Analysis

companies and jobs at risk in London and drilled down to the level of individual local authorities¹⁶. A combination of factors was considered for the SME analysis including current liquidity rates, debt to asset ratios and credit risks by sector.

In Islington in July 14% of SMEs were at risk, accounting for 9% of the borough's economic turnover, and equivalent to £1.344bn of potential lost income every year, the sixth highest loss of all London boroughs.

Islington was the 3rd highest at-risk borough in the capital for Health and Social Care companies but, given the limited impact of Covid-19 on this sector, only 3% were at risk.

Prior to Covid-19 Islington had a very vibrant night-time economy concentrated in the south of the borough and in the Angel district. The report considered 303 night-time businesses to be at risk, the 7th highest in London, which translates into a little less than 4,000 (13%) of jobs.

A total of 10.6% of jobs in Islington SMEs are in fact considered under threat. It would now appear that the initial impact on blue collar jobs in Accommodation, Food and Hospitality is now being matched by a white-collar jobs crisis. Over a third of travel and tourism jobs in Islington were at risk, at 37% the 2nd highest number of at-risk employees in this sector in London after Sutton. 17% Islington employees in real estate and architecture (the third highest number in London after Greenwich and Hounslow) were likewise considered to be at risk.

Finally, Islington has the 2nd highest concentration of SMEs in the Cultural and Creative Industry sector at risk, accounting for nearly 3,000 people, the 2nd largest number of jobs in any borough after Westminster. Islington had the largest proportions of jobs under threat across the whole of London for those working in Publishing and Film, TV, video, radio and photography, sectors supporting over 1,200 businesses and employing nearly 8,500 people in the borough.

London is now in the midst of a second coronavirus wave and, in this context ongoing social distancing measures are continuing to constrain activity levels in parts of Islington's economy, most obviously in travel, tourism, hospitality and leisure. Even when restrictions are eventually relaxed and there is no guarantee that they will ever be, the time lag between relaxing restrictions and seeing a bounce back in terms of people returning to consume is likely to be protracted.

Given that much of the entertainment and food business in Islington relies on commuters who come in from outside (89% of the workforce), any permanent reduction in Islington's workforce presence could also be a serious challenge to their continuing viability. This is a concern, as London, given its high complement of white collar workers, and notoriously difficult and lengthy commutes, has witnessed some of the highest rates of home working in the country. There is a hope that this loss of business could be partly compensated by a more concentrated presence of people, many of whom have high disposable incomes, also working from home in Islington and preferring to shop and buy local.

Although the Chancellor announced a continuation of furlough at the beginning of November, it remains to be seen if the government are delaying the inevitable effects of an 'economic reset' and unemployment will therefore rise in the spring when furlough is ended. This is important as there are likely to be permanent "scarring" impacts on Islington's unemployed, especially the young as their confidence, skills and motivation wither and they become more detached from the labour market.

¹⁶ Economic Impact of COVID-19 on London's Small and Medium-sized enterprises (SMEs), [Greater London Authority and Bloomberg Associates](#)

High unemployment in the short-term will lead to higher unemployment and lower wages, and in the long term to considerably enhanced challenges to support people back into jobs.

Measures to shore up the pre-Covid economy aside, we could be entering into a period of significant technological change.

- Employers have learnt from the pandemic that they can save on costs if their employees work from home more.
- 60% of employees surveyed nationally were themselves unwilling to return to densely packed workplaces and many now value a better work life balance that hours of commuting no longer rules out.
- Despite the pressure from commercial landlords, many of whom are newspaper owners and politicians, telling people to return to their workplaces, other employers could benefit from having their staff work from home and are supported by a public health imperative to inhibit travel in order to reduce infection rates.
- The UK economy could therefore be entering into a new normal, a new period of what the economist Joseph Schumpeter called 'creative destruction' in which we see an opportunity to create something new out of the ashes of the so called Pret economy
- However, this isn't an argument for a laissez faire approach to the economy, of the type practised in the wake of manufacturing's decline in the 1980s, or during the ten years of austerity practised after the 2008 crash.

Section 7 – Recommendations

On the contrary, there is a significant role for government support at local as well as national levels. In addition to enhancing existing work programmes (e.g. iWork) Islington can mitigate the impacts of the pandemic on our community of residents and workers by adopting four, strategic priorities:

1. Prioritise policies that **support health and incomes of already disadvantaged people**, those who lose their jobs and those who are forced into part time work,
2. **Support people into employment** by lowering the costs of recruitment, especially for local SMEs, and in helping people to get retrained or to start a new business.
3. **Strengthen the council’s role as an economic agent** for example, by finding more work for local people within Islington Council, amongst those who supply the council with goods and services, by doing more ‘business’ with local businesses, and by influencing neighbouring anchor institutions to do likewise.
4. Continue to pioneer an **inclusive, fairer local economy**, through promotion of **sectoral interventions** and **active stewardship of local economic places**

Each of these four strategic themes is supported by a set of underlying objectives;

Protect health and support the incomes of already disadvantaged people, those who lose their jobs and those who are forced into part time work

- Developing and maintaining a granular understanding of the underlying state of Islington’s economy, its business sectors, communities and labour market, including differing impacts depending on class, ethnicity, and protected characteristics
- Strengthening support for Islington’s IMAX service so that residents are able to claim all the income support they are entitled to and ensuring that the council is poised to take full advantage of any support available from central government.
- Ensuring work requiring a physical presence can be carried out safely, and workers are able to access jobs in cases where public transport is being scaled back
- Continue to campaign for improved terms and conditions for workers including London Living Wage Place accreditation, and extension of sick pay rights
- Promote trade union membership and relevant campaigns.

Support people into employment by lowering the costs of recruitment, especially for local SMEs, and in helping people to get retrained or to start a new business.

- Tailor employment support and ensure that already vulnerable people are not left behind: the young including new graduates; Black, Asian and minority ethnic people; older workers without digital literacy; the disabled and neuro-divergent or those with hidden conditions; parents; and, women especially as numbers are likely to rise after furlough ends.
- Preparing workers and residents for job switching especially from sectors in which job losses are concentrated: tourism, travel, accommodation, food and hospitality, but also administration and support jobs into sectors demanding workers, for example health and social care. Focus on residents not covered by the Kickstarter scheme.
- Review iWork priorities to ensure that resources are matched to need, and expanded to include newly unemployed.

Strengthen the council's role as an economic agent

- Use Islington's assets as an anchor institution to support the new, local green economy, as employer, and as a buyer of services from 'socially generative businesses' like co-operatives and social enterprises.
- Liaise with other anchors and leading companies to investigate possible onshoring of light manufacturing and economic uses of offices, shops and industrial units becoming vacant.
- Actively facilitate co-operative enterprises to distribute wealth more evenly, create the circular economy, and supply the council and other anchor institutions; expressly employing people from disadvantaged groups.
- Strengthen relationships with the business community, especially parts of it that are underrepresented in commercial forums, to assist local SMEs in responding to changing consumer preferences, for example by adapting to online trading, organising home delivery systems and enhancing local economic places.
- Build strong B2B networks virtually and in real life so that businesses can start to trade more with each other, identifying common training needs, for example around social media marketing and IT, and developing consortia to bid for anchor contracts.

Building Back Better for an inclusive, fairer, greener, more creative and resilient local economy, through promotion of sectoral interventions and active stewardship of local economic places

- **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 our resource hub provides a wealth of information about the variety of roles and progression opportunities in this sector
- **Green Economy** - Creating new opportunities in the "green economy" – jobs related to new building techniques, energy saving devices, green transport and delivery systems and reusing and recycling.
- **Construction** - Working with our colleagues in housing new build to create more jobs and apprenticeship opportunities that lead to good careers
- **Tech and Knowledge** - Islington is the lead borough for an exciting 4 borough programme which will work with the local knowledge economy- tech, life sciences, finance and creative – to support residents into employment or to begin their own start ups.
- **Creative Production** - Celebrating Islington's creative community as one of our most valued assets and building strong partnerships with creative production companies such as Film London and the N7 business cluster to plug local residents into new opportunities
- **Affordable Workspaces** - Ensuring we deliver a thriving, diverse local economy by creating new, genuinely affordable, workspaces, for example the FC Designer Collective and Techspace on Fonthill Road where local residents interested in design and tech can get skilled and networked into good jobs

Section 8 – Achievements so far to support businesses and workers

Business

So far, Islington has undertaken several steps to protect our local businesses during the crisis. **Our objectives have been to:**

- Ensure that businesses receive the maximum amount of government support available to them in the form of financial and non-financial assistance
- Manage our own £2.8m discretionary grants scheme for Islington’s business community
- Monitoring and promoting businesses that were continuing to trade during the lockdown, ensuring that the public could be kept up to date with their trading status.
- Assist businesses in adapting their operational models to cope with the pandemic
- Enable businesses to re-open safely as soon as possible by working closely with colleagues in Public Protection and Street Licensing
- Ensure that residents are the first to hear about new employment opportunities emerging in local businesses
- Support, develop and strengthen networks so that businesses can share ideas and support each other during the pandemic and after

We have done this by:

- Creating a dedicated business directory listing how businesses are operating during the pandemic and disseminating it through our community networks
- Assisting businesses to adapt their business models in innovative ways, for example hosting dedicated webinars helping businesses to go online in partnership with our affordable workspace provider Outlandish a tech co-operative.
- Brokering sustainable and competitive delivery options through subsidised cargo bike schemes like Pedivan.
- Liaising with colleagues in public protection to ensure that businesses are fully informed of new operating guidelines to keep themselves and the public safe.
- Ensuring that businesses are kept informed of changes to the transport network, so they can plan how to adapt
- Brokering employment opportunities between local businesses and the iWork team.
- Using the uptick in business to council contact to set up new business networks, for example a new trader’s association in Caledonian Road and Barnsbury.
- Using evidence from our surveys and contacts with business to plan award criteria for our Discretionary Grant scheme.
- Linking our communication media including our website and Twitter to the government websites so that businesses become aware of new opportunities as soon as possible.

Workers and Residents

Our twin goal has been to support Islington’s **unemployed, and low paid workers and residents**, to achieve this:

The iWork employment support service has been providing 1-2-1 tailored coaching and mentoring support to get unemployed Islington residents into jobs they want to do. It has a holistic approach, looking at the person's strengths and interests, providing:

- Targeted job searching

- Job applications, tailored CVs and interview practice
- Constructive feedback
- Support arranging childcare/ provision of childcare bursary
- Discretionary payments
- Pastoral support and monitoring at 1, 13, 26 and 52 weeks

To support workers and residents seeking work or better-quality employment, we are:

- Working with DWP to understand the impact of Covid 19 and the ending of the furlough scheme, to develop a comprehensive local programme of support
- Monitoring the impact of employment support on households in poverty, and also ensuring that job seekers are referred for financial and debt advice
- Identifying communities most impacted by long-term unemployment and making small local interventions, providing employment support for up to 100 homeless/rough sleepers housed in hotels during Covid 19.
- Undertaking an analysis of the nature of parental unemployment in the borough to inform an improved, joined up offer of support across services
- Enhancing our outreach approach and working with council colleagues / partners who are already engaged with BAME and other communities who experience systemic discrimination in the labour market
- Working with residents to build their soft skills and supporting them to develop networks to provide them with access to the world of work
- Reviewing the priorities of the iWork employment service considering Covid19, including the Islington Working hub and Partnership.
- Completing an Islington Skills strategy, which addresses the needs of residents to gain the relevant skills to secure employment in key economic sectors in the wake of the pandemic.
- Supporting all residents who need help to find a good job to make informed choices.
- Developing resources that will support residents to better understand local economic sectors and understand the pathways available to them
- Evaluating and monitoring longer-term employment outcomes to ensure that residents satisfied and secure in their employment
- Encouraging and inspiring residents who do not see themselves represented in higher-level roles and offering targeted support in response to residents coming forward.
- Working with Adult & Community Learning to reach out to residents employed in the gig economy to support them into more secure work
- Working with Adult & Community Learning and CCCG to ensure there is flexible learning delivery, with offers of tuition to upskill care home staff who have low levels of ESOL, numeracy or literacy that prevent them from engaging with apprenticeships.
- Developing a communications strategy to enable us to reach more residents and support them to build networks and skills for work e.g. Instagram

Section 9 – Conclusion

It is important to bear in mind that we are in uncharted territory, which makes it difficult to predict the future impacts of Covid-19 on Islington's economy. According to one recent business survey of pubs and restaurants across England, sales two weeks after re-opening were 45% before pre-Covid levels, a fall of five percentage points on the first week of trading. Data reported in week three of opening saw this figure improve to 70% of normal levels. The Chancellor's reduction of VAT on food and soft drinks to January to 5% may help, but pubs do not benefit, and many are warning of imminent closure if consumer confidence does not return. The Arts, Entertainment and Recreation sector is another challenge, with limited re-opening that began prior to the second lockdown further delayed. Facilitating a socially distanced business model is still considered by leading figures from the sector to be unviable in many scenarios such as theatre and music productions.

One goal of Islington's economic recovery programme should be to focus on supporting a growing unemployed population to get good work. A key part of that focus should be on identifying sectors that are likely to show greater signs of recovery and looking at opportunities to align skills of workers in one weakened sector to jobs in sectors experiencing higher levels of demand for labour, such as Health and Social Care, Life Science, loading, stocking and delivery jobs. However, in past crises, typically over three quarters of workers have remained in the sectors that they were trained in and are more reluctant (and lower paid workers especially, less able) to travel long distances in search of other work.

The loss of tourist and commuter revenue for businesses and on much of London's public transport network is presenting Transport for London with a large deficit that has required central government support. Cuts to public transport could present additional barriers to employment for the low paid. The removal of free travel for children for example could make it more difficult for poorer households as travel escorting adds to the time burden of single parent households and discriminates against women re-joining the workplace.

Although cycles are not always a substitute for buses and tubes, they are highly convenient for journeys up to five miles and the council should continue to strengthen support for their safer, more convenient use on public roads, especially as a means of supporting access to jobs for younger people who are forming new work habits. The People Friendly Streets Initiative is an excellent step in the right direction and its impact on creating a safer environment should be promoted in the borough, including with employers as a way towards them devising more ambitious green travel plans for their staff. The council could show the way by incorporating green access to work and training in its upcoming Inclusive Knowledge Economy project.

The Chancellor has also earmarked £3bn to decarbonise public buildings and cut emissions from Britain's poorly insulated homes, hoping to kick start an environmentally friendly revival through the creation of thousands of green jobs in the construction industry. A £50m pilot is promised for a pilot to retrofit social housing in cases of the least efficient social rental homes in England. The council needs to be prepared with an up-to-date inventory of its least most energy efficient buildings and social houses and should keep track of the details of these plans when they are announced, so that we are in a position to apply for funding.

The speed and volume of unemployment increases, a 120% rise on Universal Credit claims between March and October is another challenge to absorbing the impact of job switching initiatives. The council should therefore also be lobbying national government to continue the switch from furlough subsidy onto reducing the costs of labour fairly and in ensuring the welfare

system is strong enough to keep Islington residents afloat during the hard times. The extension of furlough is welcomed, but not as a substitute for a fair system of welfare support. Training also needs to be supported beyond announcements to the summer's Plan for Jobs package. The Kick-start scheme including six-month jobs placements for 350,000 18-24-year olds and coverage of 100% of the minimum wage for this age group for 25 hours a week needs to be vigorously promoted as applications for these job subsidies comes from businesses themselves. The council should be leveraging its influence to make sure that Islington companies step up and take part.

The council could also conduct a review of its own employment services to work out the cost per job (to the employer) of placing workers and trainees and look to ways to reduce this further, for example by using digital technology, so that companies are able to take on more workers.

18 November 2020

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Islington's Economic Recovery from Covid-19

Page 1
A presentation to the Policy and Performance Scrutiny
Committee
Executive Member for Inclusive Economy & Jobs, Councillor
Asima Shaikh



- Vulnerabilities in Islington's economy prior to the pandemic
- Early effects of Covid-19 on Islington's economy
- Business go-slows and shutdowns
- Workers on furlough in Islington
- The spatial impacts of Covid-19 on Islington's economy
- The employment impacts of Covid-19 so far compared to other London Boroughs
- The unequal economic impacts of Covid-19 on Islington's communities
- The nature of economic recovery so far, and some future possibilities
- Supporting Islington's residents and workers in a fast changing climate of significant economic challenge and uncertainty

- A **significant minority of Islington's workforce and employed residents were in a vulnerable economic position**, working in low paid, insecure jobs.
- A **lack of mid-tier, skilled, secure jobs** with good prospects for advancement led experts to describe Islington's labour market as 'hourglass' with some of the highest rates of pay inequality in London.
- Many residents were running small and micro businesses in sectors like **fashion, retail, leisure and hospitality**, a majority of whom were already pessimistic about their long-term viability.
- These businesses were found to be **disproportionately owned by women and people from BAME communities**, and typically operating with low levels of turnover.

Page 4



After Covid-19 pandemic lockdown

- It became clear that the initial sectors most affected by Covid-19 were those in which **workers needed to be in physical proximity at their place of work** and were not classed as 'key workers'. Lockdown effectively 'switched off' the demand for their services and some have still not fully recovered from the shock.
- In Islington these initially **hardest hit sectors were predominantly, but not exclusively, classed under 'Accommodation and Food Services' (A&FS)**, including hotels, short-stay apartments, student residences including on-site services, and restaurants, cafés, takeaways, catering services, licensed clubs, pubs and bars, and **'Arts, Entertainment & Recreation (AE&R)**, including performing arts, artistic creation, concert and theatre halls, libraries, archives, museums and other cultural activities, betting shops, sports, amusement and recreation activities; together accounting for approximately 25,000 jobs in the borough.
- As the effects of the pandemic have continued, businesses that rely upon demand for their services from commuters, business travellers and tourists are finding it harder to survive.
- These businesses include a **significant number of residents and workers employed in Professional Services, and Administrative and Secretarial roles**, both of which account for a large proportion of Islington workforce and residents' jobs.
- The Professional, Scientific and Technical category also includes creative workers in Publishing, Film, TV and Media production, and Legal Services which have been severely impacted upon by the pandemic.



Some areas in Islington are highly vulnerable given their business profiles

- **Old Street, St Luke's and Clerkenwell**, home to more than double the number of businesses in AE&R and AF&R than any other areas in Islington, and are therefore facing the most significant scale of impact, a situation now aggravated by enduring market uncertainties, and commuters and overseas visitors staying away.
- Clerkenwell, which hosts a globally significant cluster of creative businesses including in publishing and media production, and firms supplying tech businesses in Old Street many of whose staff are now working from home
- The Angel, which like Clerkenwell attracted visitors to a previously **vibrant night-time economy** relying upon inbound commuters and tourists for trade.
- Holloway Nag's Head with the **highest dependency on retail businesses**, employing over a quarter of the local workforce, and more than 10% of all employees at Islington North and Canonbury West, Barnsbury East and Tollington
- Tufnell Park East has the highest percentage of businesses that are categorised as AE&R (15%), whilst 40% of jobs in Lower Holloway are categorised under this classification
- Meanwhile 13% of businesses in Archway West come under the A&FS classification, whilst the largest percentages of employees dependent on these types of jobs are in Islington North and Canonbury, Barnsbury West and Tollington.



An economic contraction is translating into higher levels of unemployment, albeit at a lower rate of increase than other London boroughs so far

- **London's unemployment rate has risen at a rate faster** than regions with traditionally much higher levels of unemployment and greater dependency on the public sector.
- **Islington's unemployment has risen from 3% of the workforce in March to 7.3% in October**, lower than the London average, with neighbouring Haringey seeing 10.7% of people out of work in October Newham (10%), Lewisham (9.3%), and Hackney (9.2%).
- Although youth employment in Islington in October appeared to be lower than the average rate for the borough (6.6%), this was a rise of 14% on May's figures and there is considerable variation depending on where young people live in the borough, from 12.7% in Canonbury to 3.2% in Clerkenwell.
- In Islington rates of unemployment may be softened due to:
 - The **important element of tech and knowledge employment** in Islington. Camden, co-host to the Knowledge Quarter is likewise experiencing a lower rate of unemployment (5.8%),
 - The continuation of the government's furlough scheme until the end of March 2021
 - An increase in the next self-employed income support grant from 55% to 80% of average profits up to £7,500

An increase in vacancies in August across the board was perhaps an early sign of recovery

- Health and Social Care continued to be the least affected by Covid-19
- IT, in which Islington possesses a comparative economic advantage, saw a 25% increase in hires on May's figures to over 50,000 in August, but still well below over 90,000 vacancies in March.
- Administration and Public Relations in which Islington has a strong labour force presence have also witnessed a much smaller increase in employment demand - hiring rates at the end of August were less than half the rate in March.
- The construction industry saw demand rise to nearly the same level before March and witnessed large numbers of workers returning from furlough.
- Vacancies in August actually exceeded the levels reported in March for logistics and warehouse; manufacturing; and domestic help and cleaning jobs
- The economic situation remains unstable and it remains hard to predict the future shape of the recovery:
 - New restrictions imposed in September, including a recommendation that people work from home if they can, are expected to last up to a further six months and a new lockdown began in November, which has closed most A&F and AE&R businesses.
 - Indications are that there will not be a simple, direct way out of the crisis, especially for companies dependent on visitor trade, although this could provide opportunities for local business patronage by Islington residents.

