



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

AGENDA FOR THE ENVIRONMENT AND REGENERATION SCRUTINY COMMITTEE

Members of the Environment and Regeneration Scrutiny Committee are summoned to a meeting, which will be held remotely via Zoom on **16 November 2020 at 7.30 pm.**

Link to the meeting: <https://weareislington.zoom.us/j/98297478116>

Enquiries to : Ola Adeoye
Tel : 020 7527 3044
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Despatched : 8 November 2020

Membership

Councillor Dave Poyser (Chair)
Councillor Roulin Khondoker (Vice-Chair)
Councillor Tricia Clarke
Councillor Paul Convery
Councillor Phil Graham
Councillor Clare Jeapes
Councillor Gulcin Ozdemir
Councillor Kadeema Woodbyrne
Councillor Caroline Russell

Substitute Members

Councillor Santiago Bell-Bradford
Councillor Janet Burgess MBE
Councillor Osh Gantly
Councillor Sara Hyde
Councillor John Woolf

Quorum is 4 members of the Committee



A. Formal Matters **Pages**

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

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

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

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

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

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

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

4. Minutes of Previous Meeting 1 - 8
5. Chair's Report
6. Order of Business

7. 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 Decision/Discussion	Pages
1.	Islington Biodiversity Action Plan 2020 to 2025	9 - 20
2.	Quarter 1 Performance Indicator Reports 2020/2021 - Employment and Economic Development	21 - 36
3.	Annual Report of the Executive Member for Economic Development 2019/2020	37 - 82
4.	Scrutiny Review - Overview of the Council's 2030 Net Zero Carbon Programme - To follow	83 - 84
5.	Work Programme 2020/2021	85 - 86

C. Urgent non-exempt items (if any)

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

D. Exclusion of press and public

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

E. Confidential/exempt items **Pages**

F. Urgent exempt items (if any)

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

The next meeting of the Environment and Regeneration Scrutiny Committee will be on 17
December 2020

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London Borough of Islington

Environment and Regeneration Scrutiny Committee - 29 September 2020

Minutes of the Virtual meeting of the Committee on 29 September 2020 at 7.30 pm.

Present: **Councillors:** Poyser (Chair), Khondoker (Vice-Chair), Clarke, Convery, Jeapes, Graham, Ozedmir, Russell and Woodbyrne

Councillor Dave Poyser in the Chair

382 APOLOGIES FOR ABSENCE (Item 1)

There were no apologies for absence

383 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

There were no declarations of substitute members

384 DECLARATIONS OF INTEREST (Item 3)

Councillor Convery declared a personal interest in item B2 Angelic Energy update as he was a former customer of Angelic Energy

385 MINUTES OF PREVIOUS MEETING (Item 4)

RESOLVED:

That the minutes of the meeting held on 28 July 2020 be confirmed as an accurate record of proceedings and the Chair be authorised to sign them.

386 CHAIR'S REPORT (Item 5)

The Chair stated that he had had discussions with officers on Angelic Energy, the draft scrutiny review on Behavioural Change, and had discussed a non-formal joint scrutiny with the Chair of the Housing Scrutiny Committee, Councillor O'Sullivan on net Zero Carbon emissions 2030 in relation to retrofitting homes etc. Items on Angelic Energy and Behavioural Change were on the agenda that evening

The Chair added that the Annual Environment public meeting, as agreed at Council, would be held next March and this would be added to the work programme

387 ORDER OF BUSINESS (Item 6)

The Chair stated that the order of business would be as per the agenda

388 PUBLIC QUESTIONS (Item 7)

The Chair outlined the procedure for Public questions

389 **MEMBERSHIP, TERMS OF REFERENCE AND DATES OF MEETINGS (Item B1)**

RESOLVED:

That the membership, terms of reference, and dates of meetings be noted

390 **SCRUTINY REVIEW: BEHAVIOURAL SCIENCE - DRAFT REPORT AND RECOMMENDATIONS (Item B2)**

Members considered the revised draft recommendations circulated

During consideration the following main points were made –

- A Member stated that in her view the report needed to be more concise, and that there needed to be a clear statement of aims and targets included in the report
- In relation to a question as to the sum needed for ‘pump prime’ funding it was stated that the budget was being looked at in terms of the budget required to achieve Net Zero Carbon 2030 and more work needed to be done, but a decision would be made by the Executive as part of the budget making process
- A Member stated that she felt that there was a need for the report needed to reflect the need for change in behaviours in areas, such as heating and recycling, and also reflect the relationship to the Net Zero Carbon 2030 aims. There also needed to be consideration given as to how ‘nudge’ techniques would be used to change behaviours

RESOLVED:

That in view of the comments above, approval of the report be deferred until the next meeting of the Committee, and Members be requested to submit any changes they wish to be made to the report for consideration

391 **ANGELIC ENERGY - UPDATE (Item B3)**

Councillor Rowena Champion, Executive Member Environment and Transport was present, and accompanied by Keith Townsend, Director of Environment and Regeneration

Keith Townsend gave a verbal update on the position with regard to Angelic Energy to the Committee

During discussion the following main points were made –

- Robin Hood Energy, parent company of Angelic Energy, had sold the business to British Gas, and the Council were looking at the options to provide opportunities for residents who were customers of Angelic Energy to transfer to a comparable cheaper provider
- It was stated that two providers had been looked at, Peoples Energy and London Power, who were the white label supplier for the GLA, and that options were being looked at for a Housing Energy contract
- Members were informed that Robin Hood Energy had breached the terms of their contract with the Council and this was being pursued
- A Member expressed concern that nearly half of Angelic customers in the borough had come from Housing voids, and that these were the customers who were likely to be less digitally aware, and enquired how these residents

would be reached, given that the information on Angelic customers were not available to the Council.

- The Corporate Director acknowledged that information will be made available support customers affected on Angelic Energy and the Council websites. The information would also include how to switch suppliers and with customers being signposted to SHINE. In addition the Council will use the electronic noticeboards on estates to provide information and that considering the Council has access to postcodes of Angelic customers in the borough, it was felt that a high level of reach could be achieved.
- In response to concerns that there had been warning signs of financial problems for Robin Hood Energy as far back as 2019, it was stated that assurances had been given by Robin Hood Energy that the Chief Executive and Financial Director had been replaced, and Nottingham City Council who were the parent guarantor of Robin Hood Energy had put additional monies in. The Council had received assurances about the stability of Robin Hood Energy, however Council staff decided to monitor the situation, and a report was planned to look at review the situation and look at options in October
- Members expressed concern that the Council had promoted Angelic Energy in good faith, and it was extremely disappointing that this situation had arisen, and that in future consideration should be given as to whether the Council should promote providers. A Member stated that it was even more disappointing, that despite the Committee raising concerns 18 months ago, that the former Executive Member for Environment and Transport had assured the Committee that the situation was satisfactory
- Members were informed that the Council would endeavour to reach as many customers of Angelic Energy as possible

RESOLVED:

That the verbal update be noted, and that a representative of London Power be invited to the next meeting of the Committee

The Committee thanked Councillor Champion and Keith Townsend for the update

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QUARTER 1 PERFORMANCE REPORT 2020/21- ENVIRONMENT AND PLACE (Item B5)