Despite encouraging signs, local people are likely to experience deteriorating economic conditions and enduring market uncertainties

- Employers are learning from the pandemic that they can save on costs if their employees work from home more.
- Many employees are **unwilling to return to densely packed workplaces** and many now value a better work life balance without a 5-day commute.
- The government is seeking to dampen the social impacts by continuing to pay for businesses to furlough workers until the end of March 2021.
- The Chancellor's announcement regarding the extension of furlough came too late, with many employees already receiving redundancy notice.
- There is some support for self-employed people, but many freelancers, contractors, and small business owners such as those who draw their income from dividends, do not qualify for the chancellor's income support schemes.

This is creating the 'perfect storm' – an economic crisis likely to be greater than that experienced in the 2008 financial crash

- September saw a further rise in unemployment, 90% of it accounted for by losses in part-time work across the UK
- Challenges remain to High Street retail, hospitality; and parts of the leisure, arts and entertainments industry remain shutdown
- Whilst all businesses face an uncertain investment climate caused by Brexit
- This raises alarm in Islington where unemployment has more than doubled since the pandemic and the number of workers on furlough rose 36% between June and August to 31,000 people
- Unemployment, especially for part time workers, is therefore likely to grow faster in Islington when furlough ends in March next year.
- In this context, a key challenge will be for those already disadvantaged before Covid-19, who will find themselves even further at the back of the queue for employment opportunities

So what can we do about this?

In addition to enhancing existing work programmes (e.g. iWork), there are four key strategic lines of response to support Islington's residents and workers:

- Prioritise policies that **support health and incomes of already disadvantaged people**, those who lose their jobs and those who are forced into part time work,
- **Support people into employment** by lowering the costs of recruitment, especially for local SMEs, and in helping people to get retrained or to start a new business.
- **Strengthen the council's role as an economic agent** for example, by finding more work for local people within Islington Council, amongst those who supply the council with goods and services, by doing more 'business' with local businesses, and by influencing neighbouring anchor institutions to do likewise.
- Continue to pioneer an **inclusive, fairer local economy**, through promotion of **sectoral interventions** and **active stewardship** of **local economic places**

Protect health and support the incomes of already disadvantaged people, those who lose their jobs and those who are forced into part time work

- Developing and maintaining a granular understanding of the underlying state of Islington's economy, its business sectors, communities and labour market, including differing impacts depending on class, ethnicity, and protected characteristics
- Strengthening support for Islington's IMAX service so that residents are able to claim all the income support they are entitled to and ensuring that the council is poised to take full advantage of any support available from central government.
- Ensuring work requiring a physical presence can be carried out safely, and workers are able to access jobs in cases where public transport is being scaled back
- Continue to campaign for improved terms and conditions for workers including London Living Wage Place accreditation, and extension of sick pay rights
- Promote trade union membership and relevant campaigns.

Support people into employment by lowering the costs of recruitment, especially for local SMEs, and in helping people to get retrained or to start a new business.

- Tailor employment support and ensure that already vulnerable people are not left behind: the young including new graduates; Black, Asian and minority ethnic people; older workers without digital literacy; the disabled and neuro-divergent or those with hidden conditions; parents; and, women especially as numbers are likely to rise after furlough ends.
- Preparing workers and residents for job switching especially from sectors in which job losses are concentrated: tourism, travel, accommodation, food and hospitality, but also administration and support jobs into sectors demanding workers, for example health and social care. Focus on residents not covered by the Kickstarter scheme.
- Review iWork priorities to ensure that resources are matched to need, and expanded to include newly unemployed.

- Use Islington's assets as an anchor institution to support the new, local green economy, as employer, and as a buyer of services from 'socially generative businesses' like co-operatives and social enterprises.
- Liaise with other anchors and leading companies to investigate possible onshoring of light manufacturing and economic uses of offices, shops and industrial units becoming vacant.
- Actively facilitate co-operative enterprises to distribute wealth more evenly, create the circular economy, and supply the council and other anchor institutions; expressly employing people from disadvantaged groups.
- Strengthen relationships with the business community, especially parts of it that are underrepresented in commercial forums, to assist local SMEs in responding to changing consumer preferences, for example by adapting to online trading, organising home delivery systems and enhancing local economic places.
- Build strong B2B networks virtually and in real life so that businesses can start to trade more with each other, identifying common training needs, for example around social media marketing and IT, and developing consortia to bid for anchor contracts.

Building Back Better for an **inclusive, fairer, greener, more creative and resilient local economy**, through promotion of ISLINGTON **sectoral interventions and active stewardship of local economic places**

- **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 our resource hub provides a wealth of information about the variety of roles and progression opportunities in this sector
 - **Green Economy** - Creating new opportunities in the “green economy” – jobs related to new building techniques, energy saving devices, green transport and delivery systems and reusing and recycling.
 - **Construction** - Working with our colleagues in housing new build to create more jobs and apprenticeship opportunities that lead to good careers
 - **Tech and Knowledge** - Islington is the lead borough for an exciting 4 borough programme which will work with the local knowledge economy- tech, life sciences, finance and creative – to support residents into employment or to begin their own start ups.
 - **Creative Production** - Celebrating Islington’s creative community as one of our most valued assets and building strong partnerships with creative production companies such as Film London and the N7 business cluster to plug local residents into new opportunities
 - **Affordable Workspaces** - Ensuring we deliver a thriving, diverse local economy by creating new, genuinely affordable, workspaces, for example the FC Designer Collective and Techspace on Fonthill Road where local residents interested in design and tech can get skilled and networked into good jobs
- 

Report of: The Director of Human Resources

Meeting of: Policy and Performance Scrutiny Committee	Date 3 December 2020	Agenda item	Ward(s) All
Delete as appropriate		Non-exempt	

Subject: Islington Council’s use of Agency Workers, Interims and Contractors

1. Synopsis

- 1.1 This report provides the Policy and Performance Scrutiny Committee with an update on the 2 July 2020 report on the Council’s contract with Reed for the supply of agency workers, interims and contractors (collectively known as contingent workers).
- 1.2 The report also provides an update on contingent worker usage under the Local Government Resourcing Partnership contract and other contracts outside of the Reed contract.
- 1.3 The Council spend for October 2020 is now the lowest since January 2020. To address Covid, there was an increased need for agency workers in April to July 2020, which increased expenditure compared to the previous year; spend on agency workers is now reducing. Since the last report to the Committee, all directorates with the exception of Housing have reduced agency spend and agency headcount. The numbers of agency workers/interims on rates above £450 a day has reduced from 41 to 29 – a reduction of 29%.
- 1.4 Currently, agency workers comprise 10.7% of the workforce, which places Islington in the first quartile (top performance) for all London boroughs. The current council target is 10%.
- 1.5 There are challenges in reducing and maintaining a reduction in agency expenditure. Agency hourly rates have been rising for over a year for many job categories and recruiting to permanent roles has been more difficult during Covid, with potential candidates reluctant to move to new roles.

2. Recommendations

- 2.1 To note the information provided in this report and the progress to:
- a) Reduce the cost and use of contingent workers
 - b) Update on the strategies for monitoring and reducing usage and costs

3. Background

- 3.1 Reed acts as a Managed Service Provider (MSP) for the supply of contingent workers for the Council.
- 3.2 The council also engages contingent workers through the Local Government Resourcing Partnership contract and other framework contracts for the supply of senior contingent worker roles.
- 3.3 Definitions of the different categories of contingent workers including the IR35 Status are included in **Appendix 1**.
- 3.4 **Appendix 2** provides information on governance arrangements including arrangement for those contracts outside of the Reed framework.
- 3.5 Contingent workers (interim, contractors, and agency workers) form a necessary part of our workforce where specialist skills or short-term, front-line cover for our services are required. It is recognised however, that this spend and thus the numbers of agency workers engaged needs to be reduced if we are to reach our Council target of no more than 10% of the workforce being agency workers.
- 3.6 Currently, agency workers comprise 10.7% of the workforce, which places Islington in the first quartile (top performance) for all London boroughs. There are four boroughs (all outer London) and the City of London with lower percentages. The median for London is 13%.

4. Update on the Reed Agency Contract spend and agency worker numbers

- 4.1 **Appendix 3a** provides an update on the monthly spend for contingent workers by directorate for the period 1 November 2019 to 31 October 2020.

For comparison, the total spend for the previous 12-month period (1 November 2018 to 31 October 2019) is included. There was an increase in expenditure of £1.9M compared to the previous 12-month period.

There were however, reductions in spend of £284K in Resources and £50K in Housing.

When the months of April to July for 2019 and 2020 are compared, however, the effect of Covid has had an impact. There has been a need for additional short-term cover required to undertake additional duties and provide cover for staff that were shielding, more overtime undertaken by agency workers and more hours worked at enhanced rates. During this 4-month period, just under 27,000 extra hours were worked at higher average hourly rates on basic hours and higher levels

of enhanced overtime rates. This explains a rise in overall agency spend over these months compared to the previous year.

April to July 2019 spend	April to July 2020 spend
£7.6M	£8.7M

Covid has also affected permanent recruitment, with a reduced number of posts filled over the summer months. Recruitment activity has now increased with a large 'temp to perm' recruitment campaign about to start in Environment and Regeneration and individual 'temp to perm' campaigns in other directorates. This is also evident in the fall in the number of agency workers shown in Appendix 3C.

4.2 Also included in **Appendix 3a** is the spend by category of contingent worker.

- PAYE – Pay as You Earn - for workers directly employed by recruitment agencies
- PSC – Public Service Companies – for interims and contractors employed outside of IR35, with payments made to their Limited Company
- Umbrella – for workers paid through Umbrella companies, this includes agency workers and interims inside of IR35

4.3 **Appendix 3b** shows the average weekly spend for directorates across the last 12 months with a comparison with the weekly average spend for the previous 12 months. As expected with an increase in overall spend noted in Appendix 3a, the average weekly spend for the last 12 months is higher than for the previous 12 months, £480K compared to £442K.

The average weekly spend has however, reduced by £5,292 for Resources and by £892 for Housing over the last 12 months.

Over recent months there have been positive trends:

- The lowest weekly spend in People Services in October 2020 since January 2020
- three consecutive months of falling spend in People Services
- five consecutive months of falling spend in Environment and Regeneration

4.4 The number of agency staff by headcount listed at a directorate level can be found at **Appendix 3c** for the last 12-month period. The appendix shows that numbers of agency staff have fallen from 631 in June 2020 to 557 in October 2020, with large reductions in Environment and Regeneration (85) which are expected to fall further with 'Temp to Perm' recruitment about to commence.

4.5 Increases in hourly rates

Across the Council, the hourly rates have been increasing over the last 12 months by 7.7% from an average of £20.98 per hour to £22.60 per hour, albeit there have been monthly fluctuations.

The reasons for the increases in the hourly pay rates for agency workers are:

- Pressure on day rates caused by demand for contingent workers due to Covid

- Changes in composition of the agency workforce with more agency staff working for Islington at higher bandings than previously
- Market conditions have pushed up day rates for some roles. We match the pay scale for permanent employees but sometimes do not appoint at the bottom of the scale in order to secure the recruitment of agency staff

4.6 Average Reed agency worker tenure by weeks

The average tenure of agency workers over the last 12 months has varied between 50 and 52 weeks, so not the fluctuations seen in previous 12-month comparisons. The average tenure should however be reduced through the quicker replacement of agency workers by permanent employees. The Council has agreed a principle that the tenure for agency workers should not exceed a year.

5. Update on contingent worker spend outside of the Reed MSP contract

- 5.1 The council also engages contingent workers outside of the Reed framework; this can be through the Local Government Resourcing Partnership or other direct contracts. These contracts are paid through the council's invoice payment processes.
- 5.2 The table shows the spend on contingent workers outside of the Reed contract for 19/20 and 20/21 at month 7.

Contingent worker spend outside of Reed MSP contract		
Financial year	19/20	20/21 at month 7
Total spend	£2,968,134	£1,785,626

- 5.3 Based on the current spend for 20/21, the projected spend would be over £3M by the end of the financial year. There have however, been significant reductions in the spend and the numbers of agency/interims employed outside of the Reed contract, since the last report to the committee, e.g. the spend in October 2020 was £196K compared to a spend of £326K in June 2020.
- 5.4 At the beginning of the financial year, there were 22 agency workers engaged outside of the Reed contract above £450 a day. By the time of the last report, this had reduced to 17. At the time of reporting there were eleven agency workers engaged outside of the Reed contract at above £450 a day.
- 5.5 During 19/20 and the first quarter of 20/21 there were several senior roles covered by interims. Permanent employees have now filled all of these roles and it is therefore anticipated that spend on this category of contingent worker will reduce further during 20/21.

6. Agency workers/interims engaged at over £450 per day

- 6.1 Following initial discussions with the committee chair and vice chair, this report includes a focus on the contingent workforce whose daily charge rate is £450 or above. The charge rate includes the daily rate paid to the agency worker as well as overheads such as any agency fee. Depending on the category of worker as set

out in 4.2, it can more explicitly include National Insurance, an allowance for holiday pay under the working time regulations and pension. Therefore a £450 charge rate would equate to a salaried employee of c.£70,000 (PO11 equivalent).

- 6.2 Since the last report to the Committee on 2 July, Council officers have taken steps to reduce the number of high cost agency/interims engaged outside of the Reed contract and those engaged through the Reed contract. Numbers have been reduced by the recruitment of permanent employees, conversion to fixed term contracts where appropriate to retain specialist skills for a limited period and through negotiated reductions in day rates and charge rates. The table below shows the progress made.

Sample Date	Reed agency workers	Other agency workers	Total
July 2020	24	17	41
November 2020	18	11	29

Further day rate and charge rate reductions are being progressed.

7. Reducing agency spend

7.1 Engagement of contingent workers

It is recommended that all contingent workers are engaged through the Reed framework to allow appropriate analysis and management of contingency workforce spend. However, there may be some exceptions where specialist roles cannot be filled using the Reed framework e.g. IT specialists.

The Local Government Resourcing Partnership can be used in special circumstances for interim recruitment to senior roles, with appropriate business case and governance in place.

7.2 Temp to Perm

We have introduced guidance to support 'temp to perm' recruitment in departments. This process was underway in some departments but there have been some delays due to Covid. The HR Resourcing team are supporting departments and directorates to manage this. There is a large recruitment exercise about to begin in Public Realm, which could reduce the numbers of agency staff by up to 20 in one campaign. Temp to Perm recruitment is also underway in Resources, Adult Social Care and in Children's Services.

7.3 HR support to Departments

HR/departmental surgeries are taking place to explore alternatives to agency staffing. In addition, HR are attending Departmental Management Teams where the use of agency and contingent workers is a standing item. This analysis and challenge of current engagements will be undertaken across the board to drive reduction.

Where agency workers are used to cover hard-to-recruit posts, directorates will work with HR on alternative strategies to develop a sustainable workforce.

Where agency workers are engaged, recruitment on a permanent or fixed-term basis will normally be undertaken concurrently, except when the need is for periods shorter than three months.

7.4 Overtime spend

Overtime spend including that of agency staff is currently being reviewed by directorates with the support of HR.

7.5 Client Supplied Candidates

There are reduced margins for Client Supplied candidates. If managers want to request a candidate who has worked for Islington previously, they do not have to go back through the original agency. Workers can join the Client Supplied pool.

Benefits are;

- Knowledge of the skills and abilities of the worker
- No interview and selection process
- Savings on charge rates

8. Implications

8.1 Financial implications:

The attached report includes the current spend on agency workers for 2019/20 and 2018/2019.

8.2 Procurement Implications:

None, as no changes to the contract with Reed Talent Solutions or the LGRP contract.

8.3 Legal Implications:

None, as no implications for agency worker regulations.

Signed by 

Director of HR

Date: 25 November 2020

Appendix 1 - Terminology

Consultants

Consultants are appointed for specific time-limited project(s) to provide expertise and/or advice. Consultants are appointed for a project with a specific brief and cannot be moved from task-to-task by the organisation that engages them.

Consultants do not have any postholder responsibility for the organisation who contracts them and do not manage staff for the organisation. Consultants do not have decision-making authority. Consultants agreements are contracts for service i.e. supplier contracts. Consultants may undertake the work themselves or engage such competent and capable additional workers as required to deliver the project outcomes within their fixed fees. Consultants are not directed, but instead establish when, how and where to undertake the work to achieve the desired outcome. Consultants are responsible for their insurance, the primary equipment they need and rarely have set hours. They must rectify any mistakes or unsatisfactory work at their expense.

Interims

Usually people who are described as 'interims' are covering senior roles in an organisation and are appointed at times of change for example when a senior manager leaves, when a new role is created, or when a part of the organisation is going through change.

Their appointment is intended to give the organisation time to recruit to the role on a permanent basis.

Interims are also engaged to respond to a specific project need i.e. unforeseen circumstances such as the Covid-19 response.

Contractors

A contractor can be:

- self-employed
- a worker or an employee if they work for a client and are employed by an agency

Independent contractors are self-employed workers who provide services for an organisation under a contract for services. Independent contractors are not employees and are typically highly skilled, providing their clients with specialist skills or additional capacity on an as needed basis. Contractors usually have specific niche skills.

The terms consultant interim and contractor are often misused with the distinction between the interim and contractor often being blurred.

Day rates

Day rate fees will vary dependent on;

- Duration of the assignment
- Location of the work and or travel requirements
- Experience & specialism
- Nature of the assignment

Charge rates

The overall rate for the assignment, which is the day rate plus the agency margin, NI, any overtime worked, pension, framework costs. The agency margin varies according to the type of role and the availability of candidates in the market.

IR 35

Changes to legislation came into effect on 6th April, 2017, meaning that responsibility for assessing the tax status of all contingent workers (consultants/interims/agency workers) operating through a limited company for public sector organisations shifted from the worker to the engager, i.e. the council.

The changes to the regulations were designed to provide clarity, on a case-by-case basis, as to whether a contingent worker is undertaking a role in circumstances that are similar to those of an employee, or if they are more closely aligned to someone who is self-employed.

Discussions took place with the senior leadership team in 2017 regarding the impact of the changes and the following principles were agreed:

- People working in the public sector should pay the appropriate amount of income tax and National Insurance
- The council, in agreement with the other London boroughs will be resisting pressure to raise rates of pay.

The Council uses the HMRC Assessment Tool to check employment status for tax.

Appendix 2 - Governance of agency workers/interims

Temporary Agency workers

Temporary agency workers via the Council's managed service arrangements do not require a full business case. Temporary agency workers via Reed are employed by their respective agencies and assigned to work at the Council (they are not 'employed' by the Council i.e. not employees).

Interims and Consultants

Interims and consultants are appointed where there is a temporary and urgent need for a skill set not available in the existing workforce either due to lack of capacity or expertise. Each engagement requires a business case demonstrating the need and value for money and are set up utilising contracts for services (supplier contracts), as opposed to contract of service (employment contracts). This makes these appointments subject to the Council procurement requirements and governance.

Interims and consultants hired directly from a recruitment agency (outside of the Reed contract) are also subject to the Council procurement required.

The majority of candidates recruited outside of the Reed contract are procured through the Local Government Resourcing Partnership contract, which requires a full business case to be completed.

In submitting the business case, certain audit checks (e.g. DBS status) and HMRC checks (e.g. IR35) must be completed. The Council has a legal obligation as the end user to undertake these checks. Copies of checks must be maintained locally and sent to HR.

All engagements over £5,000 in value are recorded on the corporate contracts database register (CCDR). We need this for reporting purposes, transparency publications and to deal with queries as and when they arrive.

The procurement route and respective governance depends on the aggregate whole life value.

Individual contracts for services are signed by two authorised officers without a conflict of interest, up to £500k in value, authorised to that amount.

Interim and consultant contracts require a business case when the contract is extended.

Appendix 3a - The monthly and annual spend on contingent workers by directorate for November 2019 to October 2020 with spend by category of worker and payments made to Reed and the supplier agencies (Reed Contract)

	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Last 12 months	Previous 12 months	increase/ decrease
Turnover (Invoice Value Excluding VAT)															
Council Agency Total	£1,837,344	£2,102,654	£1,738,337	£1,986,118	£2,482,598	£1,965,586	£2,157,735	£2,534,378	£2,015,981	£1,942,374	£2,258,967	£1,880,787	£24,902,856	£22,965,989	£1,936,867
People	£678,612	£775,272	£637,693	£759,803	£940,205	£720,001	£786,600	£913,230	£737,944	£706,588	£876,725	£680,057	£9,212,730	£8,512,003	£700,727
E&R	£656,918	£789,621	£623,152	£674,295	£852,378	£682,011	£760,342	£913,888	£731,881	£660,007	£639,698	£559,477	£8,543,667	£7,431,112	£1,112,555
Housing	£267,764	£289,285	£239,453	£278,848	£330,477	£273,821	£311,229	£374,811	£280,096	£273,876	£411,957	£369,354	£3,700,971	£3,751,003	£-50,032
Resources	£210,321	£213,434	£205,286	£239,000	£296,818	£249,482	£238,498	£251,677	£203,543	£232,042	£270,456	£222,966	£2,833,524	£3,117,102	£-283,579
CED	£23,729	£35,042	£32,754	£34,172	£62,720	£40,270	£61,066	£80,772	£62,517	£69,860	£60,131	£48,933	£611,965	£139,141	£472,824
Public Health	£3,443	£3,885	£3,476	£2,716	£2,326								£15,846	£15,629	£217
PAYE	£1,133,293	£1,278,068	£1,027,774	£1,123,693	£1,355,533	£1,063,752	£1,199,739	£1,381,476	£1,096,225	£999,779	£1,161,680	£909,918	£13,730,929	£14,016,930	£-286,002
PSC	£32,154	£45,175	£52,331	£68,087	£80,646	£68,549	£70,686	£68,833	£67,675	£85,658	£88,999	£76,143	£804,937	£595,041	£209,895
Umbrella	£671,896	£779,411	£658,232	£794,338	£1,046,418	£833,285	£887,310	£1,084,070	£852,081	£856,937	£1,008,287	£894,725	£10,366,991	£8,354,017	£2,012,973
Reed	£427,872	£468,387	£430,935	£494,001	£673,679	£541,170	£588,615	£688,578	£553,816	£582,665	£704,291	£559,057	£6,713,067	£4,140,308	£2,572,759
Support Supply	£1,409,472	£1,634,267	£1,307,402	£1,492,117	£1,808,919	£1,424,415	£1,569,119	£1,845,800	£1,462,165	£1,359,708	£1,554,675	£1,321,730	£18,189,790	£18,825,681	£-635,891

Appendix 3b - The weekly average spend per month on contingent workers by directorate for November 2019 to October 2020 with spend by category of worker and payments made to Reed and the supplier agencies(Reed Contract)

	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	average weekly spend last 12 months	average weekly spend previous 12 months	increase/decrease
Turnover (Invoice Value Excluding VAT (£)) Average weekly spend per month															
Agency Total	£459,336	£420,531	£434,584	£496,530	£496,520	£491,396	£539,434	£506,876	£503,995	£485,593	£451,793	£470,197	£479,732	£441,654	£38,078
People	£169,653	£155,054	£159,423	£189,951	£188,041	£180,000	£196,650	£182,646	£184,486	£176,647	£175,345	£170,014	£177,326	£163,692	£13,634
E&R	£164,230	£157,924	£155,788	£168,574	£170,476	£170,503	£190,085	£182,778	£182,970	£165,002	£127,940	£139,869	£164,678	£142,906	£21,772
Housing	£66,941	£57,857	£59,863	£69,712	£66,095	£68,455	£77,807	£74,962	£70,024	£68,469	£82,391	£92,338	£71,243	£72,135	-£892
Resources	£52,580	£42,687	£51,321	£59,750	£59,364	£62,371	£59,624	£50,335	£50,886	£58,011	£54,091	£55,742	£54,730	£59,944	-£5,214
CED	£5,932	£7,008	£8,188	£8,543	£12,544	£10,067	£15,267	£16,154	£15,629	£17,465	£12,026	£12,233	£11,755	£2,676	£9,079
Public Health	£861	£771	£869	£679	£465								£304	£301	£3
PAYE	£283,323	£255,614	£256,943	£280,923	£271,107	£265,938	£299,935	£276,295	£274,056	£249,945	£232,336	£227,480	£264,491	£269,556	-£5,065
PSC	£8,039	£9,035	£13,083	£17,022	£16,129	£17,137	£17,672	£13,767	£16,919	£21,415	£17,800	£19,036	£15,588	£11,443	£4,145
Umbrella	£167,974	£155,882	£164,558	£198,585	£209,284	£208,321	£221,827	£216,814	£213,020	£214,234	£201,657	£223,681	£199,653	£160,654	£38,999
Reed	£106,968	£93,677	£107,734	£123,500	£134,736	£135,293	£147,154	£137,716	£138,454	£145,666	£140,858	£139,764	£129,293	£79,621	£49,672
Support Supply	£352,368	£326,853	£326,850	£373,029	£361,784	£356,104	£392,280	£369,160	£365,541	£339,927	£310,935	£330,433	£350,439	£362,032	-£11,594

Appendix 3c - Agency worker headcount by directorate and department for the last 12 months (Reed contract)

Agency Headcount												
	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Agency Total	659	646	673	665	688	612	617	631	614	608	584	557
People	262	252	281	267	275	219	219	218	216	211	226	225
E&R	243	237	237	241	243	235	241	250	243	243	190	165
Housing	86	89	88	87	88	90	95	95	90	86	100	104
Resources	63	63	62	64	73	61	55	59	56	59	63	57
CED	4	4	4	6	7	7	7	9	9	9	5	6
Public Health	1	1	1	1	2							



Resources Directorate

7 Newington Barrow Way, N7 7EP

Report of: The Director of Human Resources

Meeting of: Policy and Performance Scrutiny Committee	Date: 3 December 2020	Ward(s): N/A

Delete as appropriate	Exempt	Non exempt
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SUBJECT: Sickness Absence Management

1. Synopsis

On 26 March 2020, Members were due to consider an update on sickness absence for the period 1 January to 31 December 2019. The meeting was postponed due to the Covid pandemic. The purpose was to provide specific analysis on the levels of sickness due to stress, anxiety, mental health and musculoskeletal conditions, the highest recorded reasons for absence, as well as trends within and across all Directorates.

This report provides details of sickness absences for the period 1 April to 30 September 2020 (quarters 1 and 2, 2020, which is in line with concurrent quarterly reports taken to CMB.

This report sets out the key issues, trends and actions taken by HR and other stakeholders in response.

2. Recommendations

The committee is asked to note and comment on the contents of this report.

3. Introduction

The corporate target for sickness absence is 7.5 days per employee. This target is intended to place Islington below the London Councils' median average working days lost per employee of 8.2 days. It should be noted that workforces differ vastly across London boroughs with some boroughs having few in-sourced services populated by high levels of manual workers. Data below will set out why this is of relevance.

The six-month period reported here has been impacted by Covid-19 related absence. A data cleansing activity is underway to ensure that self-isolation in the early pandemic was not recorded as Covid sickness for total accuracy of reporting.

Despite this, the average number of days taken as sickness absence for this six-month period per employee in the Council is 8.5 days, down marginally from the 2018/19 figure of 8.6 days per employee.

If absence related to Covid-19 is removed from the dataset, this decreases further. This reflects a common picture across London, where non-Covid absence levels have dropped during the period of the pandemic. Studies indicate that colleagues working from home who might have taken time off sick due to minor illness are not doing so when they don't need to travel to an office site and risk spreading infection to colleagues.

Although the overall trend is downwards, long-term sickness remains an area of concern and is the biggest single factor, along with an ageing workforce, in slowing the rate of improvement.

4. Key findings

Departmental differences

Environment and Regeneration (E&R) remains the Directorate with the highest sickness with 42% of total Council sickness. Housing has the second highest with 23%, People with 21% and Resources with 13% of total Council sickness.

For context, People is the largest service Directorate with 1,591 employees at 30 September 2020 where the average days lost per employee is 6.2 days, E&R with 1,053 employees has 12 days per employee and Housing with 1,029 employees has 8.7 days per employee.

Further detail on departmental activity to address sickness absence is set out in section 7 below.

Grade differences

There are also differences in the working days lost by grade. As seen from the table below, the majority of sickness days are taken by employees in scales 1 to 6.

Grade Banding	Working Days Lost
LLW-MISC	2.82%
Sc1 to Sc6	62.58%

SO1 to SO2	14.39%
PO1 to PO5	17.10%
PO6 to PO11	2.70%
Chief Officer	0.41%

Long Term Sickness

Long Term Sickness is defined as all absence above 20 working days. It forms 79% of all working days lost, which constitutes 15,415 days out of a total of 19,570 days during the reporting period. Overall case numbers are dropping, with 455 long-term cases during 2018, 477 in 2019 and 294 in 2020.

57% of long term sickness falls within the 50+ days category, which indicates that the majority of cases may be due to illnesses of a serious, long-term nature. 23% falls within 20-39 days and 20% 40 – 49 days.

54% of the long term sickness falls within the 50-64 age group which is disproportionate given this group makes up 41% of the workforce. This is followed by the 40-49 age group at 19% and 25-39 at 18%.

There are 26 employees with 120+ days' sickness absence. The most common causes of absence amongst these longest cases are 'Other Musculoskeletal Problems' (23%) which is closely followed by Stress, Depression and Mental Health (21%). Cancer equates to 3.44% of all sickness absences.

The sickness absence rate without long-term cases reduces the number of days lost on average to 0.92 days per employee during quarters 1 and 2. 3,565 employees have taken no sickness at all during this period.

Causes of Sickness Absence

26% of all absence during this period was Covid related and 23% was related to stress, depression and mental health issues. 20% of absences in this period related to musculoskeletal issues (including back and neck pain).

Cause of absence	Working Days Lost	% of total absence
Covid-19 Infectious Disease	4997	25.53%
Stress, Depression, Mental Health	4573	23.36%
Other musculoskeletal problems	2561	13.08%
Back and Neck Problems	1306	6.67%
Other	1225	6.26%
Heart, Blood Pressure & Circulation	1072	5.48%
Surgery/Medical procedure	824	4.21%
Infections	634	3.24%
Chest & Respiratory	584	2.98%
Eye, Ear, Nose, & Mouth/Dental	494	2.52%

Stomach, Liver, Kidney & Digestion	473	2.41%
Neurological	447	2.28%
Pregnancy related	257	1.31%
Genito-urinary/Gynaecological	122	0.62%
Appointment	6	0.03%
Total	19570	100%

The council's main causes of sickness absence are similar to those found nationally. The CIPD's 2020 Health and Wellbeing at Work survey found that mental ill health remains the most common cause of long-term absence. Stress remains among the main causes of long and short-term absence, with minor illnesses (colds, stomach upsets, migraines) remaining by far the most common cause of short-term absence. The second cause of both long and short-term absence is musculoskeletal issues.

The council's mental health data mirrors the position in the recent Health Foundation report which recognised that '*mental health disorders account for almost a quarter of the total burden of ill health in the UK*' and identified that the pandemic has exacerbated mental health issues as a result of social isolation, financial losses, housing quality, the challenges of working in certain front-line services, the loss of coping mechanisms for many and reduced access to mental health treatment. This has been, and remains a key area of focus for us as mental health related absence has accounted for 31% of non-Covid absence during this period.

Challenges

Long-term sickness is decreasing, reflecting that whilst these cases are more complex and challenging, timely management action against an improved Sickness Absence Procedure is driving the number downwards.

Complex or non-physical conditions such as mental health (including anxiety/panic attacks/depression), terminal illnesses and disabilities requiring reasonable adjustments need different levels of support and short or long term strategies from a variety of sources. Section 5 provides details of wellbeing initiatives undertaken during 2020.

Coaching and supporting line managers on the most appropriate way to record sickness record properly on the HR system and on the improved Sickness Absence Procedure continues. Improvements to the HR system are regularly considered in consultation with management, e.g. business alerts highlighting staff who have hit the 8+ days trigger for working days lost and those who are due to move to half and nil pay.

In order to address the high levels in the Environment & Regeneration Directorate, a full time HR Business Partner was engaged at additional cost, to support their strategic sickness action plan. The project ended in October 2020 having achieved a reduction from 20 to 11 working days lost per employee.

5. Mental Health initiatives and General Covid-19 Support

A broad range of new and continuing support is available to managers and staff through the Wellbeing Hub and Health & Safety pages which has included tools and partner

support and a clear position on paid leave related to Covid-19 which is consistent with that agreed via London Councils. This includes:

- Individual and workplace risk assessment forms to support managed conversations with staff returning to work
- Covid safe measures in the workplace
- Mental Health Champions and Ambassadors
- Support to staff working from home (working safely and comfortably, protecting yourself and others, 'How Are You' surveys, support for parents and carers)
- Partnerships with wellbeing providers ('Good Thinking' Mental Health service, Time To Change Employer Pledge aimed at ending mental health discrimination; Able Futures Mental Health Support; Bodywork, massage and virtual support;)
- Enhanced Cycle to Work Allowance
- Free online webinars, including preventing suicide launched in September to coincide with World Suicide Prevention Day (10 September). This is still available to staff.
- 'Take a Walk' challenge and 'Wellness Hour' initiatives continue to take place.

Four wellbeing surveys were carried out to receive feedback directly from staff during the pandemic. Results were used to inform improvements to services and products available via the wellbeing hub and questions were shared via London councils to allow benchmarking across boroughs.

Since August, Occupational Health has provided line managers with pandemic-related clinical support and advice by telephone. These 15-minute Employer Advice calls are with dedicated Covid-19 clinicians and support with addressing any challenges managers may currently be facing.

An online questionnaire and telephone consultation was also introduced to support any members of staff who are returning to the workplace. A new Covid individual risk assessment form has to be completed with the manager prior to returning to the workplace with referral to occupational health where required.

6. Occupational Health (OH) and Employee Assistance Programme (EAP)

Medigold Health Service

The council has held an occupational health contract with Medigold Health LTD since 2018 and the provider usually processes approximately 600 medical referrals per annum. HR is currently working through a procurement process as the contract ends on 31 March 2021.

At the point of publication, OH data was available from 1 April to 31 July. During this reporting period, 100% of referrals were managed through telephone consultations, not clinic visits, in response to the pandemic. There were 110 referrals, which represents a 45% decrease in referrals compared to the same period in 2019. The Occupational Health provider received 13 pre-placement (new employees) questionnaires between April–July. This represents a 60% decrease compared to the same period last year, again, due to reduced recruitment activity during the pandemic.

Total medical referrals	110
Nurse-led consultations	76%
Physician-led consultations	24%
Top 2 referral types	
Musculoskeletal Referrals	30%
Psychological/Mental Health	33%
Top two referred groups	
Largest male age group (55 – 64)	15%
Largest female group (55 – 64)	15%

Cancellations/No Shows

There were 23 no shows for planned appointments during this period. Appointment cancellations and 'no shows' have reduced over the year through monthly engagement with service managers which is positive news as this impacts spend against the OH budget. The council is charged twice, once for no shows and again for a rescheduled appointment. A new self-service appointment booking system is being launched which will also include improved management information.

Employee Assistance Programme

The service dealt with 475 cases from 1 January – 30 August 2020 with approximately 4% of staff using the service each month. The usage is higher for female staff (75%) in comparison to male staff.

The majority used the service for telephone counselling (emotional health, family/relationships, workplace concerns, bereavement). Where stress was the reason for using the service, sub-categories were low mood, anxiety and panic attacks. Usage declined during February to April but has steadily increased between May to August, reflective of the challenges faced by staff working from home, juggling caring responsibilities and concerns for their personal and family health and finances.

Mental health, Suicide Awareness, Balancing Working From Home, Leading Teams in Covid Times, factsheets and webinars were available to staff during this period. HR is working with the provider to scope out deep trauma support for staff in response to Black Lives Matter and Challenging Inequality actions.

Able Futures

The council signed up to the central government 'Able Futures' initiative in October 2019. This allows staff access to up to nine months of mental health support from a qualified professional who acts as their 'coach' to better mental wellbeing. In addition to providing education and mentoring on how to manage their mental health, this service complements our existing support (such as the Employee Assistance Programme and Occupational Health) by providing extra encouragement to someone experiencing mental health issues. Regular staff webinars to support mental health and stress awareness take place.

7. Narrative by Directorate: Actions Taken to Address High Sickness Absences

Environment & Regeneration (E&R)

A large majority of this workforce are front line and the work undertaken can be physically demanding and highly repetitive, regardless of weather conditions. Alternative duties or breaks from certain tasks are not an option for the majority, unlike office based staff. It is not surprising that one of the highest causes of absence is Musculoskeletal.

E&R recognise that a proactive approach to mitigating such issues would benefit its entire workforce; however, some frontline staff have no ability to work from home and limited access to corporate staff wellbeing information on our intranet. Sometimes, adjustments such as later start times or alternative duties are more limited. Management are constantly reviewing communication channels to ensure relevant information reaches staff in a timely manner.

With this in mind, E&R ensure that comprehensive inductions, manual handling training and workplace risk assessments are regularly carried out. In the last 12 months there has been an increased focus on absence management in the form of an HR Business Partner working on a 1:1 basis with line managers to ensure absences are recorded correctly which has aided in identifying areas of concern, which are then addressed. Managers have received focussed coaching to help them actively support staff in returning to work and to be more robust in their management of sickness. Improving managers' skills also allows them to provide support to staff dealing with Mental Health issues, not just to refer them to the EAP service, but also to have meaningful conversations with staff as part of day-to-day line management.

15 long-term (20+ days) sickness cases, which have been resolved, either through Ill Health Retirement (IHR), medical redeployment or returning staff to work. 21 of the 49 120+ days sickness cases sit within E&R.

It has been recognised that where there are also more complex health issues, such as staff diagnosed with a degenerative illness, this might not have a significant impact on their current health but in the long term, their ability to undertake a front line role will be affected. The same challenges also apply to the ageing workforce; front line staff are more likely to need to find alternative work earlier than an office based staff. With this in mind, a decision was taken to provide access to alternative skills training to staff who may not have access to these resources.

This includes access to computers and an area in the workplace they can go to and gain basic computer skills such as Word, Excel, and Power Point. This will enable staff to gain recognised qualifications and become more confident with their digital skills. By providing opportunities for staff to develop these skills, it provides opportunities for potential redeployment into alternative and less physical roles, whereas previously the options available would have been IHR or dismissal.

People

The People Directorate has increased staffing levels compared to previous years with the bringing together of Adult Social Care and Children Employment and Skills into one new larger directorate, which means it is not possible to make a direct comparison with the same period last year. 188 cases are at a trigger point within the Sickness Absence

Procedure. Adult Social Care, Employment and Skills, Learning & Schools and Safeguarding hold the majority of cases. All long-term cases in the department are currently subject to more focused review.

Housing Directorate

251 sickness cases are at a trigger point within the Sickness Absence Procedure and this accounts for 24% of the workforce. Income, Homeownership and Neighbourhood services continue to account for the majority of cases across Homes and Communities. Housing Property Services also has high numbers at trigger point. Both services have a predominantly manual workforce, requiring lifting, bending and carrying heavy loads. The age profile of the workforce within this area falls within the band width showing highest working days lost through sickness. Staff who are primarily office based within this sector also need to go out on site visits, climb stairs and travel around the borough – contributing to the sickness pattern of higher than average sickness absence. Reasons for absence are mostly stress and muscular skeletal – possibly caused by high work demands and manual type work.

Management have worked with HR to reduce the high levels of sickness absence by:

- Launching training for managers to implement policy in a fair and consistent way
- Running regular manual handling courses – to help to avoid wear and tear, stress and strain
- Signposting staff to welfare facilities
- Signposting staff to EAP
- Prompt referral to OH and adhering to their recommendations if considered reasonable
- Additional training for staff for possible medical redeployment

One example of this was a caretaker who had serious back problems and could not carry out the full duties of his substantive post. Management and HR met with the employee after the referral and were able to place him in a Litter Picker role which enabled him to continue working while allowing the caretaker post to be advertised.

Resources Directorate

HR has work closely with the senior management team around the management of sickness absence and managing cases through the procedures. Briefings have been held to support the new Sickness Absence Procedure is in place. The HR Business Partner attends monthly senior management meetings to discuss and review actions taken. Generally, management of sickness absence across the whole of Resources is being managed with appropriate advice being sought from HR so that cases either end with a successful return to work or are managed through to Chief Officer level. Management are making good use of the OH referral system and when appropriate telephone case conference calls between management, HR and OH have taken place.

The majority of absences fall under the general headings of depression, heart condition, back pain, pregnancy related and fracture. Advice is given to management to make early intervention referrals to OH on cases relating to depression.