Councillor Rowena Champion, Executive Member, Environment and Transport was present, and was accompanied with Keith Townsend, Director of Environment and Regeneration

During consideration of the report the following main points were made –

- Recycling rate – this has shown an increase from 29.3% to 29.6% from the previous year
- Missed collections – average missed rate collections in Q1 were a strong 267 compared to the 20/21 target of 305
- Determination of planning applications was on or above target

- Leisure centre visits were reduced to COVID, however the reopening of Highbury Fields pool is on schedule to reopen in January 2021
- A Member stated that whilst it was good to see that road deaths had reduced, however the reference to road traffic accidents should not be used in future, and the Executive Member stated that she would endeavour to ensure this was reflected in future reports

The Chair thanked Councillor Champion and Keith Townsend for their presentation

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LOW TRAFFIC NEIGHBOURHOODS/PEOPLE FRIENDLY STREETS - PRESENTATION (Item B4)

Martin Cooijmans, Head of Strategic Projects and Transport Planning and Interim Head of Traffic was present, together with Ayanda Collins, Traffic and Parking Programme Manager, and outlined the report

During discussion the following main points were made –

- Context – transport challenges – climate emergency, traffic casualties, inactivity obesity crisis, air pollution
- Data – walking and cycling improves physical and mental health, reduces air pollution and less traffic on residential streets
- Impact of COVID – public transport running at one fifth of normal capacity, many journeys will be made by other means, nearly 70% of residents do not have access to a private vehicle, modelling shows that without action there will be significantly more motorised traffic than before the pandemic
- Strategic context – Corporate strategy, Draft Transport strategy, Draft Zero Carbon strategy, Budget commitment
- People Friendly streets – aim to make it easier and safer to walk and cycle, for people to be healthier, to allow social distancing and to help people enjoy their area. Early engagement launched in May
- People Friendly streets – low traffic neighbourhoods – a third to be delivered by the end of 2020, to date implemented in St.Peters and Canonbury East
- People Friendly streets – cycleways – permanent lanes under construction Highbury Fields to Finsbury Park and Balls Pond Road section of superhighway 1, and pop up cycle lanes under construction in York Way and Pentonville Road to Holloway Road
- People Friendly streets is a cross- Council programme
- Key lessons – Emergency services understanding requirements, correspondence – sufficient staff resource available, nimble response -making amendments where needed, communication getting the message right, and understanding proposals – good graphics and explanation of local access
- Next steps – Delivering more people-friendly streets schemes and cycleways, listening to residents feedback, making adjustments where needed. Monitoring impact of changes and public consultation after 12 months and decision after 18 months
- School streets – All primary schools not on main roads to be School Streets by end of 2020 – timed restrictions with camera enforcement. 13 historic

school streets which were pre-COVID, 16 delivered over the Summer, and 10 more to be delivered by end of year

- In response to a question it was stated that consideration was being given as to how improvements can be made to air quality on main roads. In relation to school streets the programme had been carried out very quickly, and there were problems with the installation of cameras at some school sites, however these installations would be carried out as soon as possible, and appropriate signage displayed Enforcement officers were at schools where cameras were not yet working
- In response to a question as to the ramps for disabled access at Highbury Barn, it was stated that as these were not fixed ramps, and that officers would regularly check that the ramps had not been moved
- Reference was made to the changes at Mayton Street, and that this could impact on Grafton school, and that traffic could increase by the school. It was stated that this was being looked at in order to ensure that this was not the case
- Discussion took place as to the need to ensure that communications to residents about the low traffic neighbourhoods needed to be improved, and it was stated that work was taking place, and that in future better information would be provided on schemes, especially in relation to communication with emergency services. In addition, more improvements for disabled residents were planned, such as ramps and dropped kerbs
- A Member stated that it was important to work closely with the Mayor of London on People Friendly Streets, and there was a need to ensure that cycleways had appropriate crossing points, especially in Holloway Road. It was stated that discussions are taking place with the Mayor in this regard
- A Member expressed the view that this was an ambitious project, and that whilst there was vociferous opposition to some of the proposals, this was an extremely important scheme to shift traffic from residential streets onto main roads. However, there was a need to engage Google and Ways to ensure that satellite navigation systems were kept up to date on the changes made. It was stated that TfL had links to the apps suppliers, and that work is taking place to inform them of changes. School streets however is a more complicated situation, however work is taking place with TfL on this
- Members stressed the importance of People Friendly Streets in order to improve air quality, reduce carbon emissions and safety for residents. Members stated that it is hoped that as many residents as possible would respond positively to the proposals during consultation exercises. Members were informed that as many methods of enabling residents to respond would be put in place

The Chair thanked Martin Cooijmans and Ayanda Collins for their presentation

Councillor Champion, Executive Member Environment and Transport, and Keith Townsend Director of Environment and Regeneration were present for discussion of this item

During consideration of the item the following main points were made -

- Draft of Net Zero Carbon strategy published in February. Final version to be adopted by Executive in October
- CO2 emissions from Council buildings down by 8.7%
- Phase 2 of the Bunhill Heat and Power Scheme was launched in March 2020
- Smart Energy Networks – launched the Green Smart Community Integrated Energy systems
- £500k bid submitted to Green Homes grant for funding to deliver energy efficiency improvements
- Air Quality Action plan adopted last year, work started on schools clean air toolkit, work started to install electric charging points
- Ongoing replacement of vehicle fleet with zero and low emission carbon vehicles
- Strategic Transport – Islington Transport strategy be adopted in October
- Removal of roundabouts at certain locations, low traffic neighbourhoods, school streets delivered and more to come, new cycleways, bike hangers now installed for capacity of 1326 bikes
- Waste and recycling – recycling rate increased slightly, and residual waste per household is an historically low level. Ongoing reduction in missed collections
- Members expressed their appreciation to members of staff in Environment and Regeneration, particularly the waste collection team , street sweeping and Parks staff for the excellent work that they had undertaken during COVID
- A Member stated that consideration should be given to provision of more solar panels on properties in the borough, as at present there is no requirement for developers to do provide these on new developments.
- On the suggestion for Council to review its planning strategy and retrofitting plans, the Executive Member reminded consider the six chapters of the Net Zero 2030 Carbon Strategy the meeting that issues and concerns about its impact on conservation areas would need to taken into consideration
- In response to an enquiry as to whether the Council were promoting the Beautiful Borough scheme and community litter pickers, it was stated that the Council did support this scheme, and the Executive Member stated that she would look at ways this could be publicised

RESOLVED:

That the Committee place on record their thanks to the staff of the Environment and Regeneration Department for their excellent work during the COVID crisis in keeping services operating during COVID

The Chair thanked Councillor Champion and Keith Townsend for their presentation

- 395** **SCRUTINY TOPICS AND WORK PROGRAMME 2020/2021 (Item B7)**
Discussion took place as to a possible scrutiny topic for the municipal year, and following a discussion it was:

RESOLVED:

That the Committee consider the six chapters of the Net Zero 2030 Carbon Strategy with particular focus on Planning and Green Energy in the first instance.

The meeting ended at 9.45 p.m.

CHAIR

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Islington Council Biodiversity Action Plan 2020 to 2025

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Sally Oldfield
Nature Conservation Manager
Sally.Oldfield@Islington.gov.uk

What is a Biodiversity Action Plan (BAP)?

- A Biodiversity Action Plan (BAP) is an internationally recognised template for protecting and restoring the natural environment. The original impetus for these plans derives from the 1992 Rio Convention on Biological Diversity.
- There is a UK BAP and a London BAP and each London borough aims to have its own BAP.

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The new Islington BAP is the third Biodiversity Action Plan for Islington and covers the period 2020 to 2025.

BAPs are partnership documents and are not just about what the Council is doing. The success of the BAP is dependent on us working together with other organisations and the wider community.



Why is biodiversity important?

For health and well-being: Access to nature can improve people's mental and physical health

For young people: Contact with nature has been shown to improve children's concentration, confidence and behaviour.

Ecosystem services: e.g. pollination. Around 80 percent of all flowering plant species world-wide are pollinated by animals, mainly insects.

Biodiversity and economics: Londoners avoid £950 million per year in health costs due to public green space.

Climate change: Vegetation has been shown to reduce the effects of raised urban temperatures. Street trees contribute to the capture and storage of CO₂ and improvement of air quality.



Key priorities in Islington's BAP

2019 UN report - an unprecedented loss of species over the past 50 years. Islington's new Biodiversity Action Plan outlines how we in Islington will contribute to the world-wide effort to protect biodiversity for future generations.

The key priorities in the Islington BAP are:

- To conserve existing habitats, biodiversity features and species.
- To enhance and improve the condition of existing areas of habitat.
- To create new habitats or increase the extent of existing habitat or range of species through restoration or expansion.
- To engage the whole community in reducing environmental inequality by increasing access to green spaces for people and wildlife, providing the opportunity to learn about, protect and promote Islington's biodiversity.

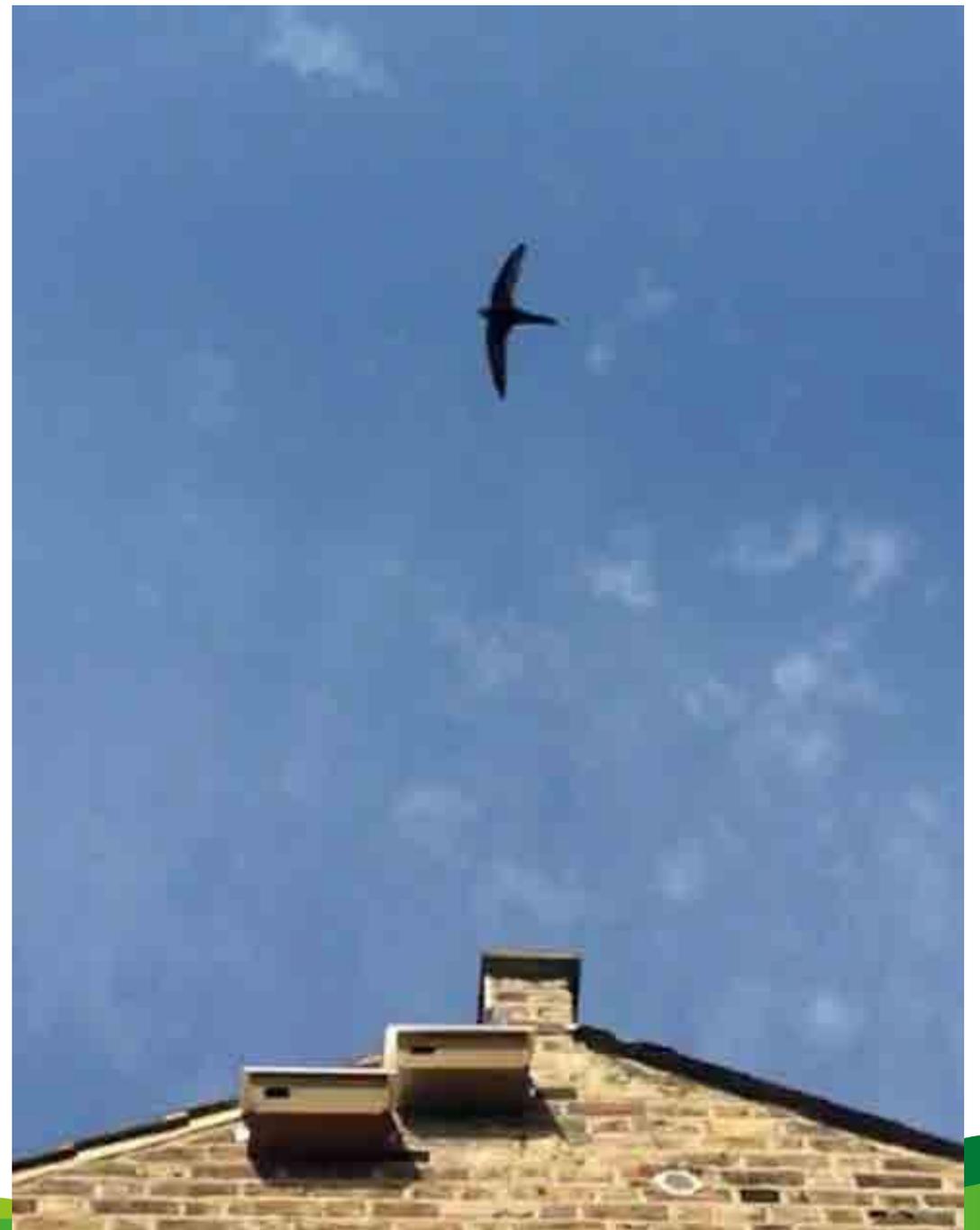


Four Action Plans:

Instead of the traditional Habitat and Species Action Plans, we have identified four broad themes to form the new BAP Action Plans.

These are:

- The Built Environment
- Parks and Urban Green Spaces
- Designated Sites
- Access to Nature



The Built Environment Action Plan

This plan includes actions on the following areas:

- Maintaining and enhancing street trees.
- Maximising biodiversity gains from new developments.
- Requiring the installation of green roofs on new developments and new Council buildings
- Encourage sustainable urban drainage systems (SUDs)
- Identifying opportunities to green streets through the creation of pocket parks and other improvements.



Parks and Urban Green Spaces Action Plan

Islington has the smallest amount of open space per head of population of any London borough. However it has the second highest number of parks.

This plan includes actions on the following areas:

- Protect, enhance or create new wildlife habitats in parks and urban green spaces, e.g. housing estates.
- Protect and enhance trees in parks and open spaces.
- Ensure existing wildlife habitats are managed effectively.
- Collate species data to help to monitor changes.
- Protect and enhance features for London BAP priority species, e.g. house sparrows, bats, bees, swifts.



Designated Sites Action Plan

Sites known as Sites of Importance for Nature Conservation (SINCs) have been designated for their wildlife value by the local authority. In Islington there are currently 64 SINCs with 3 additional SINCs proposed in the new Local Plan (2019).

This plan includes actions on the following areas:

- Review SINC data held by the Council to ensure that it is accurate and up to date.
- Strengthen the SINC network through the adoption of new and upgraded SINCs.
- Liaise with Network Rail on the protection of railside SINCs.
- Action to reduce Areas of Deficiency in Access to Nature.