8. Actions and improvements

A robust action plan was developed in February 2019 in response to the issues identified within previous reports. Achievements to date against the plan are set out in appendix 1.

Since then we can see that the overall trend is downwards although impacted by the pandemic and staff working from home. Collaborations between occupational health and other wellbeing providers (EAP and Able Futures) have increased during the pandemic period and will continue.

It is too early to state with full confidence that sickness absence will continue to decrease although proactive action by management and a significant increase in wellbeing activities has seen benefits and if this approach continues we would anticipate that it would. The increased focus on long-term absences and flexible working arrangements such as working from home or 'hybrid working' which will enable staff to manage personal (e.g. caring responsibilities) and work priorities should continue to support a significant reduction in sickness across the whole council.

Long-term absences are more challenging to manage, as these require increased support, target setting, review meetings and medical referrals and are often disability related. At this stage, the effects of long term Covid are not clear.

9. Financial & Procurement Implications:

There are no immediate financial implications arising from this report. However, some actions included within the action plan will require budget approval through the business case approval process. (E.g. Day One Absence pilots for which a separate business case may be taken forward; clinician led long-term sickness case conferences, Mental Health initiatives).

The council is the lead authority for the Medigold OH framework agreement. The Council's call-off contract from the framework agreement ended on 30 April 2020 and there is no option to extend. HR, with Procurement and the Yorkshire Purchasing Organisation (YPO, a publicly owned central purchasing body) secured a 12-month extension to align the Schools and Corporate HR agreements and to then commence a process to support a direct award or call-off arrangement for up to four years. The corporate contract value will be approximately £150k per year based on usage to date. The council is entitled to receive a 1% rebate as the lead authority according to the number of councils which stay in or join it. The indications are that the overall service has improved.

10. Legal Implications:

There are no immediate legal implications arising from this report

11. Environmental Implications

There are no environmental implications.

12. 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. An RIA as at 30 September has been completed.

13. Conclusion

The headline is that we have made good progress to meet the Council’s target of 7.5 days’ sickness absence per employee, per year. However, the Covid pandemic has presented new challenges to managing sickness absence and maintaining a healthy work environment within the council. The Workforce Strategy and Directorate Staff Wellbeing Plans will be taken forward under the direction of the Director of Human Resources to both reduce sickness absences and to initiate developments to achieve and maintain a healthy work environment.

Appendices

Appendix 1: Action Plan

Signed

Director of Human Resources

Date: 25 November 2020

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Appendix 1: Action Plan

Improve sickness absence reports for managers: monthly management information (8+ days sickness absence; 20, 40 days long term sickness) continues to be sent to all Directors and relevant Heads of Service. These are discussed at management teams and 121s with HR Business Partners to support proactive analysis and action planning.

A full review of sickness absence data to identify risks, issues and actions: This is managed through the monthly and quarterly reports sent to Corporate and Service Directors by HR Business Partners. Insights flow into management training events, HR focus groups and Managers' Updates. An improved Sickness Absence Procedure replaced the Managing Absence Procedure from March 2020.

Work with managers to use the Occupational Health referral system effectively and improve access to HR policies, guidance and templates on IZZI by raising awareness and reviewing intranet content: the IZZI Occupational Health page has been updated with improved guidance on 'What Makes a Good Referral', 'Consultation FAQs' for staff and line managers, 'Cancellations and Non-Attendance for Appointments Policy'.

Management on-line training: these guide managers through the HR and OH systems and processes. Monthly service based HR 'surgeries' are being reconsidered to best support managers in recording sickness accurately and managing medical referrals. A new EAP app was launched in October 2019 to improve timely access to support.

Review and approve priority wellbeing initiatives and budget provision to support these: HR continues to work with Public Health via the corporate Workforce Wellbeing Steering Group to review planned and new initiatives, evaluating outcomes at each meeting. Initiatives to increase awareness of mental and physical wellbeing are a positive development and this drive will continue with as much exposure as possible.

Reduced Occupational Health spend through greater use of counselling and telephone consultations and reduced face-to-face appointments: OH Physician appointments (£280 each) have reduced to 24%; Nurse appointments (£135 each) have increased to 76%.

OH Service improvements: A new text message and email appointment notification service and digital consent form were launched in October. These improvements enable fast and secure employee consent prior to scheduled appointments and support a reduction in appointment non-attendance by communicating directly with employees mobile phones

Identify and share good practice (e.g. resilience training) with service managers: This continues to be managed through collaborations with Public Health

Enhance and improve access to management information: OH quarterly and council reporting rules are under review to ensure greater consistency and transparency of reports. HR will remove 'Cancer' from 'Other' sickness reason creating a separate new category.

Implement real time sickness reporting and enhanced self-serve options for managers to enable them to access and update sickness records: This is being managed as part of a review of our HR systems

A refreshed Flexible Retirement Policy: Launched in January 2020 and provides a more robust framework for managing applications as part of the transition from work to retirement

Achieve 'Excellence' level - London Healthy Workplace Award: Being reassessed for 2020

New corporate health measures around staff sickness as part of the 'Well Run Council' performance indicator-reporting framework: CMB has approved these - they cover:

- Average days' sickness per employee
- Number of staff sick
- Number of staff with 20+ days' sickness
- Number of staff with 50+ days' sickness

DRAFT



Report of: Corporate Director of Resources

Meeting of:	Date	Ward(s)
Policy and Performance Scrutiny Committee	3 December 2020	All

Delete as appropriate	Exempt	Non-exempt

SUBJECT: Budget Monitoring 2020/21 – Month 6

1.	Synopsis
1.1	The Resources Directorate produces regular budget monitoring reports on the council's current financial position to allow the Executive to fulfil its responsibility to monitor the budget and make decisions relating to budget revisions and the allocation of contingency funding.
1.2	The Policy and Performance Scrutiny Committee's Terms of Reference also include the responsibility to consider matters relating to the financial position of the council. Therefore, the latest budget monitoring report is submitted to meetings of the Policy and Performance Scrutiny Committee.
2.	Recommendations
2.1	To consider and note the enclosed budget monitoring report which was considered by the Executive on 26 November 2020.
3.	Background
3.1	The council is required by law to conduct its business efficiently and to ensure that it has sound financial management policies in place that are strictly adhered to. Reviewing the

	budget from time to time during the year and taking any such actions as is deemed necessary is the responsibility of the Executive. The monitoring of the budget by the Policy and Performance Scrutiny Committee provides an additional level of assurance.
4.	Implications
4.1	The implications are detailed in the enclosed report.
5.	Reason for recommendations
5.1	To enable the Policy and Performance Scrutiny Committee to fulfil its obligation to consider matters relating to the financial position of the council.

Appendices

- Report to the Executive: Budget Monitoring 2020/21 – Month 6 and associated appendices.

Final report clearance:

Signed by:		
	Corporate Director of Resources (Section 151 Officer)	Date



Report of: Corporate Director of Resources

Meeting of		Date	Agenda Item	Ward(s)
Executive		26 November 2020		All
Delete as appropriate	Exempt		Non-exempt	

2020/21 BUDGET MONITORING – MONTH 6

1. SYNOPSIS

- 1.1 This report presents the forecast outturn position for the 2020/21 financial year as at the end of month 6 (30 September 2020). The in-year budget position remains very uncertain due to ongoing developments around the COVID-19 crisis. Rather than a one-off event that the council’s budget is recovering from, COVID-19 will continue to have a significant ongoing impact on the council’s budget for the foreseeable future.
- 1.2 Since these month 6 (end of September) forecasts were prepared, the government introduced COVID Alert Level restrictions and London was placed in alert level ‘high’, which was followed by the announcement of a second national lockdown. These developments are likely to have an adverse impact on the council’s budget over the remainder of this financial year and beyond. Whilst the focus of this report is on the current financial year, there is a need to maintain and, where possible, increase resilience in the council’s balance sheet and reserves to reflect the level of budget risks over the medium term.
- 1.3 Overall, the council is currently estimating total COVID-19 related budget pressures of approximately £59m (comprising £17m additional costs and £42m income losses), including Housing Revenue Account (HRA) and potential council tax and business rates income losses that would impact future year budgets. The council has already received general government grant funding of £18.5m as a contribution towards our budget pressures as we deliver the local response to this crisis, which leaves a total funding gap of approximately £40m (before any funding that the council receives, and still to be confirmed, from the government’s income loss scheme). Any residual shortfall not funded by central government would significantly weaken the council’s balance sheet and reserves, which would then need to be replenished in future financial years.
- 1.4 Within the overall position outlined above, there is a forecast net General Fund overspend of (+£36.939m), comprising COVID-19 related budget pressures of (+£41.166m) and other net forecast underspends of (-£4.227m). After the application of COVID-19 general

government grant funding of £17.277m (£18.542m received to date less £1.265m applied in 2019/20), this leaves a forecast net General Fund overspend of (+£19.662m) in 2020/21. This is a net decrease of (-£0.576m) since the month 5 forecast. This position includes (+£0.130m) additional costs relating to the council's local commitment to provide free school meals over the Autumn half term.

- 1.5 The government previously announced an income loss scheme whereby local authorities can claim back funding for 75% of income losses from sales, fees and charges, where these losses are greater than 5% of the council's planned income receivable. The scheme will be in place for the 2020/21 financial year only, but the council will need further government support for any COVID-19 income shortfalls that continue in future years. The council's first claim under this scheme (covering April to July 2020 losses) has been submitted for estimated compensation of £6.287m. The MHCLG submission and assurance process has been delayed due to administrative issues. Therefore, any additional funding that the council may receive from this scheme is still to be confirmed and is not yet reflected in the budget monitoring forecast.
- 1.6 The government recently announced a 4th tranche of COVID-19 general government grant funding for local authorities of £0.9bn nationally and £8.765m for Islington. Given the deteriorating situation with the pandemic since the month 6 (end of September) forecasts were prepared, it is currently assumed that this 4th tranche of funding is reserved for potential additional COVID-19 pressures on the council's budget throughout the winter (e.g. any further re-introduction restrictions/lockdown measures that affect assumed recovery of income streams in leisure, registrars and parking) and for currently unfunded council tax and business rates income losses over the medium term. This position will be reviewed in future months depending on the additional pressures that emerge.
- 1.7 The COVID-19 crisis is expected to lead to significant slippage of the 2020/21 capital programme into future financial years due to the pause in construction activity during lockdown and ongoing social distancing measures. There is also a risk that COVID-19 pushes up the overall costs of some capital projects.

2. RECOMMENDATIONS

- 2.1. To note the breakdown of the forecast General Fund outturn by individual variance at **Appendix 1** and by service area at **Appendix 2**.
- 2.2. To note that, after the application of COVID-19 general government grant funding, there is a forecast net General Fund overspend of (+£19.662m) in 2020/21. (**Section 3** and **Table 1**)
- 2.3. To note that the council is facing total COVID-19 related budget pressures of approximately £58m and, after government grant received to date, a net gap of approximately £40m (including HRA and potential council tax and business rates income losses). (**Paragraph 3.2**)
- 2.4. To agree that Corporate Directors progress schemes to fully allocate the Local Authority Test and Trace government grant (£2.431m) to mitigate against and manage local outbreaks of COVID-19. (**Paragraph 4.26**)
- 2.5. To agree the proposed current year allocations from earmarked reserves, and to delegate authority to the Section 151 Officer to finance some or all the expenditure against these allocations from the in-year revenue budget if there is scope to do so at the end of the financial year. (**Paragraph 4.40 and Appendix 3**)
- 2.6. To note the forecast in-year HRA deficit of (+£3.990m). (**Section 5** and **Appendix 2**)

- 2.7. To note the latest capital programme forecast and agree additional capital budget of £0.300m for the council's property at Laycock Street. (**Section 6, Paragraph 6.4, Table 3 and Appendix 4**)

3. **REVENUE POSITION: SUMMARY**

- 3.1. A summary position of the General Fund and HRA is shown in **Table 1**, a breakdown by individual General Fund variance in **Appendix 1** and a breakdown by General Fund and HRA service area in **Appendix 2**. The breakdown by directorate has been adjusted in month 6 to reflect the transfer of areas to Community Wealth Building under the Chief Executive's directorate in month 6.

Table 1 – 2020/21 General Fund and HRA Forecast Over/(Under)Spend

	CV-19 Related	Non CV-19 Related	Month 6 Total	Month 5 Total	Monthly Movement
	£m	£m	£m	£m	£m
GENERAL FUND					
Chief Executive's Directorate	0.503	(0.066)	0.437	0.058	0.379
Environment and Regeneration	18.873	(3.457)	15.416	16.944	(1.528)
Housing	0.547	(0.547)	0.000	1.189	(1.189)
People	11.656	0.112	11.768	14.195	(2.427)
Public Health	0.382	(1.541)	(1.159)	(0.939)	(0.220)
Resources Directorate	5.070	0.000	5.070	5.297	(0.227)
DIRECTORATE	37.031	(5.499)	31.532	36.744	(5.212)
Corporate Items	4.135	1.272	5.407	0.771	4.636
OVERALL (before CV-19 grant)	41.166	(4.227)	36.939	37.515	(0.576)
COVID-19 grant tranches 1-3			(17.277)	(17.277)	(0.000)
OVERALL (after CV-19 grant)			19.662	20.238	(0.576)
HRA					
In-year (Surplus)/Deficit	3.990	0.000	3.990	3.990	0.000

- 3.2. Overall, the council is currently estimating total COVID-19 related budget pressures of approximately £59m (comprising £17m additional costs and £42m income losses), including Housing Revenue Account (HRA) and potential council tax and business rates income losses that will impact future year budgets. The council has already received general government grant funding of £18.5m as a contribution towards our budget pressures as we deliver the local response to this crisis, which leaves a total funding gap of approximately £40m (before any funding that the council receives, and still to be confirmed, from the government's income loss scheme). Any residual shortfall not funded by central government would significantly weaken the council's balance sheet and reserves, which would then need to be replenished in future financial years.
- 3.3. Looking beyond the current financial year, the medium-term financial outlook for local government is the most uncertain it has ever been and there is unlikely to be any degree of certainty for some time. The economic ramifications of the COVID-19 pandemic are going to take some years to play out, with an inevitable impact on public sector spending settlements going forward. The estimated medium-term budget outlook will be kept under

review and is subject to change significantly as further information emerges on key budget variables, including the following:

- The extent to which the council's reserves are depleted by 2020/21 COVID-19 related budget pressures and therefore need to be replenished in future financial years;
- Ongoing COVID-19 expenditure pressures (e.g. PPE costs) and impact on demographic growth;
- Recovery of sales, fees and charges income streams (e.g. leisure, parking, registrars) and council tax/business rates income base and any continuation of central government support in future years;
- Delivery of agreed savings; and
- The 2020 Comprehensive Spending Review (CSR), to be announced on 25 November 2020 by the Chancellor of the Exchequer, and future local government finance settlements, including the overall quantum of local government funding, additional social care funding and/or precept and funding distribution reforms such as the reset of business rates retention growth and the fair funding review.

4. GENERAL FUND

Chief Executive's Directorate (+£0.437m, a COVID-19 related increase of +£0.379m since month 5)

- 4.1. The Chief Executives directorate is currently forecasting a net overspend of (+£0.437m), comprised of (+£0.503m) COVID-19 related budget pressures and a (-£0.066m) non COVID-19 related net underspend. This is detailed in **Appendix 1** and summarised by division in **Appendix 2**. The increase from month 5 is due to the COVID-19 shortfall in commercial property income, which was previously reported under the Resources directorate and has now moved to Community Wealth Building in the Chief Executive's directorate.
- 4.2. COVID-19 has resulted in commercial rental income losses of an estimated (+£0.453m). In addition, a (+£0.050m) grant was given to the Angel Business Improvement District to support operational spend due to COVID-19 related budget shortfalls.

Environment and Regeneration (+£15.416m, a decrease of -£1.528m since month 5)

- 4.3. The Environment and Regeneration directorate is currently forecasting a net overspend of (+£15.416m), comprised of (+£18.873m) COVID-19 related budget pressures and a (-£3.457m) non COVID-19 related net underspend. This is detailed by key variance in **Appendix 1** and summarised by division in **Appendix 2**.
- 4.4. The department relies heavily on fees and charges income to subsidise its services and the COVID-19 crisis has severely impacted on revenue generating activities across all service areas.
- Parking related income – there has been a substantial decrease in projected income across Pay & Display, Penalty Charge Notices and Permit & Vouchers. It is estimated that the full year impact will see a decline in income across these areas of around £9.472m (a decrease of -£1.420m since month 5).
 - Leisure related income – the council receives income from operating the leisure centres and from activities and events within our parks and open spaces. The current best

estimate of the full year impact of this income loss is £4.809m (an increase of +£0.005m since month 5).

- Other areas such as Commercial Waste, Licensing, Energy Services, Highways, Street Markets, Local Land Charges and Pest Control services are also experiencing reduced levels of service and it is estimated that the income loss across these areas will be £3.454m (an increase of +£0.300m since month 5).
- 4.5. The directorate is also incurring additional costs in terms of agency cover for COVID-19 related sickness/self-isolation, overtime and additional contract costs to cover additional enforcement of social distancing and Personal Protective Equipment. It is estimated that these additional costs will amount to £1.138m (an increase of +£0.297m since month 5) over the course of the financial year.
- 4.6. The main reason for the non COVID-19 related net underspend is additional projected income (-£2.958m, unchanged from month 5) from the acceleration of the Low Traffic Neighbourhood and People Friendly Streets programmes to aid social distancing measures on the streets. The remainder of the non COVID-19 related underspend is due to projected net staffing underspends and additional income such as the Housing Street Properties Fire Safety Inspections by Building Control and one-off income from Trading Standards penalties.

Housing General Fund (Breakeven position, a decrease of -£1.189m since month 5)

- 4.7. The Housing directorate is currently forecasting a net breakeven position for the General Fund, comprised of (+£0.547m) COVID-19 related budget pressures and (-£0.547m) non COVID-19 related underspends. This is detailed by key variance in **Appendix 1** and summarised by division in **Appendix 2**. The Housing directorate includes Voluntary and Community Services (VCS) and the council's statutory, yet unfunded by central government, duty to provide a safety net to vulnerable migrants with No Recourse to Public Funds (NRPF) – including European Economic Area Nationals, under social services legislation (including the Care Act 2014 and Children's Act 1989).
- 4.8. COVID-19 is causing budget pressures across homelessness and NRPF services. This is showing through rising client numbers, increased provider costs, additional legal challenges, extra landlord incentive payments, higher rent arrears and lost income sources. These trends have the potential to be exacerbated by additional COVID-19 pressures over the winter. It has been possible to manage COVID-19 pressures in this financial year through specific government grants and favourable emergency hotel rental settlements. If this additional income was not present, the forecast position would be a significant overspend. It should be noted that the case increases from COVID-19 will most likely last into 2022/23, but the income streams that support them will not and it is likely that there will be significant budget pressure in this area for some time.
- 4.9. The movement since month 5 includes increased Temporary Accommodation rental income and additional government grant of £0.825 for the Next Steps Accommodation Programme. Cost reductions since month 5 include fewer clients in Genesis housing association properties, reduction in bad debt, falls in legal costs, and other staffing changes.
- 4.10. COVID-19 will also place pressures on key VCS partner organisations in the borough, including a loss of fundraising/earning potential, higher demand, and delays in applications from partner groups. To meet these pressures, the service estimates that it will need to draw down £0.081m of VCS contingency funding in earmarked reserves in the current financial year.

- 4.11. Underlying the above COVID-19 pressures are the continued effects of the Homelessness Reduction Act 2017. This Act is increasing the number of new homeless cases for the council and resulting in increased legal challenges.
- 4.12. Islington Lettings remains a cost pressure with long and short-term issues resulting in a high level (over 50%) of 'write offs' of uncollected rent. New management and investigations into long standing issues are expected to result in an improved financial position. These non COVID-19 budget pressures are offset by underspends elsewhere in the directorate.

People (+11.768m, a decrease of -£2.427m since month 5)

- 4.13. The People directorate (comprising Children's, Employment and Skills and Adult Social Services) is currently forecasting a (+£11.768m) overspend.