Access to Nature Action Plan

This plan includes actions on the following areas:

- Raise awareness of biodiversity through public events
- Enable people from under-represented groups (e.g. BAME groups, disabled people, young people) to take part in biodiversity activities.
- Encourage and support community action for wildlife e.g. the take-up of unloved spaces.
- Provide volunteering opportunities.
- Aim to provide every child in Islington with the opportunity to experience high quality outdoor environmental education.
- Encourage action for biodiversity on housing estates.
- Provide residents with guidance on wildlife gardening.
- Enable people to derive the health and well-being benefits of contact with nature.



Online Consultation

- We consulted on the BAP from 1st April to 31st July.
- 175 responses were received.
- Strong support in favour of the BAP .
- As a result of the feedback, some changes were made to the final BAP.
- The BAP was adopted by Executive in September 2020.
- The final document is now available on the Council's website:

<https://www.islington.gov.uk/sports-parks-and-trees/parks-and-green-space/biodiversity-action-plan-2020-to-2025>



Examples of exciting new projects in progress that will benefit biodiversity:

- The Council has commissioned Octopus Community Network to develop a Strategy and Action Plan for Community Gardening and Food Growing. This will map out existing community growing sites, identify possible new spaces for food growing; recommend a code of good practice for the support of community gardens and help plan how to promote participation among residents.

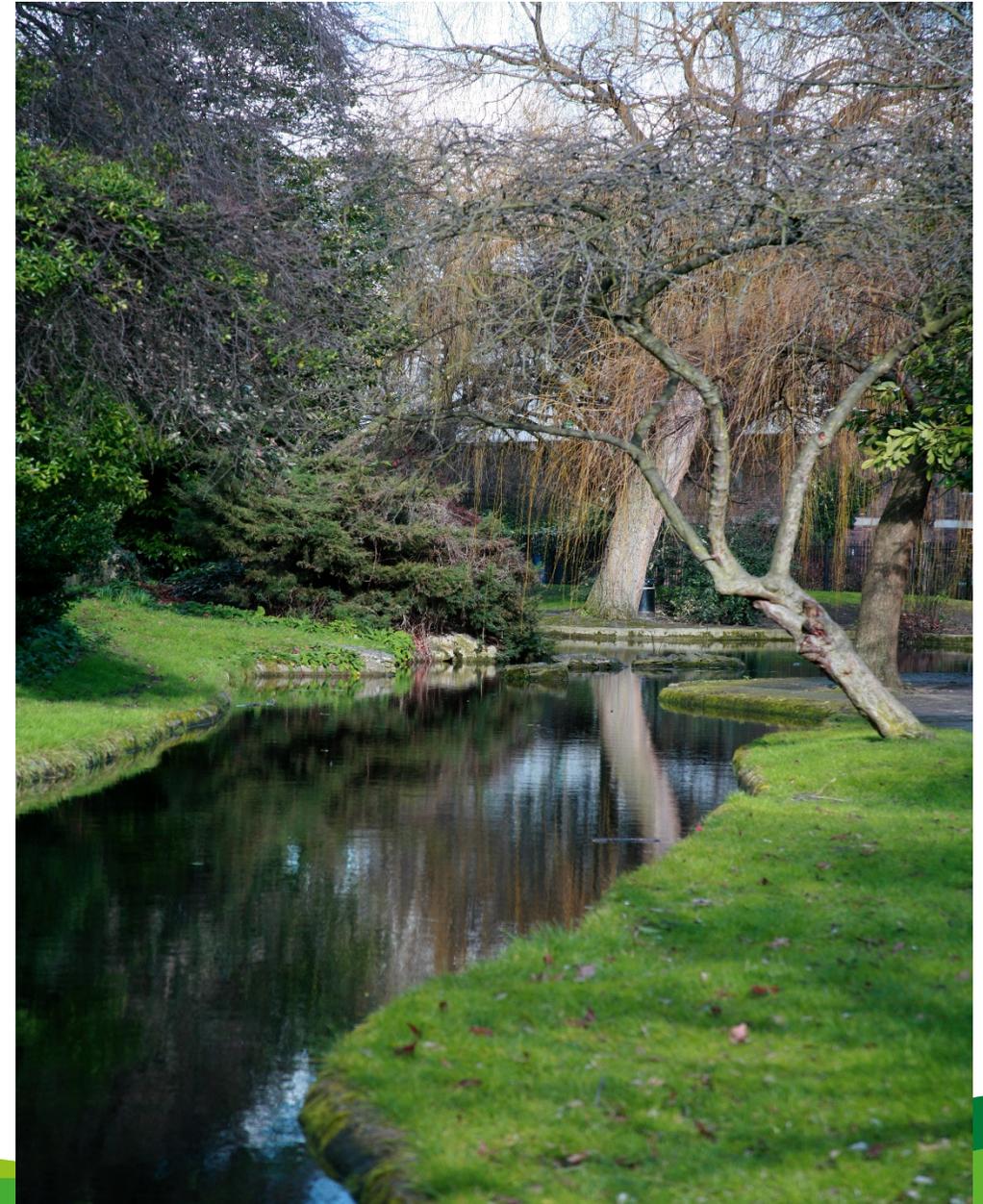
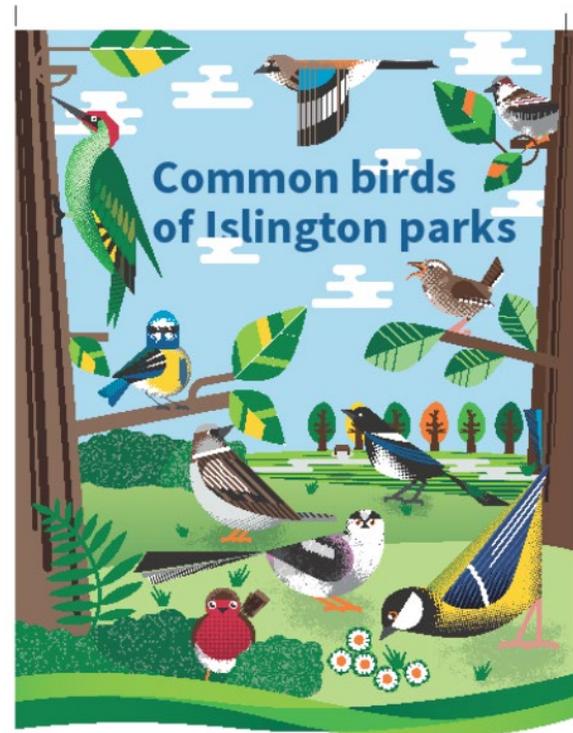
Paper
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Islington and Camden: Our Parks, Our People, Our Heritage. This is a new funding bid to develop a partnership project across the two boroughs that will deliver green space benefits for both people and wildlife. The project involves five voluntary sector partners.

- An ambitious new blub planting project on housing estates across the borough.



- Freeling Street Pocket Park Project - the transformation of a hard landscaped area into a new green space, designed with community participation.
- The Parks for Health Project - delivering new community gardening and volunteering opportunities.
- New River – a capital spend project to improve this important site for biodiversity.

- New leaflet on birds in Islington parks





**People Directorate
222 Upper Street, London N1 1XR**

Report of: Corporate Director, People and Programme Director, Community Wealth Building.

Meeting of:	Date:	Ward(s):
Environment and Regeneration Scrutiny Committee	16 th November 2020	All

Delete as appropriate		Non-exempt
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SUBJECT: Environment and Regeneration Quarter 1 2020/21 Performance Report

1. Synopsis

- 1.1 The council has in place a suite of corporate performance indicators to help monitor progress in delivering the outcomes set out in the council's Corporate Plan. Progress on key performance measures is reported through the council's Scrutiny Committees on a quarterly basis to ensure accountability to residents and to enable challenge where necessary.
- 1.2 This report sets out quarter 1 of 2020-21 (1st April to 30th June 2020) progress against targets for those performance indicators that fall within the Jobs and Money outcome area, for which the Environment and Regeneration Scrutiny Committee has responsibility.

2. Recommendations

- 2.1 To note performance against targets in 2020-21 Quarter 1 (1st April – 30th June 2020) for measures relating to Jobs and Money outcomes in Environment and Regeneration.
- 2.2 To note responses to queries raised by the Committee when it discussed the Q3 and Q4 reports.

3. Background

- 3.1 A suite of corporate performance indicators has been agreed for 2018-22, which help track progress in delivering the seven priorities set out in the Council's Corporate Plan - *Building a Fairer Islington*. Targets are set on an annual basis and performance is monitored internally, through Departmental Management Teams, Corporate Management Board and Joint Board, and externally through the Scrutiny Committees.

3.2 The Environment and Regeneration Scrutiny Committee is responsible for monitoring and challenging performance for the following key outcome area: Jobs and Money which covers delivering an inclusive economy, supporting people into work and helping them with the cost of living.

4. Outstanding issues and queries from Q3 & Q4 2019/20 Performance Reports

4.1 The Committee discussed the Q3 & Q4 2019/20 performance reports at its meeting on 29th June 2020.

4.2 The pandemic has resulted in an increase in Universal Credit claimants, and with the furlough scheme closing at the end of October; the Committee was advised of an expectation of an increase in unemployment. The Director of Employment and Skills advised that a report will be brought back to Committee in the Autumn updating members on how the Service is supporting its adult residents. Support for adult residents claiming UC /recently unemployed, is referenced to throughout the report, and specifically in section 6.2.

5. Quarter 1 performance update – Outcome: Reduce levels of long-term unemployment and worklessness

5.1 Key performance indicators relating to 'Reduce levels of long-term unemployment and worklessness'

PI No.	Indicator	2018/19 Actual	2019/20 Actual	2020/21 Target	Q1 2020/21	On target?	Q1 last year	Better than Q1 last year?
JM7	Number of Islington residents supported into paid work through Team Islington activity.	1,352	1,318	600	123	Yes	345	No
	a) Parents of children aged 0-18	433	348	198	24	Yes	73	No
	b) Young people aged 18-25.	391	381	200	27	Yes	93	No
	c) Disabled people / those with long-term health conditions.	283	300	150	31	Yes	76	No
	d) BAME.	597	661	350	94	Yes	171	No
	e) Council Contracted Suppliers	60	89	100	7	No	30	No
JM8	Number of London	New	New	150	To be	New	New indicator	N/A

	Living Wage entry level jobs achieved through the Islington working partnership	indicator	indicator		reported from Q3	indicator		
JM9	Monetary value of social value derived through affordable workspace	New indicator	New indicator	New indicator	To be reported from Q3	New indicator	New indicator	N/A
JM10	Assessment by businesses of impact/value added by Inclusive Economy & Jobs	New indicator	New indicator	New indicator	To be reported from Q4	New indicator	New indicator	N/A

5.2 **Corporate Indicator JM7 - Number of Islington residents supported into paid work through Team Islington activity**

The Council's corporate plan 2018-22 set out an objective to 'Deliver an Inclusive Economy', supporting people into work helping them with the cost of living. As part of delivering this objective, the Council has set a target of supporting 4,000 residents into employment over a 4-year period. The target of **600** for 2020-21 is below last year's target of 1,000. This is to reflect the current economic consequences of the Covid-19 pandemic, which requires a refreshed employment support offer that is responsive, with a dedicated focus on retraining and upskilling, pre-employment support and extended in-work support.

Despite lockdown, performance has been strong this quarter with **123** unemployed Islington residents supported into paid employment. While the overall figure is down against the same period in 2018-19, outcomes have been affected by the onset of Covid-19, both as a result of the impact on the labour market, with many businesses 'shuttered' and also with significant challenges in collecting data from partner organisations.

The 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'. The government 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' and 'Arts, Entertainment & Recreation' accounting for approximately 25,000 jobs in the borough. Anecdotally, we have heard of employers who are still recruiting, being overwhelmed by the volume of applications, and we experienced anomalies such as former Heads of Marketing applying for care assistant roles. Apprenticeships have also been significantly affected with some employers unwilling to create apprenticeship opportunities at this time.

In response to the Covid-19 pandemic. The iWork Adult employment service at 222 Upper Street has adapted its mode of delivery to a blended approach providing support for residents by telephone and on-line service; this is working well and has had no impact on customer service. In the first 2 weeks of the government lockdown, the service saw a 70% reduction in demand. The closure of schools and other childcare provisions as well as health concerns were a significant factor. A targeted approach was taken to develop re-engagement with clients, this included virtual toolkits and encouragement to sign up to the range of online courses provided by Adult & Community Learning.

Amongst other interventions, we have worked with the Department for Work and Pensions successfully to promote the iWork offer to new universal claimants (UC). We have also issued targeted communications to council tenants claiming UC as well as distributing the Islington working bulletin, sent out twice weekly to over 4,400 recipients providing information on employability support and vacancies. This has resulted in the service experiencing an increase in referrals. Many clients have advised that their health and well-being have been negatively impacted during the lockdown period. We are working to ensure that a full assessment of each client's specific needs is conducted so that they receive the most appropriate specialist support.

The full impact of Covid-19 on the number of unemployed residents will not become clear until the end of the furlough scheme when we will have a better understanding of how many residents are able to return to work and how many will need employment and skills support to move back in to employment. HMRC data indicates that In Islington, 22,800 workers, approximately 17% of the total workforce were estimated to be on furlough at the end of May 2020. By the end of July, the number of workers on furlough in Islington had climbed by over 36% to 31,100. We are currently working across our Islington Working Partnership to ensure that we can direct the expected influx of 'newly unemployed' residents affected by the end of furlough to the best possible service for them.

The National Careers Service has been running regular webinars for residents on a range of sectors including training in Construction, Retail and Health & Social Care, and REED are offering online webinars on interview success and effective CV writing. Prior to Covid-19, these opportunities were unavailable online, but have proven extremely beneficial with high numbers of residents accessing them. The Shaw Trust has also been able to adapt their service to provide support to residents furloughed or made redundant so that they understand their employment rights.

The government has recently announced plans for several new initiatives to tackle widespread unemployment. Ingeus will be delivering the new Job Entry Targeted Support service, which will offer support to the newly unemployed and work with any resident who has been claiming benefits for 13 weeks or more. This will be a national 12- month programme, which will run from October 2020- October 2021.

A joint local communications and community engagement campaign between the College, ACL and iWork commences in November to promote free training and employability support offer for residents.

Corporate Indicator JM7a - Number of Islington resident Parents of children aged 0-18 supported into paid work through Team Islington activity.