Children's, Employment and Skills - General Fund (+£7.711m, an increase of +£0.485m since month 5), Schools (-£0.304m)

- 4.14. Children's, Employment and Skills is currently forecasting a net overspend of (+£7.711m), comprised of (+£7.599m) COVID-19 related budget pressures and risks and (+£0.112m) non COVID-19 related net overspends. This is detailed by key variance in **Appendix 1** and summarised by division in **Appendix 2**.
- 4.15. The COVID-19 related budget pressures in the department include:
- (+£0.130m) cost of providing free school meals over the Autumn half term;
 - (+£2.778m) forecast loss of parental fee income in Children's Centres;
 - (+£0.150m) legal costs in relation to an increase in emergency child protection orders;
 - (+£0.125m) cost of providing IT hardware to enable home learning for children without access to IT hardware at home;
 - (+£0.152m) increase in allowances for carers in recognition of the increased costs of caring for young people while they are at home and the provision of financial support to care leavers through the summer, a reduction of (-£0.089m) since month 5;
 - (+£0.071m) forecast increase in demand for crisis payments as more disabled children have remained at home due to COVID-19, a reduction of (-£0.059m) since month 5;
 - (+£0.950m) forecast loss of income in relation to Cardfields, the Laycock Centre, the Arts Service and the Education Library Service. We are now unlikely to see much recovery in income at Cardfields and the Laycock Centre this year due to the nature of the provision;
 - (+£0.239m) forecast loss in curriculum income in relation to school trips that subsidises the cost of providing SEN transport in the borough, a reduction of (-£0.175m) since month 5; and
 - (+£0.288m) other COVID-19 cost pressure, an increase of + £0.083m since month 5).
- 4.16. The forecast position includes an additional (+£2.716m) of COVID-19 budget risks in relation to the cost of packages for looked after children, staffing pressures in children's social care and potential further losses in income for traded services.
- 4.17. The forecast non COVID-19 related net overspends of (+£0.112m, an increase of +£0.695m since month 5) are detailed below.
- (-£0.200m) forecast underspend against the remand budget as numbers of young people remanded to custody by the courts remains low. However, this is a demand led budget, and a small increase in activity can have a significant impact on the budget.

- (+£0.344m) forecast costs in relation to increased care proceedings, an increase of (+£0.175m) from month 5. The use of legal Counsel is subject to service director approval to minimise this cost pressure.
 - (+£0.896m) forecast net pressure against the children looked after placements budget, an increase of (+£0.326m) from month 5. A number of management actions are being taken to control costs including:
 - Detailed review of costs pressures through the placements board;
 - Focus on increasing in-house recruitment of foster carers;
 - Working with providers to reduce the cost of packages;
 - Discussion with the judiciary to increase special guardianship orders as opposed to care orders; and
 - Service director approval required for all residential / high cost placements.
 - (-£0.500m) drawdown of the placements contingency budget.
 - (-£0.781m) underspend on the council's Universal Free School Meals programme due to the number of children being educated at home in the summer term. The council continued to provide free school meals/food vouchers to those pupils who were eligible for statutory free school meals in the summer term and all pupils who attended school.
 - (+£0.070m) cost pressure in relation to the Post-16 bursary that has been funded from a balance of one-off funding in previous years but presents an ongoing cost pressure to the council that will be factored into 2021/22 budget setting.
 - (+£0.060m) historical cost pressure in relation to Holloway Pool that will be factored into 2021/22 budget setting.
 - (+£0.223m) of other net overspends across the service, an increase of (+£0.152m) from month 5.
- 4.18. An underspend of (-£0.304m) is currently forecast on the ring-fenced Dedicated Schools Grant (DSG). This underspend comprises:
- (+£0.190m) forecast pressure due to increased costs of and demand for supporting children with SEND in early years settings;
 - (-£0.473m) prior year balance in relation to funding for the statutory entitlement for 2-year old provision that is being held by Schools Forum to offset a future funding risk; and
 - (-£0.021m) of other forecast underspends against de-delegated budgets that belongs to maintained schools.

Adult Social Services (+£4.057m, a decrease of -£2.912m since month 5)

- 4.19. Adult Social Services is currently forecasting an (+£4.057m) overspend, fully attributable to the COVID-19 crisis. This is detailed by key variance in **Appendix 1** and summarised by division in **Appendix 2**.
- 4.20. The department is forecasting net COVID-19 related budget pressures of (+£0.924m, a decrease of -£1.120m since month 5) in relation to supporting the adult social care market and additional demand (including the risk of increased demand due to the COVID-19 Hospital Discharge Service). Other COVID-19 related estimated budget pressures totalling (+£3.133m, a decrease of -£1.792m since month 5) relate to:
- PPE costs (+£1.919m, a decrease of -£1.792m since month 5);

- Workforce pressures (+£0.420m, unchanged since month 5);
 - Loss of client contributions (+£0.794m, unchanged since month 5).
- 4.21. People who entered a care package between 19 March and 31 August 2020 though the COVID-19 discharge guidance funding arrangements will continue to be funded through those arrangements until 31 March 2021. Relevant assessments should be completed for these individuals as soon as is practical to ensure transition to normal funding arrangements. After 31 March 2021, any care packages remaining will need to be funded by Adult Social Services which has the potential to create a large budgetary pressure. Review teams have been set up to attempt to reduce the cost of these packages before the end of the year.
- 4.22. Adult Social Services continues to be impacted by wider demographic pressures, including increased demand for services and need of acute care. This is funded through a corporate demographic budget growth allocation.

Public Health (-£1.159m, a movement of -£0.220m since month 5)

- 4.23. Public Health is funded via a ring-fenced grant of £26.563m for 2020/21. The directorate is currently forecasting a net underspend of (-£1.159m), comprised of (+£0.382m) COVID-19 related budget pressures and (-£1.541m) underspends. This is detailed by key variance in **Appendix 1** and summarised by division in **Appendix 2**. The net underspend will be allocated to wider Public Health expenditure being incurred across the council.
- 4.24. The main COVID-19 budget pressures are in the Sexual Health division (increased online access to STI testing and treatment and online contraception).
- 4.25. The underspends in the directorate exist in a number of divisions. This includes additional procurement savings in the Substance Misuse division (-£0.163m). In the Sexual Health division there have been changes to the baseline tariffs reducing costs through efficient procurement (£0.621m). The division is likely to see further underspends if the PrEP grant (£0.321m for FY20/21) is not fully utilised in this financial year. The work with the NHS providers on the NHS pay awards following the PH grant uplift has been completed resulting in an underspend in Other Public health (-£0.724m) division. The remaining small underspends total (-£0.033m).
- 4.26. The council has received Local Authority Test and Trace government grant (£2.431m) to mitigate against and manage local outbreaks of COVID-19. Initial proposals to spend this have been worked up in relation to strengthening critical capacity within Public Health, Communications and Environment Health to ensure we can deliver our COVID-19 prevention and outbreak control activities over the coming months. It is recommended that Corporate Directors progress schemes to fully allocate this grant to mitigate against and manage local outbreaks of COVID-19.

Resources (+£5.070m, a decrease of -£0.227m since month 5)

- 4.27. The Resources directorate is currently forecasting a net overspend of (+£5.070m), fully attributable to COVID-19 related budget pressures. This is detailed by key variance in **Appendix 1** and summarised by division in **Appendix 2**.
- 4.28. The most significant COVID-19 budget pressure in the directorate is an estimated (+£1.596m, unchanged since month 5) loss of income from Assembly Hall events and registrars services (e.g. weddings) relating to cancellation of previously booked events and a lack of new bookings. There are additional net costs anticipated in regards to crisis payments and providing support of (+£0.561m). In addition, there are estimated potential costs of (+£0.161k, unchanged since month 5) related to the re-opening of the Assembly Hall, including cleaning costs.

4.29. Further COVID-19 related income losses are estimated in relation to court costs (+£0.700m, an increase of +£0.200m since month 5) and legal income from planning and property matters (+£0.075m, unchanged since month 5).

4.30. Additional costs of (+£1.977m, an increase of +£0.026m since month 5) are estimated in relation to IT infrastructure projects due to increased home working and additional support and maintenance costs.

Corporate (+£5.407m, an increase of +£4.636m since month 5)

4.31. The latest corporate items forecast is a (+£5.407m) overspend, comprising (+£4.135m) COVID-19 related pressures and non COVID-19 related net pressures of (+1.272m). Key corporate variances are set out in **Appendix 1** and summarised by area of the corporate budget in **Appendix 2**.

4.32. The increase from the month 5 position is due to:

- (+£3.028m) earmarked in reserves for social care that was previously being assumed to reduce the in-year overspend, but now needs to be maintained in reserves to provide resilience for future year social care pressures and risks;
- (+£1.409m) previously assumed drawdown from the Housing Benefit reserve that now needs to be maintained in reserves in light of COVID-19 related budget pressures over the medium term; and
- (+£0.199m) increase in estimated mortuary management COVID-19 budget pressures.

4.33. COVID-19 related corporate budget pressures include (+£0.378m) estimated additional costs of running the 'We are Islington' support service that are not reflected in directorate forecasts, (+£1.582m) estimated pressure in relation to mortality management costs allocated across London councils.

4.34. Unchanged from month 5, the forecast corporate budget variance also includes re-phasing of savings to future years (+£4.955m, of which +£2.175m is COVID-19 related) and undeliverable savings (+£0.968m) following review at the end of the previous financial year.

Table 2 – Reconciliation of 2020/21 to 2022/23 Savings

	2020/21 £m	2021/22 £m	2022/23 £m	Total £m
Savings agreed in 2020/21 Budget Report	9.663	11.234	2.695	23.592
Savings brought forward from prior years	4.993			4.993
Re-phased savings	(4.955)	1.097	3.858	0.000
Undeliverable savings	(0.968)	(1.133)	(1.277)	(3.378)
Revised Existing Agreed Savings	8.733	11.198	5.276	25.207

4.35. Of the revised 2020/21 savings of £8.733m, 100% are rated Green or already achieved.

4.36. There are forecast corporate underspends in the following areas:

- (-£2.385m) relating to an agreed vacancy factor management action across the council with effect from 1 July 2020 (9 months part-year effect), excluding services where vacancies have to be covered for safeguarding or service performance reasons. Due to a degree of risk around the delivery of this management action, only 75% (£2.385m) of the estimated £3.180m saving is currently factored into the forecast net budget position. However, budgets will be adjusted for the full amount and directorates are required to operate within their revised cash limited budgets;

- (-£1.000m) one-off underspend on the corporate financing budget, in part due to COVID-19 related slippage in the capital programme; and
 - (-£0.500m) underspend on assumed contract inflation (ongoing).
- 4.37. The council is currently forecasting potential council tax and business rates losses of +£12.3m (a decrease of -£0.8m since month 5) that would impact future year budgets. It should be emphasised that this is an initial prudent assessment of the potential in-year losses and subject to change significantly as more reliable collection data emerges. The actual budgetary impact will depend on the wider economic impact and level of unemployment, the extent to which arrears can be recovered and any ongoing decrease in the tax base (e.g. increased council tax support caseload, empty business premises).
- 4.38. Any deficits from council tax and business rates arising in 2020/21 would normally be transferred from the collection fund in the following year (2021/22). However, the government has recently proposed that these deficits will now be spread equally over 3 years (2021/22 to 2023/24). Whilst this three-year phasing will help in the short term, it does not address the impact of these deficits on the council's medium-term balance sheet position. There is likely to be a continued adverse impact on council tax and business rates income over the medium term that will require further government support.
- 4.39. This position assumes that the 2020/21 corporate contingency budget of £5.455 is required in full for in-year contingency pressures (including the difference between the 2% pay inflation assumption and the 2.75% local government pay award for 2020/21, as agreed in the month 5 report).
- 4.40. A full schedule of proposed current year allocations from earmarked reserves, totalling £9.231m, is included for agreement at **Appendix 3**. This includes specific grant funding held in reserves from previous years and transformation project spend that will help to deliver agreed budget savings. It is recommended that authority be delegated to the Section 151 Officer to finance some or all the expenditure against these allocations from the in-year revenue budget if there is scope to do so at the end of the financial year.

5. HOUSING REVENUE ACCOUNT (HRA)

- 5.1. A COVID-19 related in-year deficit of (+£3.990m) is currently forecast for the HRA, unchanged since month 5 and summarised in **Appendix 2**. As the HRA is a ring-fenced account, any overspend at the end of the financial year would be funded from HRA reserves.
- 5.1. The most significant unforeseen adverse financial impact to the HRA, in the current year, is the effect of increasing levels of rent/service charge arrears, which have increased by approximately +£2.000m since the start of the financial year. It is currently assumed that this rate of increase in arrears will decrease due to receipts of universal credit payments and those whose arrears are escalating (beyond eight weeks) can be moved to direct payments.
- 5.2. The potential level of arrears at the end of the financial year and the extent to which the council will be able to recover arrears is very difficult to predict and will depend on the wider economic outlook and particularly tenants' security of employment. The service is actively engaging with tenants in order to both secure the recovery of arrears and prevent the further escalation of arrears.
- 5.3. Additional HRA COVID-19 related cost pressures are forecast in the following areas:
- PPE (+£0.390m) – primarily for caretaking/concierge & repairs staff;

- Use of voids for Temporary Accommodation (+£0.225m) – refurbishment costs and furnishings/white goods; and
- Catch up of housing repairs backlog (+£0.350m)

5.4. The following non COVID-19 related HRA budget variances are also forecast:

- (-£0.500m) additional rental income due compared to the original budget assumption; offset by
- (+£0.500m) ongoing repairs (voids) pressure due to both the level of refurbishment required and the increased frequency of re-letting 1 bed HRA properties assigned for use by temporary accommodation clients.

6. CAPITAL PROGRAMME

6.1. The latest capital programme, which totals £499m over the 3 years 2020/21 to 2022/23 and includes outturn slippage from 2019/20, is detailed at **Appendix 4**. It is expected that the delivery of the capital programme will be significantly delayed by the COVID-19 pause in construction activity during lockdown and ongoing social distancing measures and other restrictions.

6.2. As at the end of month 6, £30.613m (16.1%) of expenditure had been incurred against the 2020/21 capital budget of £189.748m. There is currently forecast slippage of £57.079m from the current year to future financial years, which will be taken into account as part of working up the longer-term capital programme for 2021/22 budget setting. The current year capital position is summarised by directorate in **Table 3** below.

Table 3 – 2020/21 Capital Programme

Directorate	2020/21 Budget £m	Month 6 Spend to Date £m	2020/21 Forecast Outturn £m	Assumed Slippage £m
Environment and Regeneration	25.389	4.320	23.166	2.223
Housing	150.846	25.400	99.510	51.336
People	10.721	0.803	7.759	2.962
Resources	2.792	0.090	2.234	0.558
Total	189.748	30.613	132.669	57.079

6.3. There is also a risk that COVID-19 pushes up the overall costs of some capital projects such as the Bunhill Energy Centre Phase 2 scheme, where a £0.188m increase to overall project costs has been reflected in the forecast.

6.4. Works are required on the council's property at Laycock Street, N1 1TH. This is to modernise the floor space so that it can be commercially let and is expected to lead to additional income of £0.150m per year. It is recommended that £0.300m be added to the current year (2020/21) capital programme for these urgent works. The capital financing costs related to this can be contained within the 2020/21 revenue budget and will be factored into revenue budget setting in future years.

7. IMPLICATIONS

Financial Implications

7.1. These are included in the main body of the report.

Legal Implications

- 7.2. The law requires that the council must plan to balance its spending plans against resources to avoid a deficit occurring in any year. Members need to be reasonably satisfied that expenditure is being contained within budget and that the savings for the financial year will be achieved, to ensure that income and expenditure balance (Section 28 Local Government Act 2003; the council's Financial Regulations 3.7 to 3.10 (Revenue Monitoring and Control)).

Environmental Implications

- 7.3. This report does not have any direct environmental implications.

Resident Impact Assessment

- 7.4. 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.
- 7.5. A resident impact assessment (RIA) was carried out for the 2020/21 Budget Report agreed by Full Council. This report notes the financial performance to date but does not have direct policy implications, so a separate RIA is not required for this report.

Appendices:

Appendix 1 – General Fund Revenue Monitoring by Key Variance

Appendix 2 – Revenue Monitoring by Service Area

Appendix 3 – Earmarked Reserve Allocations

Appendix 4 – Capital Programme 2020/21 to 2022/23

Background papers: None

Report Author: Martin Houston, Strategic Financial Advisor

Legal Implications Author: Peter Fehler, Acting Director of Law and Governance

Appendix 1: 2020/21 General Fund Key Variances - Month 6

Division	Type of Variance	Description	Over/(Under) Spend Month 6 £m
CHIEF EXECUTIVE'S DIRECTORATE			
Chief Executives Office	Non COVID-19 Cost Pressure	Overspends on running costs including postage and legal fees	0.013
Chief Executives Office	Underspend	Net underspend on salaries	(0.002)
Communications	Non COVID-19 Cost Pressure	Net overspend on salaries and agency costs	0.101
Communications	Non COVID-19 Income Pressure	Shortfall in advertising income	0.013
Communications	Underspend	Net underspend on running expenses	(0.028)
Communications	Non COVID-19 Cost Pressure	Net overspend within Print Services on employee costs as a result of the vacancy factor	0.013
Communications	Underspend	Net underspend within Print Services on printing, hardware, software expenses	(0.038)
Communications	Underspend	Additional income forecast within Print Services	(0.009)
Community Wealth Building	Underspend	Net underspend on employee costs and non staffing budgets	(0.129)
Community Wealth Building	COVID-19 Loss of Income	Commercial property income losses due to rent waivers and deferral arrangements to support local business, and the uncertain rental market causing delay to properties being let	0.453
Community Wealth Building	COVID-19 Additional Cost	Angel Business Improvement District (BID) grant	0.050
Total Chief Executive's			0.437
<i>Of which CV-19 pressures</i>			<i>0.503</i>
ENVIRONMENT AND REGENERATION (E&R)			
Public Protection	COVID-19 Additional Cost	Additional costs as a result of overtime and allowances	0.047
Public Protection	COVID-19 Additional Cost	Personal Protective Equipment (PPE)	0.028
Public Protection	COVID-19 Additional Cost	Parkguard - Covid-19 duties	0.100
Public Protection	COVID-19 Additional Cost	Additional Mortuary Costs	0.010
Public Realm	COVID-19 Additional Cost	Additional Covid spend in Fleet & Depots	0.137
Public Realm	COVID-19 Additional Cost	Personal Protective Equipment (PPE) and flyers	0.055
Public Realm	COVID-19 Additional Cost	Additional costs as a result of overtime and allowances within the Greenspace & Leisure service	0.062
Public Realm	COVID-19 Additional Cost	Highways Covid-19 Expenditure (line marking, agency etc.)	0.019
Public Realm	COVID-19 Additional Cost	Additional costs relating to front-line service delivery with increased agency cover required for sickness/self-isolation at over 20%. Also additional Covid-19 park guard costs for enforcing social distancing (£0.018m per month) and overtime in BECC.	0.680
Planning & Development	COVID-19 Loss of Income	Loss of income on planning application fees	0.300
Public Protection	COVID-19 Loss of Income	Licensing and enforcement activity - tables and chairs FPNs etc.	0.448
Public Protection	COVID-19 Loss of Income	Land Charges	0.170
Public Protection	COVID-19 Loss of Income	Pest Control	0.020
Public Protection	COVID-19 Loss of Income	Fines and CPNs within the HMO Licensing service area	0.064
Public Protection	COVID-19 Loss of Income	Market rents waived	0.279
Public Realm	COVID-19 Loss of Income	Loss of management fee rental income from GLL plus additional support to fund deficit position on open book accounting basis	4.268
Public Realm	COVID-19 Loss of Income	Parks related income - sports income, park concessions and event income	0.541
Public Realm	COVID-19 Loss of Income	Parking related income around PCNs, P&D, Permits & Vouchers and Suspensions	9.472
Public Realm	COVID-19 Loss of Income	Commercial waste income	1.875
Public Realm	COVID-19 Loss of Income	Loss of Angel BID and textiles income	0.083
Public Realm	COVID-19 Loss of Income	Loss of income within Traffic & Engineering from TFL	0.209
Public Realm	COVID-19 Loss of Income	Loss of Energy Services Income	0.006
Planning & Development	Non COVID-19 Cost Pressure	Net overspend within Development Control on employee costs mainly as a result of agency costs and the vacancy factor	0.402
Planning & Development	Non COVID-19 Cost Pressure	Net additional costs on licences, advertising, printing costs, activities and other supplies & services.	0.123
Planning & Development	Underspend	Net additional income mainly as a result of Housing Street Properties Fire Safety Inspections by Building Control and shortfall on DRP income.	(0.480)
Public Protection	Underspend	Net overspend on employee costs as a result of vacancies netted off by the vacancy factor	(0.025)
Public Protection	Non COVID-19 Cost Pressure	Net overspend on running costs and legal costs within the division	0.054
Public Protection	Underspend	Net additional income mainly as a result of income from trading standards monetary penalties and licensing income.	(0.069)
Public Realm	Underspend	Net underspend on employee costs within Greenspace & Leisure (including vacancy factor)	(0.095)
Public Realm	Non COVID-19 Cost Pressure	Net overspend on running costs throughout Greenspace & Leisure as a result of the commissioning of the Garden Classroom to run the Urban Forest School program, consultants fees offset by an underspend on purchases	0.072
Public Realm	Underspend	Net underspend in income mainly as a result of additional tree works income	(0.226)
Public Realm	Non COVID-19 Cost Pressure	Additional employee costs mainly due to the vacancy factor and agency costs in Fleet & Depots	0.078
Public Realm	Non COVID-19 Cost Pressure	General non pay overspend throughout the service	0.023
Public Realm	Underspend	Net underspend on employee costs within Highways (including vacancy factor)	(0.406)
Public Realm	Non COVID-19 Cost Pressure	Net overspend on running costs within Highways & Energy Services	0.080
Public Realm	Non COVID-19 Income Pressure	Historic shortfall in income within Highways & Energy Services	0.092
Public Realm	Non COVID-19 Cost Pressure	Net overspend on salaries and vacancy factor within Parking	0.331
Public Realm	Non COVID-19 Cost Pressure	Overspend on NSL/PCN registration and general services & financial charges within Parking	0.475
Public Realm	Non COVID-19 Cost Pressure	Management action required to reduce spend following Zero Based Budgeting exercise to include true cost of out of hours working	0.713
Public Realm	Underspend	Net underspend on employee costs as a result of agency costs and the vacancy factor within Street Environmental Services	(0.340)
Public Realm	Underspend	Net underspend on running costs mainly as a result of transport recharges	(0.116)
Public Realm	Underspend	Additional income within Street Environmental Services	(0.526)
Public Realm	Underspend	Net employee underspend and running cost underspend within Traffic & Engineering	(0.509)
Public Realm	Underspend	Additional income within Traffic & Engineering	(0.150)
Public Realm	Underspend	Acceleration of Low Traffic Neighbourhood and School Streets programmes	(2.958)
Total E&R			15.416
<i>Of which CV-19 pressures</i>			<i>18.873</i>
HOUSING			
Housing Needs	Non COVID-19 Cost Pressure	Legal Costs	0.320
Housing Needs	Non COVID-19 Cost Pressure	Islington Lettings	0.376
Housing Needs	Underspend	Bad Debt	(0.060)
Housing Needs	Non COVID-19 Cost Pressure	SHPS (Single Persons Homelessness Prevention Scheme)	0.367
Housing Needs	Underspend	Temporary Accommodation: Nightly Booked/PSL	(1.084)
Housing Needs	Underspend	Specialist Support Team	(0.197)
Housing Needs	Non COVID-19 Cost Pressure	Staffing/Other	0.182
NRPF	Underspend	NRPF Services (Statutory and Commercial)	(0.451)
Housing Needs	COVID-19 Additional Cost	Homelessness services	0.503