5.3

Council services and partners supported 24 parents of children aged 0-18 into employment in Q1. Engagement with parents has been a challenge; and external factors such as school closures have resulted in a steep decline in the number of parents able to actively pursue employment opportunities. We have also encountered data collection issues from key partner organisations due to changes in their service delivery model and priorities in response to Covid-19.

We are taking action to address performance of employment outcomes for parents and will be commencing analysis of the nature of parental unemployment in Islington to inform an improved, joined-up offer of support across services. We continue to encourage parents to learn new skills by registering for on-line courses with Adult and Community Learning (ACL). We will work with Bright Start, Early Help and ACL colleagues to analyse the nature of parental employment in Islington and work with Council services and partners to provide a more co-ordinated service for this target group.

5.4 **Corporate Indicator JM7b - Number of Islington resident young people aged 18-25 supported into paid work through Team Islington activity**

By the end of Quarter 1, 27 young people aged 18-25 were supported into paid employment. The low numbers reflect the decline in engagement due to the government restrictions in response to the covid 19 pandemic. A number of key youth employment partners were offering a reduced service throughout this period, with some furloughing all staff.

The new Youth Employability and Skills (YES) team has now been recruited, with most in post by end of October, dedicated English and Maths skills tutors will in place by end of November. The YES programme includes employment and training advice, coaching, skills tuition (English, Maths, employability and digital skills) and paid work experience opportunities. The team will begin working with young people in November 2020, focusing particularly on working with care leavers, young people with experience of the youth justice system, and those known to community partners but not engaged with council services.

The team will form part a coordinated borough wide youth employment support offer, convened by the council, with key youth and FE partners and include government initiatives such as Kickstart, as part of a wider planned approach to tackling the extraordinary rise in youth unemployment.

5.5 **Corporate Indicator JM7c - Number of Islington resident Disabled people / those with long term health conditions supported into paid work through Team Islington activity**

By the end of Quarter 1, 31 residents with a disability/long term health condition were supported into paid employment. We need to retain our focus on those most disadvantaged by the labour market and continue to work with local disability organisations to support residents into work. Targeted work is paramount considering the Covid-19 pandemic to ensure that we do not see the unemployment gap for our disabled and BAME residents widen further.

5.6 **Corporate Indicator JM7d - Number of BAME Islington residents supported into paid work through Team Islington activity.**

By the end of Quarter 1, we have supported **94** BAME residents into employment. At a time when unemployment is predicted to spiral to unprecedented levels due to the impacts of the Covid-19 pandemic, it is important that Islington's employment support resources are targeted to where they

are needed most. We know that people from BAME backgrounds are more likely to be working in low paid, insecure jobs in shut down sectors in retail, hospitality, catering, food and parts of the creative industries, and are therefore likely to be severely impacted.

The Council and partners have already taken several early actions to support BAME communities into 'good quality' work. In order to build confidence in relation to employment and employment support by sharing information with BAME groups on the Islington economy, we have recently established a dedicated network for organisations with links to BAME communities. This group will be a two-way forum, through which the Council can disseminate opportunities, but also, importantly, through which groups can shape service delivery to ensure that we reach the most economically excluded residents to find work placements in LBI. For example, this will likely include running cultural awareness training for mainstream services and increasing the use of community locations for outreach.

The new Youth Employability and Skills (YES) programme will work with targeted council services to support vulnerable cohorts of young people including care leavers and those with experience of the youth justice system, both of whom have an overrepresentation of BAME young people and in particular those from a Black background. Furthermore, the team will work closely with youth and community partners who have strong links within BAME communities, to identify and support young people who may not otherwise approach the council for support and carry out outreach work directly within community settings. Interventions with and EET outcomes for BAME young people across both the YES programme and Progress team will be monitored as part of a regular reporting process.

Corporate Indicator JM7e - Council Contracted Suppliers

5.7

The Government lockdown had a significant impact on the number of jobs we have been able to secure with council contractors. We usually work closely with the school's meal provider and construction contractors, but these operations all closed during lockdown and recruitment ceased. However, throughout this period, we have continued to work closely with Adult Social Care to ensure we are supporting social care providers to recruit residents to access good jobs in the sector. All vacancies have been managed by our Health and Social Care resource hub, who ensures all candidates are given a full pre-screening interview, including an insight into the issues around Covid-19 safety, risk levels, and the use of Personal protective equipment (PPE). Performance was good in quarter 1 with 16 residents supported into employment in Health and Social care, 11, secured roles working with our own contractors.

We have continued to work closely with social care contractors during quarter 2 and are have now re-established talks with the school meals and construction contractors; we expect to report a significant increase in outcomes by the end of Quarter 2. We have already built up strong relationships with our Health and Social Care and Construction contractors, through our strong sectoral work, but the councils newly approved Procurement strategy, will now support us in extracting further social value from our contracts, adding to our existing jobs and training offer.

JM8 - Number of London Living Wage entry level jobs achieved through the Islington working partnership

5.8

We are introducing an indicator on London Living Wage for our Islington Working Partners for the first time this year and reporting on this will start in Quarter 3. Our continued focus on working with our contractors also means that we are supporting residents into Living Wage roles, given that they are subject to the Council's requirement to its contractors to pay the Living Wage.

Similarly, the terms of our contract with Ingeus, who are delivering the Central London Works programme on behalf of Islington along with 11 other central London boroughs, requires them to support residents into Living Wage work to achieve the full performance related payment for outcomes. Our iWork coaches track residents they have supported into work, and this year they will have a renewed focus on supporting people to move on into better-paid work if their first job was under living wage. However, we may find that the negative impact of Covid-19 and the high numbers of job seekers may work against our efforts in relation to London Living Wage this financial year.

5.9 **JM9 - Monetary value of social value derived through affordable workspace**

This indicator will be reported from Quarter 3. The programme is making good progress with two affordable workspaces now open on Fonthill Road as part of the Mayor's Good Growth Fund Round 1 Programme. A further workspace at Farringdon Road is about to be commissioned.

The FC Designer Collective retail incubator launched on the 25th September is now operational. It currently has designer clothing on display from eight local designers and makers. The next phase of the programme will deliver a major fashion-manufacturing hub, known as FC Designer Workspace, on the Andover Estate. The entrepreneurs using this workspace will then have the opportunity to sell their clothing at the FC Designer Collective retail space. This is due to be operational in the spring of next year.

Also, as part of the Good Growth Programme, a tech hub has been operational since September 2019. Located above Fashion Enter on Fonthill Road, it is now well established and a hive of activity. The Council is operating this space in partnership with Outlandish, Funders & Coders and Space 4. It provides touchdown and desk space for tech start-ups supporting businesses and individuals, offering mentoring and free training for the community.

The other new workspace about to complete is 127 Farringdon Road, where the council is partnering with City, University of London to deliver an innovative new workspace called Better Space, which will have a capacity to accommodate around eighty entrepreneurs. Located in the LinkedIn building, this space is complete and will be operational in January of next year.

Four additional spaces are being delivered through the S106 Affordable Workspace Programme are in various stages of development and we will provide an update in the next report.

Importantly, all these spaces have agreed Social Value outputs, including jobs and training for local people, as well as a range of community and supply chain engagement. As these workspaces become fully operational, the contract management framework will allow the Council to demonstrate the monetary value of the Social Value derived from these partnerships.

5.10 **JM10 - Assessment by businesses of impact/value added by Inclusive Economy & Jobs**

This is a new corporate indicator for 2020-21 that will be reported on from Quarter 4. The service is currently developing new action plans for each of the Council's local economy areas. This will include activities to support local businesses on the high street to create a welcoming and sustainable town centre, as well as local community wealth building initiatives. Further work is ongoing in relation to local performance measures as part of the action plans, and it is anticipated that an annual survey will be developed to track stakeholder satisfaction in the services provided, to enable full corporate reporting of performance on JM10 with sub-targets/measures.

6. Quarter 1 performance update – Outcome: Help residents get the skills they need to secure a good job

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

PI No.	Indicator	2018/19 Actual	2019/20 Actual ¹	2020/21 Target	Q1 2020/21	On target?	Q1 last year	Better than Q1 last year?
JM1	Corporate indicator Number of Islington residents enrolled on an Adult & Community Learning Course, with sub-targets for:	(18-19 Academic year) 1,505	(19-20 Academic Year) 1,518	2,000	19-20 Academic Year – 1,518	No	18-19 Academic Year - 1,505	Yes
	Corporate indicator a) Parents of children aged 0-18	(18-19 Academic year) 509	(19-20 Academic Year) 399	1,100	19-20 Academic Year – 399	No	18-19 Academic Year - 509	No
	Corporate indicator b) Residents with disabilities/those with a long term health condition	(18-19 Academic year) 344	(19-20 Academic Year) 317	600	19-20 Academic Year – 317	No	18-19 Academic Year - 344	Stable
	Corporate indicator c) BAME	1,105	1,120	1,540	19-20 Academic Year – 1120	No	18-19 Academic Year - 1,105	Yes
	Corporate indicator d) Residents engaging with online courses	New indicator	476	500	19-20 Academic Year – 476	N/A	New indicator	N/A
JM2	Corporate indicator Number of new library members since library closures, with sub-target for:	New indicator	New indicator	1,200	430	Yes	New indicator	N/A

¹ Adult Community Learning indicators JM1 and its sub-categories JM1a to JM1d are reported in academic year terms. The quarter 1 reporting period coincides with the 2019-20 Academic Term reporting (Autumn '19, Spring and Summer '20 terms combined).

	Corporate indicator a) Take up of e-resources (e-audio books, e-newspapers and magazines)	New indicator	New indicator	180,000	59,233	Yes	New indicator	N/A
JM3	Number of schools engaged in 100 hours of work programme	New indicator for 19-20	25	40	20	Yes	12	Yes
JM4	Number of page views for 100 hours of the world of work	New indicator	New indicator	1,170	690	Yes	New indicator	N/A
JM5a	Number of Islington residents supported into apprenticeships with an external employer	167	138	30	7	Yes	42	No
JM5b	Number of Islington residents gaining apprenticeships with council contracted suppliers	23	18	20	0	Yes	10	No
JM6	Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	66%	83%	80%	60%	N/A	80%	No

6.2 **Corporate Indicator JM1 - Number of Islington residents enrolled on an Adult Community Learning Course²**

The service was on target the previous term and although the total number of enrolments of 1,518 was above last year's figure, COVID-19 affected service's ability to run some of the planned provision that would take place in children's centres and in parks, such as family learning during the late spring and summer term. This affected the service to reach annual target of 2,000.

The Service has shifted its mode of delivery to a blended approach, delivering provision via online sessions, email, phone calls and hard copies sent to learners. The new ACL Website has an updated facility that enables learners to enrol online. Learning Hub Officers will support residents to do this if they have difficulty and 1:1 digital skills session will be available to support those at risk of digital exclusion. This will comprise of skills development and the issuing of Chromebooks, should residents lack the hardware to get online. Having developed systems by necessity, the service will be taking stock of good practice and developing the quality of delivery to ensure that improvement is constant.

ACL has a robust recovery plan, which has been talked through with unions, Public Health, Health and Safety colleagues and ACL staff. The plan will endeavour to support residents who are most in need of support during these difficult times, while maintaining safety as a priority. The Service has maintained close contact with its main funder, the Greater London Authority given that the impact of Covid-19 will be unfolding during that academic year.

The vulnerable learners the Service is used to working with are likely to be those who are most worried about returning to face-to-face delivery and are also the most likely to be digitally excluded. 1:1 digital skills sessions and Chromebook loans are some of the ways in which the Service will meet their needs. The first phase of the return to face-to-face will consist of digital support sessions, funded by an additional grant allocation awarded by the Greater London Authority, completion of student work from academic year 19/20 that could not be completed remotely, and English, Maths and ESOL initial assessments for low-level and digitally-challenged learners.

The GLA has released funding for an intervention that meets the needs of residents who are newly unemployed or face increased difficulty as a result of the pandemic. ACL has devised an innovative plan with two local Tech training co-operatives, Founders and Coders and Outlandish. The programme will be aimed at the newly unemployed and provide a clear pathway into employment within a sector that is considered stable in the current climate. This exciting provision will represent a significant extension of the ACL offer, making the service relevant to a new cohort of residents.

Over the course of the academic year, the Service will bid for any additional funding made available to tackle digital exclusion and projects in responding to the needs arising as a result of the pandemic.

6.3 **Corporate Indicator JM1a - Number of parents of children aged 0-18 enrolled on an Adult & Community Learning Course**

This corporate target has not been met, due to a number of factors, but mainly due to the impact that Covid-19 has had on the Service's capacity to deliver face-to-face provision for parents in children's centres. Due to lockdown and social distancing guidance, most family learning provision could not be held in the Summer term, when the Service typically delivers Family Learning in parks and other outdoor venues.

A planned tranche of Family Learning provision in the Summer term was cancelled due to COVID-19. This will likely affect the service's ability to reach this target at academic year-end and, at the same time, the target of 2000 unique adult learners for the academic year.

Over the course of the academic year, the Service worked at a strategic level more closely with Bright Start Management, with an aim of rationalising the Family Learning curriculum offer. Although this work was disrupted by Covid, the two services have maintained close communications during lockdown and plan to phase in face-to-face delivery collaboratively.

Staffing issues also impacted upon the Service's ability to deliver Family Learning provision. A new Family Learning tutor has joined the team and the other tutor has now returned to work. They are working with the Curriculum Team Leader and Manager to make a digital offer. However, a strong start to the year has put the Service in good stead comparatively to last academic year, so the service has seen an increase in the number of learners on academic year 18/19.

Throughout lockdown, the service adapted delivery to meet the needs of parents, delivering provision in conjunction with the Peel Institute around mental health and wellbeing themes. The Service continues its dialogue with the Bright Start team and deliver provision that meets the needs of residents and would expect improvements to this performance indicator as lockdown is eased and learning activities can once again take place in children's centres. The Bright Start recovery plan highlights October 2020 as a potential return to face-to-face delivery within centres.

6.4 **Corporate Indicator JM1b - Number of residents with disabilities/those with a long-term health condition enrolled on an Adult & Community Learning Course**

The 2019-20 annual target was not met, which is likely due to issues relating to COVID and the implications that the pandemic had on the confidence of those with long-term health issues and disabilities. The Service was quick to respond with a digital hardware offer for the digitally excluded, which included the delivery of Chrome Books to residents. For some of the digitally excluded, their exclusion was due to a skills deficit, rather than simply not having hardware.