Appendix 1: 2020/21 General Fund Key Variances - Month 6

Division	Type of Variance	Description	Over/(Under) Spend Month 6 £m
Housing Needs	COVID-19 Additional Cost	Rough sleeping - accommodating and supporting those brought into alternative accommodation	0.400
Housing Needs	COVID-19 Additional Cost	Housing - other excluding HRA	0.651
Housing Needs	COVID-19 Loss of Income	Other income losses	0.100
NRPF	COVID-19 Loss of Income	Other SFC income losses	0.050
Housing Needs	COVID-19 External Funding	Additional CV-19 Grant Income	(1.157)
Total Housing			0.000
<i>Of which CV-19 pressures</i>			<i>0.547</i>
CHILDREN, EMPLOYMENT AND SKILLS (CES)			
Youth and Communities	Underspend	Uncommitted growth funding in relation to VAWG. This has programme has been commissioned for the year and does not require the full allocation of funding	(0.050)
Youth and Communities	Underspend	Forecast underspend against the remand budget on the assumption that the reduced numbers on remand continues from last year. However, this is a demand led budget, and a small increase in activity can have a large impact on the budget.	(0.200)
Youth and Communities	Non COVID-19 Cost Pressure	On-going repairs and maintenance pressure in relation to youth and play provision across the borough	0.100
Safeguarding and Family Support	Non COVID-19 Cost Pressure	Increase in non-staffing costs in relation to supporting CLA	0.000
Safeguarding and Family Support	Non COVID-19 Cost Pressure	Staffing pressure in the CIN provider service due to increased costs of funding staff provided through health	0.055
Safeguarding and Family Support	Non COVID-19 Cost Pressure	Increased demand on temporary accommodation	0.090
Safeguarding and Family Support	Non COVID-19 Cost Pressure	Increase in Short Breaks activities	0.097
Safeguarding and Family Support	Non COVID-19 Cost Pressure	Legal costs from increased care proceedings (non-COVID-19)	0.344
Safeguarding and Family Support	Non COVID-19 Cost Pressure	Pressure against Clinical posts, due to structural shortfall in core budget	0.021
Safeguarding and Family Support	Non COVID-19 Cost Pressure	Overtime paid to staff to perform additional duties during the Ofsted inspection	0.016
Safeguarding and Family Support	Non COVID-19 Cost Pressure	Pressure against independent fostering agency and residential placements, due to delays to planned transformation work to redirect and reduce placement numbers, as a result of Covid. Overspends partially offset by underspends against joint agency provision and permanency placements.	0.896
Safeguarding and Family Support	Underspend	Application of placements contingency budget	(0.500)
Learning and Schools	Non COVID-19 Income Pressure	Reduction in purchase of annual service packages form schools (pre-COVID 19)	0.060
Learning and Schools	Underspend	Staff vacancies in school support services	(0.017)
Learning and Schools	Underspend	Potential underspend against the Universal Free School Meals budget as a result of pupils being at home	(0.781)
Learning and Schools	Underspend	Paused implementation of growth for Bright Start outreach workers due to cost pressures in the Council	(0.120)
Learning and Schools	Underspend	Forecast underspend against the Holiday Hunger budget	(0.053)
Learning and Schools	Non COVID-19 Cost Pressure	The Council's Post-16 bursary has been funded from a balance of one-off funding from prior-years which is due to run out in 2021/22, therefore this creates an ongoing cost pressure for the Council	0.070
Learning and Schools	Non COVID-19 Cost Pressure	Council costs in relation to Holloway Pool for which there is no budget	0.060
Learning and Schools	Non COVID-19 Cost Pressure	Legal costs in relation to SEND appeals	0.024
Learning and Schools	Non COVID-19 Cost Pressure	Increase in demand for school uniform grants	0.020
Employment, Skills and Culture	Underspend	Early delivery of saving from flexible retirements	(0.020)
Youth and Communities	COVID-19 Additional Cost	Additional COVID-19 cost risks in the division	0.450
Safeguarding and Family Support	COVID-19 Additional Cost	Legal costs in relation to an increase in emergency applications for child protection orders	0.150
Safeguarding and Family Support	COVID-19 Additional Cost	Agency staff recruited to provide additional support to the Emergency Duty service as a result of COVID-19	0.008
Safeguarding and Family Support	COVID-19 Additional Cost	Additional independent reviewing officer for 6 months	0.050
Safeguarding and Family Support	COVID-19 Additional Cost	Increase in allowance for carers by £20 per week until 31 August due to increased costs of caring for young people while they are at home	0.059
Safeguarding and Family Support	COVID-19 Additional Cost	Additional financial support is being provided to care leavers through the summer. There is the potential to meet £54k of this cost through S106 funding	0.093
Safeguarding and Family Support	COVID-19 Additional Cost	Nursing costs in relation to children discharged from hospital during COVID-19 lockdown	0.027
Safeguarding and Family Support	COVID-19 Additional Cost	Increase in demand for crisis payments as more disabled children are remaining at home due to COVID-19 and potential additional care support to clients.	0.071
Safeguarding and Family Support	COVID-19 Additional Cost	Additional COVID-19 cost risks in the division	0.593
Learning and Schools	COVID-19 Additional Cost	Provision of home learning packs for children and young people at home who do not have access to IT	0.018
Learning and Schools	COVID-19 Loss of Income	Estimated loss of parental income in Children's Centres due to a significant reduction in children accessing provision due to COVID-19	2.778
Learning and Schools	COVID-19 Additional Cost	Estimated cost of the provision of Provision of food vouchers to children who are eligible for the Early years Pupil Premium	0.026
Learning and Schools	COVID-19 Additional Cost	Purchase of PPE for Children's Centres	0.007
Learning and Schools	COVID-19 Loss of Income	Loss of curriculum income in the SEN transport service	0.239
Learning and Schools	COVID-19 Additional Cost	Additional support to Mother Tongue Supplementary Schools over the summer	0.030
Learning and Schools	COVID-19 Loss of Income	Loss of income in relation to school absences	0.018
Learning and Schools	COVID-19 Additional Cost	Cost of providing free school meals during autumn half-term	0.130
Learning and Schools	COVID-19 Additional Cost Risk	Additional COVID-19 cost risks in the division	1.498
Learning and Schools	COVID-19 Loss of Income Risk	Additional COVID-19 income risks in the division	0.175
Partnerships and Service Support	COVID-19 Loss of Income	Estimated loss of income at Cardfields and the Laycock Centre as a result of COVID-19	0.695
Partnerships and Service Support	COVID-19 Additional Cost	Purchase of 400 laptops / Chromebooks for home learning for children without access to IT kit at home and for Children in Need to enable them to stay in contact with social workers	0.125
Partnerships and Service Support	COVID-19 Additional Cost	Additional costs of cleaning BSF schools due to Covid-19 (Council share)	0.083
Employment, Skills and Culture	COVID-19 Loss of Income	Estimated loss of income in the Arts Service due to COVID-19	0.084
Employment, Skills and Culture	COVID-19 Loss of Income	Estimated loss of income in Libraries, including the Education Library Service, due to COVID-19	0.171
Employment, Skills and Culture	COVID-19 Additional Cost	Provision of reading support to children who are at home	0.006
Employment, Skills and Culture	COVID-19 Additional Cost	Estimated cost of 50 Chromebooks for vulnerable adults	0.015
Total CES			7.711
<i>Of which CV-19 pressures</i>			<i>7.599</i>
ADULT SOCIAL SERVICES			
Integrated Community Services / Learning Disabilities	COVID-19 Additional Cost	Adult Social Care – additional demand	0.765
Integrated Community Services	COVID-19 Additional Cost	COVID-19 Hospital Discharge Service Placements	8.838
Integrated Community Services	COVID-19 External Funding	COVID-19 Hospital Discharge Service Placements Costs: Assumed income from NHS to the end of August 2020	(4.694)
Integrated Community Services	Underspend	Memory Cognition, Physical Support Placements and Mental Health	(4.143)

Appendix 1: 2020/21 General Fund Key Variances - Month 6

Division	Type of Variance	Description	Over/(Under) Spend Month 6 £m
Integrated Community Services	COVID-19 Additional Cost	Adult Social Care – supporting the market	0.976
	COVID-19 External Funding	Infection Control Grant	(0.845)
In House Services	COVID-19 Additional Cost	Adult Social Care – workforce pressures	0.420
Integrated Community Services	COVID-19 Additional Cost	Adult Social Care - Personal Protective Equipment (PPE)	1.919
Integrated Community Services	COVID-19 Additional Cost	Adult Social Care - other	0.028
Integrated Community Services	COVID-19 Loss of Income	Reduction in service user contributions to packages of care	0.794
In House Services	Underspend	Impact of COVID-19 on In-House Day Services	(0.124)
Integrated Community Services	Non COVID-19 Cost Pressure	Operational Staffing	0.029
In House Services	Non COVID-19 Cost Pressure	Reablement Staffing	0.076
Strategy & Commissioning	Underspend	Carers Pool	(0.018)
Strategy & Commissioning	Non COVID-19 Cost Pressure	Integrated Community Equipment Service Pooled Budget	0.054
Strategy & Commissioning	Underspend	Commissioning Staffing Vacancies	(0.115)
Strategy & Commissioning	Non COVID-19 Cost Pressure	Intermediate Care Staffing	0.070
Adult Social Care	Non COVID-19 Cost Pressure	Adult Social Care Management Costs	0.027
Total Adult Social Services			4.057
<i>Of which CV-19 pressures</i>			<i>4.057</i>
Total People			11.768
<i>Of which CV-19 pressures</i>			<i>11.656</i>
PUBLIC HEALTH			
Children & Young People	Underspend	Trauma Informed Practice in Schools project funding will be allocated next financial year.	(0.033)
Other Public Health	Underspend	Efficiencies in the Public Health grant uplift	(0.724)
Sexual Health	Underspend	Activity has considerably dropped this year which has resulted in LBI paying less to providers. The service also received £321k in Prep funding this year. The department are currently in the process in negotiations with the provider on contract variation which will be based on activity.	(0.621)
Substance Misuse	Underspend	Procurement efficiencies delivered additional savings.	(0.163)
Public Health	COVID-19 Additional Cost	Mainly due to an increase in online access to STI testing and treatment and online contraception	0.382
Total Public Health			(1.159)
<i>Of which CV-19 pressures</i>			<i>0.382</i>
RESOURCES DIRECTORATE			
Financial Operations	COVID-19 Loss of Income	Loss of income from Assembly Hall events and registrars services (e.g. weddings) relating to cancellation of previously booked events and lack of new bookings	1.596
Financial Operations	COVID-19 Additional Cost	Potential Assembly Hall re-opening costs: Air Handling System/Power Upgrade/technological/IT modification	0.161
Financial Operations	COVID-19 Additional Cost	Additional overtime/salary related expenditure incurred due to extra support and assistance provided to vulnerable and self-isolating people and communities at large	0.291
Financial Operations	COVID-19 Additional Cost	Crisis payments are being made to local residents to support people who are struggling to buy the basics (net of specific government grant funding)	0.270
Digital Services	COVID-19 Additional Cost	Upgrading of IT infrastructure due to increased home working and additional support and maintenance costs. This is net of assumed funding from earmarked reserves for non COVID-19 related IT project costs.	1.977
Financial Operations	COVID-19 Loss of Income	Loss of court costs income due to court activities being closed and no hearings taking place	0.700
Law and Governance	COVID-19 Loss of Income	Loss of legal income from planning and property services	0.075
Total Resources			5.070
<i>Of which CV-19 pressures</i>			<i>5.070</i>
Directorates Total			31.532
<i>Of which CV-19 pressures</i>			<i>37.031</i>
CORPORATE			
We are Islington	COVID-19 Additional Cost	Estimated additional costs of running the 'We are Islington' support service that not reflected in directorate forecasts	0.378
London Mortality Management	COVID-19 Additional Cost	Estimated pressure in relation to mortality management costs allocated across London councils	1.582
Re-profiled savings (non COVID-19 related)	Non COVID-19 Cost Pressure	Re-profiling of the 3-year saving plan following review at the end of the previous financial year	2.780
Re-profiled savings (COVID-19 related)	COVID-19 Additional Cost	Further re-profiling of the 3-year savings plan to reflect the impact of COVID-19	2.175
Undeliverable savings	Non COVID-19 Cost Pressure	Historical savings target that is no longer considered deliverable	0.968
Corporate Financing Account	Underspend	One-off underspend on the corporate financing budget, in part due to COVID-19 related slippage in the capital programme. This is pending more detailed review of the capital programme on an individual scheme basis.	(1.000)
Contract inflation	Underspend	Underspend on assumed contract inflation (ongoing)	(0.500)
Vacancy factor	Underspend	Agreed vacancy factor management action across the council with effect from 1 July 2020 (9 months part-year effect), excluding services where vacancies have to be covered for safeguarding or service performance reasons	(2.385)
Reserve movements	Non COVID-19 Cost Pressure	Budget pressure in relation to previously assumed drawdown from the Housing Benefit reserve that now needs to be maintained in reserves in light of COVID-19 related budget pressures over the medium term; and	1.409
Total Corporate Items			5.407
<i>Of which CV-19 pressures</i>			<i>4.135</i>
OVERALL TOTAL (before COVID-19 grant)			36.939
<i>Of which CV-19 pressures</i>			<i>41.166</i>
COVID-19 Grant (net of amount applied in 2019/20)			(17.277)
OVERALL TOTAL (after COVID-19 grant)			19.662

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Appendix 2: 2020/21 Budget Monitoring by Service Area - Month 6

GENERAL FUND						Forecast	Month to
	Expenditure Budget	Income Budget	Net Budget	Forecast Outturn	Over/(Under) Spend Month 6	Over/(Under) Spend Previous Month	Month Change
	£m	£m	£m	£m	£m	£m	£m
CHIEF EXECUTIVE'S DIRECTORATE							
Chief Executive's Office	0.427	(0.342)	0.086	0.097	0.011	0.017	(0.006)
Communications and Change	2.005	(1.016)	0.990	1.043	0.053	0.041	0.011
Community Wealth Building	3.447	(3.107)	0.341	0.713	0.373	0.000	0.373
Strategy & Change	0.836	(0.119)	0.718	0.718	0.000	0.000	0.000
Total Chief Executive's	6.716	(4.582)	2.134	2.570	0.437	0.058	0.378
<i>Of which CV-19 pressures</i>					<i>0.503</i>	0.000	0.503
ENVIRONMENT AND REGENERATION (E&R)							
Directorate	0.210	(1.848)	(1.638)	(1.638)	0.000	0.000	0.000
Planning and Development	6.063	(4.864)	1.200	1.545	0.345	0.092	0.253
Public Protection	15.505	(10.793)	4.712	5.839	1.127	1.127	(0.000)
Public Realm	87.455	(76.120)	11.335	25.280	13.945	15.725	(1.780)
Total E&R	109.234	(93.625)	15.609	31.026	15.416	16.944	(1.528)
<i>Of which CV-19 pressures</i>					<i>18.873</i>	19.742	(0.869)
HOUSING							
Temporary Accommodation (Homelessness Direct)	12.304	(9.248)	3.056	2.443	(0.613)	0.407	(1.020)
Housing Needs (Homelessness Indirect)	4.094	(2.417)	1.677	2.243	0.566	0.592	(0.026)
Housing Strategy and Development	0.073	0.000	0.073	0.067	(0.006)	(0.006)	0.000
Housing Administration	1.133	(0.217)	0.916	0.923	0.007	(0.002)	0.009
No Recourse to Public Funds	1.432	(0.260)	1.172	1.218	0.046	0.198	(0.152)
Voluntary and Community Services (VCS)	3.719	(0.925)	2.794	2.794	0.000	0.000	0.000
Total Housing	22.755	(13.067)	9.688	9.688	(0.000)	1.189	(1.189)
<i>Of which CV-19 pressures</i>					<i>0.547</i>	1.189	(0.642)
CHILDREN, EMPLOYMENT AND SKILLS (CES)							
Youth and Communities	7.013	(1.259)	5.754	6.054	0.300	0.329	(0.029)
Safeguarding and Family Support	49.934	(7.296)	42.638	44.708	2.070	1.522	0.548
Learning and Schools (non DSG element)	194.967	(168.164)	26.803	30.985	4.182	4.293	(0.111)
Partnership and Service Support	3.276	(0.583)	2.693	3.596	0.903	0.922	(0.019)
Strategy and Planning	1.329	(1.229)	0.100	0.100	0.000	0.000	0.000
Employment, Skills and Culture	6.812	(1.878)	4.934	5.190	0.256	0.158	0.098
Health Commissioning	1.403	(0.367)	1.036	1.036	0.000	0.002	(0.002)
Total CES	264.734	(180.776)	83.958	91.669	7.711	7.226	0.485
<i>Of which CV-19 pressures</i>					<i>7.599</i>	7.809	(0.210)
ADULT SOCIAL SERVICES							
Adult Social Care	4.241	(21.656)	(17.415)	(17.388)	0.027	0.000	0.027
Integrated Community Services	49.787	(19.553)	30.234	33.901	3.667	7.043	(3.376)
In House Services	9.837	(2.419)	7.418	7.790	0.372	0.000	0.372
Learning Disabilities	33.338	(7.632)	25.706	25.706	0.000	0.000	0.000
Strategy and Commissioning	40.955	(21.429)	19.526	19.517	(0.009)	(0.074)	0.065
Total Adult Social Services	138.158	(72.689)	65.469	69.526	4.057	6.969	(2.912)
<i>Of which CV-19 pressures</i>					<i>4.057</i>	6.969	(2.912)
Total People	402.892	(253.465)	149.427	161.195	11.768	14.195	(2.427)
<i>Of which CV-19 pressures</i>					<i>11.656</i>	14.778	(3.122)
PUBLIC HEALTH							
Children 0-5 Public Health	3.772	0.000	3.772	3.772	0.000	0.000	0.000
Children and Young People	1.749	(0.160)	1.589	1.556	(0.033)	0.000	(0.033)
NHS Health Checks	0.250	0.000	0.250	0.250	0.000	0.000	0.000
Obesity and Physical Activity	1.047	(0.251)	0.796	0.796	0.000	0.000	0.000
Other Public Health	9.197	(28.655)	(19.458)	(20.136)	(0.678)	(0.678)	0.000
Sexual Health	6.184	(0.775)	5.409	5.106	(0.303)	0.000	(0.303)
Smoking and Tobacco	0.477	0.000	0.477	0.494	0.017	0.017	0.000
Substance Misuse	7.166	0.000	7.166	7.003	(0.163)	(0.278)	0.115
Total Public Health	29.841	(29.841)	(0.000)	(1.159)	(1.159)	(0.939)	(0.220)
<i>Of which CV-19 pressures</i>					<i>0.382</i>	0.387	(0.005)
RESOURCES							
Directorate	0.872	0.000	0.872	0.831	(0.041)	0.312	(0.353)
Digital Services and Transformation	18.155	(5.013)	13.142	15.119	1.977	1.951	0.026
Financial Management and Property	6.334	(4.565)	1.769	1.615	(0.154)	0.357	(0.511)
Financial Operations	237.497	(218.876)	18.621	21.749	3.128	2.489	0.639
Health and Safety	1.098	(0.380)	0.718	0.718	0.000	0.000	0.000
Internal Audit	0.692	0.000	0.692	0.553	(0.139)	(0.128)	(0.011)
Law and Governance	6.761	(3.558)	3.203	3.408	0.205	0.186	0.019
Human Resources	3.101	(1.685)	1.416	1.510	0.094	(0.006)	0.100
Strategy & Change	0.000	0.000	0.000	0.000	0.000	0.136	(0.136)
Total Resources	274.510	(234.077)	40.433	45.503	5.070	5.297	(0.227)
<i>Of which CV-19 pressures</i>					<i>5.070</i>	5.297	(0.227)
Directorates Total (excluding CV-19)	845.948	(628.657)	217.291	248.823	31.532	36.744	(5.213)
<i>Of which CV-19 pressures</i>					<i>37.031</i>	41.393	(4.362)

Appendix 2: 2020/21 Budget Monitoring by Service Area - Month 6

	Expenditure Budget	Income Budget	Net Budget	Forecast Outturn	Over/(Under) Spend Month 6	Forecast Over/(Under) Spend Previous Month	Month to Month Change
	£m	£m	£m	£m	£m	£m	£m
CORPORATE							
Council Tax	0.018	(99.201)	(99.183)	(99.183)	0.000	0.000	0.000
Retained Business Rates	0.000	(104.642)	(104.642)	(104.642)	0.000	0.000	0.000
Revenue Support Grant	0.000	(24.459)	(24.459)	(24.459)	0.000	0.000	0.000
New Homes Bonus	0.000	(5.269)	(5.269)	(5.269)	0.000	0.000	0.000
Other Specific Grant	0.000	(0.570)	(0.570)	(0.570)	0.000	0.000	0.000
Corporate Financing Account	7.987	(9.897)	(1.910)	(2.910)	(1.000)	(1.000)	0.000
Levies	20.072	0.000	20.072	20.072	0.000	0.000	0.000
Pensions	13.465	(4.117)	9.348	9.348	0.000	0.000	0.000
Other Corporate Items	(0.114)	0.000	(0.114)	6.293	6.407	1.771	4.636
Transfer to/(from) Reserves	9.941	0.000	9.941	9.941	0.000	0.000	0.000
Transformation Projects	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Appropriations and Technical Accounting Entries	0.000	(25.960)	(25.960)	(25.960)	0.000	0.000	0.000
Contingency	5.455	0.000	5.455	5.455	0.000	0.000	0.000
Total Corporate Items	56.824	(274.115)	(217.291)	(211.884)	5.407	0.771	4.636
<i>Of which CV-19 pressures</i>					4.135	1.802	2.333
OVERALL TOTAL (before COVID-19 grant)	902.772	(902.772)	0.000	36.939	36.939	37.515	(0.577)
<i>Of which CV-19 pressures</i>					41.166	43.195	(2.029)
COVID-19 Grant (net of amount applied in 2019/20)	0.000	0.000	0.000	(17.277)	(17.277)	(17.277)	0.000
OVERALL TOTAL (after COVID-19 grant)	902.772	(902.772)	0.000	19.662	19.662	20.238	(0.577)

Appendix 2: 2020/21 Budget Monitoring by Service Area - Month 6

HOUSING REVENUE ACCOUNT(HRA)					
Service Area	Current Budget	Forecast Outturn	Over/(Under) Spend Month 6	Forecast Over/(Under) Spend Previous Month	Month to Month Change
	£m	£m	£m	£m	£m
Dwelling Rents	(156.846)	(157.346)	(0.500)	(0.500)	0.000
Tenant Service Charges	(18.421)	(18.421)	0.000	0.000	0.000
Non Dwelling Rents	(1.600)	(1.600)	0.000	0.000	0.000
Heating Charges	(2.578)	(2.578)	0.000	0.000	0.000
Leaseholder Charges	(15.173)	(14.898)	0.275	0.275	0.000
Parking Income	(2.350)	(2.350)	0.000	0.000	0.000
PFI Credits	(22.855)	(22.855)	0.000	0.000	0.000
Interest Receivable	(0.750)	(0.750)	0.000	0.000	0.000
Contribution from the General Fund	(0.816)	(0.816)	0.000	0.000	0.000
Other Income	(1.500)	(1.500)	0.000	0.000	0.000
Income	(222.889)	(223.114)	(0.225)	(0.225)	0.000
Repairs and Maintenance	34.060	35.330	1.270	1.270	0.000
General Management	52.314	52.364	0.050	0.050	0.000
PFI Payments	44.233	44.233	0.000	0.000	0.000
Special Services	25.345	25.740	0.395	0.395	0.000
Rents, Rates, Taxes & Other Changes	0.990	0.990	0.000	0.000	0.000
Capital Financing Costs	17.926	17.926	0.000	0.000	0.000
Depreciation (mandatory transfer to Major Repairs	36.009	36.009	0.000	0.000	0.000
Additional transfer to Major Repairs Reserve	0.000	0.000	0.000	0.000	0.000
Bad Debt Provisions	1.250	3.750	2.500	2.500	0.000
Contingency	2.320	2.320	0.000	0.000	0.000
Transfer to HRA Reserves	8.442	8.442	0.000	0.000	0.000
Expenditure	222.889	227.104	4.215	4.215	0.000
(Surplus)/Deficit	0.000	3.990	3.990	3.990	0.000

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Appendix 3: Allocations from Earmarked Reserves

Directorate	Category	Description	Reserve	Forecast drawdown 20/21 £m
Environment and Regeneration	Grant funding spanning more than one financial year	EV (Taxis) Rapid Charging Points Grant Income from DEFRA due to delays in implementation / planning approval	Budget Risk & Insurance	0.098
Environment and Regeneration	Grant funding spanning more than one financial year	Canal Rapid Charging Points Grant Income from DEFRA due to delays in implementation / planning approval	Budget Risk & Insurance	0.027
Environment and Regeneration	Grant funding spanning more than one financial year	Air Quality Grant	Budget Risk & Insurance	0.025
Environment and Regeneration	Grant funding spanning more than one financial year	Tall Buildings Grant	Budget Risk & Insurance	0.043
Environment and Regeneration	Grant funding spanning more than one financial year	Grant money received from the GLA to deliver fuel poverty advice and referrals in the borough	Budget Risk & Insurance	0.040
Environment and Regeneration	One-off expenditure	Archway Projects	Budget Risk & Insurance	0.027
Environment and Regeneration	One-off expenditure	Finsbury Park Projects	Budget Risk & Insurance	0.036
Environment and Regeneration	One-off expenditure	Angelic Energy	Budget Risk & Insurance	0.019
Housing	One-off expenditure	VCS grants/contingency	Budget Risk & Insurance	0.081
People - Children, Employment and Skills	Grant funding spanning more than one financial year	QICS Careers Leaders - Richard Reeves Foundation external funding	Budget Risk & Insurance	0.040
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Programme externally funded by the Department for Work and Pensions (Deaf Program)	Budget Risk & Insurance	0.015
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Externally funded project (City of London Corporation)	Budget Risk & Insurance	0.060
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Music Education Hub grant income from Arts Council funding music education in Schools	Budget Risk & Insurance	0.185
People - Children, Employment and Skills	Grant funding spanning more than one financial year	CCG funding to maintain services for another year	Budget Risk & Insurance	0.189
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Balance on SEND reform grant and SEND employment grant being used to continue implementation of new system of Education Health and Care Plans	Budget Risk & Insurance	0.047
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Project funded by the DfE for the looked after young people and those leaving care to manage their own homes and achieve successful independence	Budget Risk & Insurance	0.086
People - Children, Employment and Skills	Grant funding spanning more than one financial year	National Assessment and Accreditation System funding from the DfE spanning 3 years	Budget Risk & Insurance	0.050
People - Children, Employment and Skills	Grant funding spanning more than one financial year	External grant funding for a project spanning multiple financial years including the Troubled Families Programme	Budget Risk & Insurance	0.753
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Asylum Seekers Grant from the Home Office to support costs in relation to supporting unaccompanied asylum seeking children	Budget Risk & Insurance	0.187
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Home Office grant funding to increase capacity in the service to address and support the increase in Unaccompanied Asylum Seeking Children	Budget Risk & Insurance	0.026
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Choice & Control funding from the CCG (£38k) and DfE Innovations funding (£135k) to fund personal health budgets and continuing care	Budget Risk & Insurance	0.173
People - Children, Employment and Skills	Grant funding spanning more than one financial year	Violence Reduction Unit (VRU) - GLA Grant Funding approved for 2 years (April 2019 to March 2021) across Islington and Camden: £50k committed to fund NHS Camden CAMHS in 2020/21 and £24k Community Strengthening Conferences commissioned for 2020/21	Budget Risk & Insurance	0.074
People - Children, Employment and Skills	One-off expenditure	Youth Council elections occur once every 2 years. Planned underspend in non-election year is carried forward to meet costs of holding elections in the following year.	Budget Risk & Insurance	0.021
People - Children, Employment and Skills	One-off expenditure	COVID-19 support to schools	Budget Risk & Insurance	0.100
People - Children, Employment and Skills	Pooled budgets managed on behalf of partners	Islington hosts the 6 borough Regional Adoption Agency (RAA). Collective underspend belonging to the boroughs making up the RAA.	Budget Risk & Insurance	0.024
People - Children, Employment and Skills	Pooled budgets managed on behalf of partners	Child and Adolescent Mental Health Services funding from previous years	Budget Risk & Insurance	0.016
Resources & CE	Other	Legal Case Management System	Budget Risk & Insurance	0.180
People - AdSS	Transformation	Learning Disability Reviews	Budget Strategy	0.035
People - AdSS	Transformation	Adult Social Care Transformation	Budget Strategy	0.142
People - AdSS	Transformation	Strength Based Reviews	Budget Strategy	0.057
People - Children, Employment and Skills	Transformation	Children's Social Care Transformation	Budget Strategy	1.183
Resources & Chief Executive's directorates	Transformation	Corporate Asset Strategy	Budget Strategy	0.117
Resources & Chief Executive's directorates	Transformation	Enterprise Resource Planning (ERP) project	Budget Strategy	0.167
Cross-Cutting	Transformation	Localities (Fairer Together)	Budget Strategy	0.300
Cross-Cutting	Transformation	Workforce Strategy	Budget Strategy	0.083
Resources & Chief Executive's directorates	Transformation	IT Projects (net of COVID-19 related expenditure)	Budget Strategy	0.800
Cross-Cutting	Transformation	2030 Zero Net Carbon	Budget Strategy	0.500

Appendix 3: Allocations from Earmarked Reserves

Environment and Regeneration	Transformation	People Friendly Streets	Budget Strategy	0.125
Housing	Transformation	Temporary Accommodation projects	Budget Strategy	0.035
Housing	Transformation	Non Recourse to Public Funds (NRP) - reduction in caseload	Budget Strategy	0.027
People - Children, Employment and Skills	Transformation	People directorate transformation team	Budget Strategy	0.100
Resources & Chief Executive's directorates	Transformation	Procurement Capacity	Budget Strategy	0.125
Resources & Chief Executive's directorates	Transformation	Challenging Inequalities	Budget Strategy	0.083
Cross-Cutting	Transformation	Applications upgrades	Budget Strategy	0.250
Cross-Cutting	Transformation	Business Support	Budget Strategy	0.100
Cross-Cutting	Transformation	Customer Experience	Budget Strategy	0.100
People - Children, Employment and Skills	Social Care	*Ensure stability for our Looked After Children and Unaccompanied Asylum Seeking Children (UASC) - invest in developing a specialist foster carers scheme, enhance payments to carers and provide clinical support to carers. This will include substituting UASC grant funding which ends in June 2020 - a project which is successful in achieving status for children and addressing their risks and trauma	Social Care	0.500
People - Children, Employment and Skills	Social Care	*Enhance children's social care commissioning strategy - develop and launch a revised children's social care commissioning strategy, necessary given significant changes in the external market and the increasing complexity and age mix of the Council's caseload	Social Care	0.219
People - Children, Employment and Skills	Social Care	*Family Group Conferences (FGC) feasibility study - to assess solutions for more effectively assisting families and communities to resolve their own problems. FGCs have a strong evidence base and are utilised when children are on the edge of care. This pilot will test the success of utilising this method, intervening earlier within Early Help to avoid escalation to specialist services	Social Care	0.050
People - AdSS	Social Care	*Bring Assistive Technology (AT) to life - create a demonstration space, showcasing equipment and assistive technology to enable independence. Residents, their family members and Council staff will be able to visit this demonstration space in order to look at and try out AT for themselves. In parallel, we will deliver a pilot scheme, at this stage anticipated to target supported living schemes. This investment includes capital elements	Social Care	0.150
People - AdSS	Social Care	*Early intervention offer for young adults - invest in transforming our Adult Prevention and Early Intervention offer for 16-24 year olds by taking a more strategic, inclusive, life course approach	Social Care	0.350
People - AdSS	Social Care	*Invest in Adult Social Care workforce and practice development - with a specific focus on early intervention and strengths-based working	Social Care	0.150
People - AdSS	Social Care	*In-house adult social care services - additional capacity and expertise to deliver a transformation of in-house adult social care services and outcomes for service users, and support associated savings delivery	Social Care	0.100
People - AdSS	Social Care	Discharge to Assess - staff team to support safe discharges from hospital on a rehab pathway	Social Care	0.426
People - AdSS	Social Care	Social work support for hospital discharges, delayed transfer of care, strength based rehab pathways, integrated networks and continuing health care	Social Care	0.271
People - AdSS	Social Care	Nurse Support for Care Homes – this is an ongoing need to drive up clinical quality and address any issues at an early stage. In addition, providing ongoing support to maintain clinical leadership and standards and to act as a trusted assessor	Social Care	0.065
		Total		9.231

**Previously Agreed by Full Council as part of 2020/21 Budget Proposals*

Appendix 3: Capital Programme 2020/21 to 2022/23 - Month 6

Directorate/Scheme	2020/21							2021/22	2022/23	2020/21 to 2022/23
	Original Budget	Budget Changes	Current Budget	Forecast Outturn	Forecast Variance	Expenditure to Date	2020/21 Budget Spent to Date	Budget	Budget	Budget
	£m	£m	£m	£m	£m	£m	%	£m	£m	£m
ENVIRONMENT AND REGENERATION										
Cemeteries	0.000	0.016	0.016	0.016	0.000	(0.021)	(131.3%)	0.000	0.000	0.016
Bunhill Energy Centre Phase 2	1.026	1.990	3.016	3.016	0.000	0.648	21.5%	0.000	0.000	3.016
Greenspace	0.000	1.236	1.236	0.716	(0.520)	0.206	16.7%	0.000	0.000	1.236
Highways	1.400	0.784	2.184	2.184	0.000	0.444	20.3%	1.400	1.400	4.984
Leisure	0.288	0.092	0.380	0.380	0.000	0.075	19.7%	0.375	0.375	1.130
Section 106/CIL Funded Schemes	5.000	(2.750)	2.250	2.250	0.000	0.000	0.0%	5.000	5.000	12.250
Council Building Renovation (Special Projects)	0.000	0.413	0.413	0.328	(0.085)	0.000	0.0%	0.000	0.000	0.413
Traffic and Engineering	2.500	(0.483)	2.017	2.017	0.000	0.516	25.6%	2.500	2.500	7.017
People Friendly Streets (Including Traffic Enforcement)	3.000	1.986	4.986	4.486	(0.500)	2.218	44.5%	0.000	0.000	4.986
Vehicle Replacement	2.000	1.178	3.178	3.178	0.000	0.215	6.8%	1.000	2.000	6.178
Sobell Leisure Centre	0.445	0.000	0.445	0.445	0.000	0.000	0.0%	0.000	0.000	0.445
Cally Pool	0.250	0.000	0.250	0.000	(0.250)	0.000	0.0%	0.000	0.000	0.250
New River Walk	0.450	0.000	0.450	0.450	0.000	0.000	0.0%	0.000	0.000	0.450
Playground water features	0.450	0.000	0.450	0.450	0.000	0.000	0.0%	0.000	0.000	0.450
Highbury Bandstand/Highbury Fields	0.250	0.000	0.250	0.030	(0.220)	0.000	0.0%	0.000	0.000	0.250
Bingfield Park (including Crumbles Castle legacy)	0.250	0.000	0.250	0.002	(0.248)	0.004	1.6%	0.000	0.000	0.250
Wray Crescent Cricket Pavilion	0.130	0.000	0.130	0.030	(0.100)	0.002	1.5%	0.000	0.000	0.130
Tufnell Park all-weather pitch	0.300	0.000	0.300	0.000	(0.300)	0.000	0.0%	0.000	0.000	0.300
Vehicle fleet electrification	1.500	0.000	1.500	1.500	0.000	0.000	0.0%	0.000	0.000	1.500
CCTV upgrade	0.490	0.000	0.490	0.490	0.000	0.000	0.0%	0.000	0.000	0.490
Finsbury Leisure Centre	0.400	0.000	0.400	0.400	0.000	0.000	0.0%	0.000	0.000	0.400
Economic Development	0.000	0.739	0.739	0.739	0.000	0.000	0.0%	0.000	0.000	0.739
Transport Planning	0.000	0.000	0.000	0.000	0.000	0.013	0.0%	0.000	0.000	0.000
CCTV other	0.000	0.059	0.059	0.059	0.000	0.000	0.0%	0.000	0.000	0.059
Total Environment and Regeneration	20.129	5.260	25.389	23.166	(2.223)	4.320	17.0%	10.275	11.275	46.939
HOUSING										
<i>Housing Revenue Account</i>										
Major Works and Improvements	38.438	0.000	38.438	28.000	(10.438)	6.300	16.4%	54.698	56.908	150.044
New Build Programme	59.639	4.600	64.239	35.400	(28.839)	8.700	13.5%	72.267	65.773	202.279
Jean Stokes community hub	0.250	0.000	0.250	0.250	0.000	0.000	0.0%	0.000	0.000	0.250
Temporary Accommodation	23.850	3.900	27.750	27.764	0.014	10.400	37.5%	0.000	0.000	27.750
<i>Housing General Fund</i>										
New Build Open Market Sales	20.169	0.000	20.169	8.096	(12.073)	0.000	0.0%	21.135	12.728	54.032
Total Housing	142.346	8.500	150.846	99.510	(51.336)	25.400	67.4%	148.100	135.409	434.355
PEOPLE										
Central Foundation School Expansion	0.120	0.331	0.451	0.451	0.000	0.000	0.0%	0.000	0.000	0.451
Central Library Renovation	0.000	0.252	0.408	0.438	0.030	0.300	73.5%	0.000	0.000	0.408
Dowry Street/Primary PRU	0.000	0.027	0.027	0.027	0.000	0.006	22.2%	0.000	0.000	0.027
Early Years Capital	0.550	0.256	0.806	0.760	(0.046)	0.006	0.7%	0.000	0.000	0.806
Primary Schools Condition Schemes/Schools Modernisation	1.227	1.791	3.018	2.858	(0.160)	0.405	13.4%	0.000	0.000	3.018
Highbury Grove School Expansion	0.000	0.167	0.167	0.167	0.000	0.034	20.4%	0.000	0.000	0.167
Other Schools/Contingency	0.000	0.086	0.086	0.086	0.000	0.010	11.6%	2.988	0.000	3.074
Schools Matching Capital Programme	0.200	0.000	0.200	0.200	0.000	0.000	0.0%	0.000	0.000	0.200
Special Provision Capital Fund	0.000	0.000	0.000	0.000	0.000	0.000	0.0%	2.251	0.000	2.251
School Condition Works	0.000	0.982	0.982	0.300	(0.682)	0.014	1.4%	0.000	0.000	0.982
Tufnell Park School Expansion	0.750	(0.044)	0.706	0.706	0.000	0.025	3.5%	0.250	0.000	0.956
Adult social care commissioned services (18 Highbury Grove, 76-80 Isledon Road, 35 Ashley Road, 48 Despard Road)	0.265	0.402	0.667	0.000	(0.667)	0.000	0.0%	0.000	0.000	0.667
St Anne's residential care home, 60 Durham Road	0.200	0.000	0.200	0.200	0.000	0.000	0.0%	0.000	0.000	0.200
Wray Court and Orchard Close residential care homes for people with learning difficulties	0.200	0.000	0.200	0.200	0.000	0.000	0.0%	0.000	0.000	0.200
Early Years and Children's Centres	0.833	0.000	0.833	0.296	(0.537)	0.000	0.0%	0.000	0.000	0.833
Libraries Modernisation	0.500	0.020	0.520	0.020	(0.500)	0.003	0.6%	0.000	0.000	0.520
Martin Luther King Adventure Playground	0.350	0.000	0.350	0.300	(0.050)	0.000	0.0%	0.000	0.000	0.350
Cornwallis Adventure Playground	0.350	0.000	0.350	0.300	(0.050)	0.000	0.0%	0.000	0.000	0.350
Hayward Adventure Playground	0.050	0.000	0.050	0.050	0.000	0.000	0.0%	0.000	0.000	0.050
South Library	0.300	0.000	0.300	0.000	(0.300)	0.000	0.0%	0.000	0.000	0.300
48 Seven Sisters Road	0.000	0.400	0.400	0.400	0.000	0.000	0.0%	0.000	0.000	0.400
Total People	5.895	4.670	10.721	7.759	(2.962)	0.803	7.5%	5.489	0.000	16.210
Resources/Corporate										
Bridge School-Cladding Replacement	2.975	(0.183)	2.792	2.234	(0.558)	0.090	3.2%	0.000	0.000	2.792
Total Resources/Corporate	2.975	(0.183)	2.792	2.234	(0.558)	0.090	3.2%	0.000	0.000	2.792
TOTAL CAPITAL PROGRAMME	171.345	18.247	189.748	132.669	(57.078)	30.613	16.1%	163.864	146.684	500.296

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Report of: Director of Law and Governance

Meeting of	Date	Agenda Item	Ward(s)
Policy and Performance Scrutiny Committee	03 December 2020	G1	All

Delete as appropriate	Exempt	Non-exempt
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**SUBJECT: MONITORING OF RECOMMENDATIONS OF REVIEW COMMITTEES
TIMETABLE FOR TOPICS, POLICY AND PERFORMANCE
COMMITTEE'S WORK PROGRAMME, KEY DECISIONS**

1. Synopsis

To inform the Policy and Performance Scrutiny Committee of the timetable of the Review Committees scrutiny topics for the remainder of the municipal year, the timetable for monitoring the recommendations of the Review Committees, the current situation on the Policy and Performance Scrutiny Committee's work programme, and Key Decisions.

2. Recommendation

That the Policy and Performance Scrutiny Committee note the timetable and the arrangements for monitoring the recommendations of the Review Committees, the current work programme, and the key decisions.

3. Background

Attached to this report are the details of the work programme and timetable for the Review Committees for the remainder of the municipal year, the arrangements for monitoring the recommendations of review committees, key decisions details, and the Policy and Performance Scrutiny Committee's work programme.

PTO

4. Implications

4.1 Environmental Implications

None specific at this stage

4.2 Legal Implications

Not applicable

4.3 Financial Implications

None specific at this stage

4.4 Equality Impact Assessment

None specific at this stage

Final Report Clearance

Signed by



Director of Corporate Resources

Date

Received by

Head of Democratic Services

Date

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FORWARD PLAN OF KEY DECISIONS



ISLINGTON

KEY DECISIONS TO BE CONSIDERED BY THE EXECUTIVE/COMMITTEE/OFFICERS FOR THE PERIOD TO THE EXECUTIVE MEETING ON 21 JANUARY 2021 AND BEYOND

Page 111

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FORWARD PLAN OF KEY DECISIONS

KEY DECISIONS TO BE CONSIDERED BY THE EXECUTIVE/COMMITTEES/OFFICERS

FOR THE PERIOD TO THE EXECUTIVE MEETING ON 21 JANUARY 2021 AND BEYOND

This document sets out key decisions to be taken by the Executive within the next 28 days, together with any key decisions by Committees of the Executive, individual Members of the Executive and officers. It also includes potential key decisions beyond that period, though this is not comprehensive and items will be confirmed in the publication of the key decisions document 28 days before a decision is taken.

It is likely that all or a part of each Executive meeting will be held in private and not open to the public. This may be because an appendix to an agenda item will be discussed which is likely to lead to the disclosure of exempt or confidential information. The items of business where this is likely to apply are indicated on the plan below.

If you wish to make representations about why those parts of the meeting should be open to the public, please contact Democratic Services at least ten clear days before the meeting.

The background documents (if any) specified for any agenda item below, will be available on the Democracy in Islington web pages, five clear days before the meeting, at this link - <http://democracy.islington.gov.uk/> - subject to any prohibition or restriction on their disclosure. Alternatively, please contact Democratic Services on telephone number 020 7527 3005/3184 or via e-mail to democracy@islington.gov.uk to request the documents.

If you wish to make representations to the Executive about an agenda item, please note that you will need to contact the Democratic Services Team on the above number at least 2 days before the meeting date to make your request.

Please note that the decision dates are indicative and occasionally subject to change. Please contact the Democratic Services Team if you wish to check the decision date for a particular item.

A key decision is 1. an executive decision (other than a decision which relates to the placement of an individual, be that an adult or child) which is likely to result in expenditure or a receipt which is, or the making of savings which are, significant (i.e. in excess of £500,000 revenue or £1m capital), or to have significant effects on those living or working in an area comprising two or more Wards or, in respect of a disposal of land, where the proposed receipt (or reasonable pre-sale estimate in the case of an auction sale) exceeds £1.5m, or in respect of the acquisition of land or property, the proposed expenditure (or reasonable estimate prior to entering into the contract) exceeds £500,000; or

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FORWARD PLAN OF KEY DECISIONS

	Subject/Decision	Ward (s)	Decision taker	Date(s) of decision	Background papers	If all or part of the item is exempt or confidential this will be stated below and a reason given. If all the papers are publically accessible this column will say 'Open'.	Corporate Director/Head of Service Executive Member (including e-mail address)
1.	Procurement strategy and contract award for Occupational Health Service	All	Corporate Director of Resources	24 November 2020	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	David Hodgkinson David.hodgkinson@islington.gov.uk
2.	Net Zero Carbon Strategy - Adoption	All	Executive	26 November 2020	None	Open	Keith Townsend Keith.townsend@islington.gov.uk Councillor Rowena Champion, Executive Member for Environment and Transport rowena.champion@islington.gov.uk
3.	Adoption of Islington's Transport Strategy	All	Executive	26 November 2020	None	Open	Keith Townsend Keith.townsend@islington.gov.uk Councillor Rowena Champion, Executive Member for Environment and Transport rowena.champion@islington.gov.uk
4.	Purchase of property at Stacey Street	Finsbury Park	Executive	26 November 2020	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk Councillor Diarmaid Ward, Executive Member for Housing & Development diarmaid.ward@islington.gov.uk

FORWARD PLAN OF KEY DECISIONS

	Subject/Decision	Ward (s)	Decision taker	Date(s) of decision	Background papers	Is all or part of this item likely to refer to exempt or confidential information and therefore require exclusion of the press and public from the meeting?	Corporate Director/Head of Service Executive Member (including e-mail address)
5.	Procurement strategy and contract award for security, static guarding and key holding services for public buildings	n/a	Executive	26 November 2020	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Stephen Biggs stephen.biggs@islington.gov.uk Councillor Satnam Gill OBE, Executive Member for Finance and Performance satnam.gill@islington.gov.uk
Page 114	Youth Safety Strategy	All Wards	Executive	26 November 2020	None	Open	Carmel Littleton carmel.littleton@islington.gov.uk Councillor Kaya Comer-Schwartz, Executive Member for Children, Young People and Families kaya.comerschwartz@islington.gov.uk
	7.	Contract award for supported housing for adults with complex needs	All	Corporate Director of People	3 December 2020	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)

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FORWARD PLAN OF KEY DECISIONS

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8.	Procurement strategy for electric vehicle infrastructure at the Waste Recycling Centre	All Wards	Corporate Director Environment and Regeneration	11 December 2020	None	Open	Keith Townsend Keith.townsend@islington.gov.uk
9.	Contract award for construction of 11 supported living units and associated improvements on Windsor Street site	St Peter's	Corporate Director of Housing	24 December 2020	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk
10.	Contract award for electrical testing, servicing and remedial works	All Wards	Corporate Director of Housing	18 January 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk

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11.	Contract award for CCTV	All Wards	Corporate Director Environment and Regeneration	20 January 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Keith Townsend Keith.townsend@islington.gov.uk
12.	Payment of London Living Wage across Islington-based Care UK services	All Wards	Executive	21 January 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Carmel Littleton carmel.littleton@islington.gov.uk Councillor Nurullah Turan, Executive Member for Health and Social Care nurullah.turan@islington.gov.uk
13.	Procurement strategy for specialist adaptations including installations and repairs for disabled residents	All Wards	Executive	21 January 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk Councillor Diarmaid Ward, Executive Member for Housing & Development diarmaid.ward@islington.gov.uk

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14.	Budget proposals 2021-22	All	Executive	21 January 2021	None	Open	David Hodgkinson David.hodgkinson@islington.gov.uk Councillor Satnam Gill OBE, Executive Member for Finance and Performance satnam.gill@islington.gov.uk
15.	Triangle Estate - appropriation of land	Bunhill	Executive	21 January 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk Councillor Diarmaid Ward, Executive Member for Housing & Development diarmaid.ward@islington.gov.uk
16.	Procurement strategy for mental health accommodation	All Wards	Executive	21 January 2021	None	Open	Carmel Littleton carmel.littleton@islington.gov.uk Councillor Nurullah Turan, Executive Member for Health and Social Care nurullah.turan@islington.gov.uk

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17.	Multiple refuse and recycling collection charges	All Wards	Executive	21 January 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Keith Townsend Keith.townsend@islington.gov.uk Councillor Rowena Champion, Executive Member for Environment and Transport rowena.champion@islington.gov.uk
18 Page 118	Procurement strategy for the Parking pay by phone contract 2021	All Wards	Executive	21 January 2021	None	Open	Keith Townsend Keith.townsend@islington.gov.uk Councillor Rowena Champion, Executive Member for Environment and Transport rowena.champion@islington.gov.uk
19.	Leisure Strategy	All	Executive	21 January 2021	None	Open	Keith Townsend Keith.townsend@islington.gov.uk Councillor Nurullah Turan, Executive Member for Health and Social Care nurullah.turan@islington.gov.uk

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20.	Contract award for the construction of 42 new build homes and improvements to Hathersage Court and Besant Court	Mildmay	Corporate Director of Housing	27 January 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk
21.	Appropriation of land on Windsor Street for planning purposes	St Peter's	Executive	11 February 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk Councillor Diarmaid Ward, Executive Member for Housing & Development diarmaid.ward@islington.gov.uk
22.	School Admission Arrangements 2022/23	All	Executive	11 February 2021	None	Open	Carmel Littleton carmel.littleton@islington.gov.uk Councillor Kaya Comer-Schwartz, Executive Member for Children, Young People and Families kaya.comerschwartz@islington.gov.uk

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23.	Budget proposals 2021/22	All	Executive	11 February 2021	None	Open	David Hodgkinson David.hodgkinson@islington.gov.uk Councillor Satnam Gill OBE, Executive Member for Finance and Performance satnam.gill@islington.gov.uk
Page 120	Contract award for refurbishment works to 173 Highbury Quadrant to produce 3 units of highly energy efficient housing with a "fabric first approach" and for the construction of a new build 3 bedroom house	Highbury East	Corporate Director of Housing	9 March 2021	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk

Membership of the Executive

<u>Councillors:</u>	<u>Portfolio</u>
Richard Watts	Leader
Rowena Champion	Environment and Transport
Kaya Comer-Schwartz	Children, Young People and Families

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	Satnam Gill OBE Sue Lukes Una O'Halloran Asima Shaikh Nurullah Turan Diarmaid Ward	Finance and Performance Community Safety Community Development Inclusive economy and jobs Health and Social Care Housing and Development					

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OUTSTANDING SCRUTINY REVIEWS – UPDATED 14 October 2020

SCRUTINY REVIEWS 2018/19:						
SCRUTINY REVIEW	COMMITTEE	DATE SUBMITTED DUE TO GO TO EXECUTIVE	RESPONSE TO RECOMMENDATIONS DUE (3 months after submission to Exec)	RESPONSE TO RECOMMENDATIONS SUBMITTED (?)	12 MONTH REPORT DUE TO ORIGINAL REVIEW COMMITTEE	LEAD OFFICER
Responsive Repairs	Housing Scrutiny Committee	JB 17 Sept 2019 Exec 17 Oct 2019	Oct – Dec 2019	JB 14 Jan 2020 Exec 6 Feb 2020	13 October 2020	Damian Dempsey & Stuart Fuller
GP Surgeries	Health and Care Scrutiny Committee	JB 18 June 2019 Exec 11 July 2019	July – Oct 2019	JB 10 Dec 2019 Exec 16 Jan 2020	10 Sep 2020	Julie Billett
Volunteers and Resident engagement with Parks and Open Spaces	Environment and Regeneration	JB 16 Jul 2019 Exec 19 Sept 2019	Sept – Nov 2019	JB 30 April 2020 Exec 18 June 2020	17 December 2020	Barry Emmerson
Permanent and fixed period exclusion from school	Children's Services	JB 21 May 2019 Exec 20 Jun 2019	Jul – Sept 2019	JB 29 Oct 2019 Exec 28 Nov 2019	20 July 2020	Candy Holder
Universal Credit	Policy and Performance	JB 16 Jul 2019 Exec 19 Sept 2019	Sept – Nov 2019	JB 25 Feb 2020 Exec 19 Mar 2020	3 Dec 2020	N/A

SCRUTINY REVIEWS 2019/20:						
SCRUTINY REVIEW	COMMITTEE	DATE SUBMITTED DUE TO GO TO EXECUTIVE	RESPONSE TO RECOMMENDATIONS DUE (3 months after submission to Exec)	RESPONSE TO RECOMMENDATIONS SUBMITTED (?)	12 MONTH REPORT DUE TO ORIGINAL REVIEW COMMITTEE	LEAD OFFICER
Major Works	Housing Scrutiny Committee	JB 3 Nov Exec 26 Nov 2020		JB 19 Jan 2021 Exec 11 Feb 2021		Christine Short
Private Rented Sector (Miri review)	Housing Scrutiny Committee	JB 3 Nov Exec 26 Nov 2020				Jan Hart / Ina Van Der Palen
Adult Paid Carers	Health and Care Scrutiny Committee	TBC – Committee considering further evidence				Jess Mcgregor / Jon Tomlinson
Behavioural Change	Environment and Regeneration	JB 19 Jan 2021 Exec 11 Feb 2021				Emma Kidd / Lynn Stratton
Equality in Educational Outcomes	Children's Services	JB 21 July 2020 Exec 10 Sept 2020	Sept 2020	JB 15 Sept 2020 Exec 15 Oct 2020	September 2021	Mark Taylor / Anthony Doudle
None.	Policy and Performance	N/A	N/A	N/A	N/A	N/A

SCRUTINY REVIEWS 2020/21						
SCRUTINY REVIEW	COMMITTEE	DATE SUBMITTED DUE TO GO TO EXECUTIVE	RESPONSE TO RECOMMENDATIONS DUE (3 months after submission to Exec)	RESPONSE TO RECOMMENDATIONS SUBMITTED (?)	12 MONTH REPORT DUE TO ORIGINAL REVIEW COMMITTEE	LEAD OFFICER
	Housing Scrutiny Committee	Date TBC - Spring 2021	TBC	TBC	TBC	TBC
	Health and Care Scrutiny Committee	Date TBC - Spring 2021	TBC	TBC	TBC	TBC
	Environment and Regeneration	Date TBC - Spring 2021	TBC	TBC	TBC	TBC
Page 125	Children's Services	Date TBC - Spring 2021	TBC	TBC	TBC	TBC
	Policy and Performance	Date TBC - Spring 2021	TBC	TBC	TBC	TBC

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POLICY AND PERFORMANCE SCRUTINY COMMITTEE WORK PROGRAMME 2020/21**MEETING ON 2 JULY 2020 (STATUTORY DESPATCH DATE – 24 JUNE)**

1. COVID 19 – Update*
2. Monitoring item (Council Forward Plan / Scrutiny updates/Work Programme)
3. Revenue Outturn 2019/20
4. Executive Member Community Development Presentation – Written report – Written questions from Members
5. Leader – Presentation of Executive Priorities – 2020/21 – Written report – Written questions from Members
6. Use of Agency staff/Interims
7. Call ins (if any)

*COVID 19 Reports to include updates on unemployment, sickness, financial and UC implications when appropriate

IF ANY ITEMS NOT ABLE TO BE DEALT WITH ON 2 JULY CAN BE DEFERRED TO 30 JULY

MEETING ON 30 JULY 2020 (STATUTORY DESPATCH DATE – 22 JULY)

1. COVID 19 – Update
2. Monitoring item (Council Forward Plan / Scrutiny updates/Work Programme)
3. Financial Monitoring/Budget position
4. Scrutiny Topics – Approval Review Committees topic
5. Call-ins (if any)

MEETING ON 17 SEPTEMBER 2020 (STATUTORY DESPATCH DATE – 9 SEPTEMBER)

1. COVID 19 – Update - Staffing
2. Monitoring item (Council Forward Plan / Scrutiny updates/Work Programme)
3. Budget Monitoring Report
4. Universal Credit/UC Board feedback
5. 2019/20 Corporate Performance Report
6. Thames Water update
7. Well run Council performance statistics
8. Call-ins (if any)

MEETING ON 22 OCTOBER 2020 (STATUTORY DESPATCH DATE – 14 OCTOBER)

1. COVID 19 – Update
2. Membership/Terms of Reference etc.
3. Monitoring item (Council Forward Plan / Scrutiny updates/Work Programme)
4. Budget Monitoring Report
5. Annual Crime and Disorder report
6. Call-ins (if any)
7. Work Programme 2020/21

MEETING ON 3 DECEMBER 2020 (STATUTORY DESPATCH DATE – 25 NOVEMBER)

1. COVID 19 – Update/Employment/Local Economy
2. Use of Agency staff/interims/consultants
3. Council sickness
4. Financial Monitoring
5. Monitoring Report/Work Programme/Forward Plan/Scrutiny updates
6. Call-ins (if any)

MEETING ON 28 JANUARY 2021 (STATUTORY DESPATCH DATE – 20 JANUARY)

1. COVID 19 – Update
2. Monitoring item (Council Forward Plan / Scrutiny updates/Work Programme)
3. Budget Monitoring Report
4. Budget Setting 2021/22
5. Scrutiny Review – Determination of topic
6. Performance update – Quarters 2 Well run Council/Crime Statistics
7. Performance management presentation – HR Director
8. iCo Update
9. Call-ins (if any)

MEETING ON 1 MARCH 2021 (STATUTORY DESPATCH DATE – 19 FEBRUARY)

1. COVID 19 – Update
2. Monitoring item (Council Forward Plan / Scrutiny updates/Work Programme)
3. Budget Monitoring Report
4. Presentation by Executive Member – Finance and Performance
5. Scrutiny witness evidence (if appropriate)
6. iCo Update
7. Call-ins (if any)

MEETING ON 25 MARCH 2021 (STATUTORY DESPATCH DATE – 17 MARCH)

1. COVID 19 – Update

2. Monitoring item (Council Forward Plan / Scrutiny updates/Work Programme)
3. Budget Monitoring Report
4. Presentation by Executive Member – Community Development
5. Scrutiny Review – witness evidence (if appropriate)
6. Use of Agency Staff / interims /consultants
7. Council sickness
8. Council Performance Report Quarter 3 – Well-run Council
9. Gender Pay Gap
10. Call-ins (if any)

MEETING ON 6 MAY 2021 (STATUTORY DESPATCH DATE – 28 APRIL)

1. COVID 19 – Update
2. Monitoring item (Council Forward Plan / Scrutiny updates/Work Programme)
3. Budget Monitoring Report
4. Presentation of EM Community Safety/Crime statistics
5. Scrutiny Draft recommendations(if appropriate)
6. Call-ins (if any)

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