The Service is reflecting upon support mechanisms for the digitally excluded and those with disabilities and plans to integrate support at the earliest opportunity to do so. When lockdown is eased and there is increased confidence surrounding people's health and well-being, the service would expect to see this improve. Initial delivery will be, for the most part, 1:1 for learners with the greatest need.

6.5 **Corporate Indicator JM1c - Number of BAME enrolled on an Adult & Community Learning Course**

2019-20 Annual target was not met but 74% of learners are BAME which is similar to last year's percentage and in terms of numbers of BAME residents enrolled on ACL courses, the 1,120 figure

exceeds the same period in the previous year. The ESOL curriculum team have reported that it has been difficult to engage with some beginner ESOL learners, where some have found accessing online learning challenging due to the language barrier. ACL has plans to address this as a priority once face-to-face delivery is possible.

Corporate Indicator JM1d - Number of residents engaging with online courses

6.6 This is a new corporate performance indicator. As with many other educational providers, the pandemic has forced the Service to innovate and deliver learning through online means. Staff are making use of Moodle, MS Teams and Zoom to deliver classes remotely and are using a V mark on registers to denote Virtual Learning. Although these changes were made in response to the pandemic, they are representative of a new service-level approach to delivery and highlight a renewed digital focus of the curriculum. As a result, the number of residents engaged with online courses has been included as a corporate indicator for 2020-21, where remote learner engagement includes learning by telephone and posting of learning resources.

Corporate Indicator JM2 - Number of new library members since library closures

6.7 The previous corporate indicator reporting number of library visits was replaced by the number of new library members and its sub-target JM2a since the library closures due to Covid-19. These new library members joined online in order to access our online resources. The number of new library members of 430 in Q1 has been above the profiled target of 300 for this quarter.

Corporate Indicator JM2a - Take up of e-resources (e-audio books, e-newspapers and magazines)

6.8 This is a new corporate indicator for 2020-21 that is presented as a sub-target for the “New library members since library closures” indicator.

The quarter 1 figure of 59,233 was above the profiled target of 40,000 for quarter 1 and almost half the last year annual total figure of 120,069. Although new, the service has previously recorded these figures and below table shows a comparison of the take up of e-resources in quarter 1 period in 2020 and 2019.

	Q1 2020	Q1 2019
E books	5,799	1,885
E Audio books	6,679	2,109
Newspapers	38,827	1,3865
Magazines	7,928	3,336
Digital Comics	884	-
Totals	59,233	21,195

During Q1 the Library and Heritage service worked hard to move the service online. We successfully increased the take up of e resources as well as online joiners. This meant that residents were able to access e books, e newspaper and magazines etc while the library buildings were closed. We moved some of our usual activities online for example gentle exercise classes. The Heritage team had several very successful online exhibitions including WW2 and Regents canal. Going forward we will continue to develop our online offer.

JM3 - Number of schools engaged in 100 hours of work

6.9 The council has committed to ensuring that all young people in Islington benefit from 100 hours' experience of the World of Work by age 16. This builds upon work underway from the recommendations of the Employment Commission in 2014 to develop a high-quality careers offer that is industry led, in order to inspire and equip the next generation.

Q1 has coincided with the widespread closure of schools and many of our partner employers. This has led to changes in the 100hrs WoW programme to reflect the fact that students were being home schooled, including the cancellation of all 100hrs WoW activities booked in for Q1. Targets for the programme have been adapted to reflect the changes in how the programme has been delivered.

Q1 update

School engagement is measured through 100hrs activity menu bookings, School Liaison activity bookings and attendance at the termly careers network meeting (Secondary schools only). As we had to stop taking new bookings due to schools closing at the end of Q4, these figures are lower than our initial targets. 12 schools (6 primary and 6 secondary) had activities planned for Q1 which had to be cancelled. Initial discussions had also taken place with 23 primary schools in Q4 to plan for new World of Work activities that tie directly into school's curriculums. Unfortunately, conversations with employers about these activities had to be put on hold in Q1, we hope to pick these up again once lockdown is eased further.

Engagement in the careers network meeting was high despite the move to online meetings. 10 out of a possible 13 schools attended in Q1. Due to the success of the meeting an additional careers network meeting took place in Q2. At both careers network meetings CPD was offered around embedding careers into recovery curriculums and how best to make use of online careers resources. City and Islington College also presented and updated the network on their post 16 offer and guidance for enrolment and virtual learning.

Targeting vulnerable groups

The WoW team engaged with the Virtual School, sharing online resources around employability, CV building and job profiles. Early discussions took place around offering a bespoke online workshop focussed on career choices, however it was felt this was unnecessary at the time as the students were already engaging well with the online resources already shared. The workshop content was adapted in to a 'Coronavirus & Career Choices' session to be piloted as part of Islington's Summersiversity programme in Q2. Working with the youth service, further out of school World of Work activity targeted at vulnerable young people is planned.

The Courtyard School has been supported by WoW to improve online careers resources available for their students to access from home. This has included sharing presentations around interview skills and case studies of career journeys.

Digital Engagement

New employers have been brought on to the 100hrs WoW programme and existing partners have been encouraged to provide digital opportunities for young people to get involved in while learning from home. Through the home learning webpage, the WoW team created, virtual work experiences work experience, employability and skills festivals, careers fairs, and employer partner activity packs have been produced. One activity pack from BDP was adapted into a week of virtual work

experience for Elizabeth Garrett Anderson with the inclusion of an online careers talk from an Architect.

WoW employer partners have contributed to our new online careers video and case study library. Our first careers video went live in June – a structural engineer career profile (female stem ambassador), and we have several in the pipeline including council colleagues and business volunteers with the aim to cover a range of sectors and job profiles. We are developing the resource to suit both primary and secondary ages.

Weekly careers-focussed primary activity packs were created throughout Q1. Due to the issue of some young people not having access to technology, all of the packs were printable. These activity packs tied in with school improvement home learning themes and aimed to introduce younger students to jobs they may not have come across before. All of these activity packs will continue to be available for download in the future.

JM4 - Number of page views for 100 hours of the world of work

- 6.10 This is a new PI put in place in response to the shift towards online provision following Covid-19 related closures.

690-page views / 489 unique page views

We continued to contribute to and promote home learning resources over the summer period with an anticipated drop off over the school summer holidays. We are building our online careers video resource, aiming for 1 new video per week. Working alongside School Improvement and Cultural Enrichment, we developed online resources released weekly on dedicated home learning pages aimed at families.

- 6.11 **JM5a - Number of Islington residents supported into apprenticeships with an external employer**

The Council's iWork team and employment support partners across the borough supported 7 residents into apprenticeships with an external employer in Q1.

- 6.12 **JM5b - Number of Islington residents gaining apprenticeships with council contracted suppliers**

Quarter 1 has seen a complete standstill in terms of new apprentices starting with council contractors. This is because all the anticipated starts were in construction, and the impact of lockdown resulted in offers being withdrawn, and existing apprentices going on to furlough. In Quarter 2, we have begun to see some signs of recovery, and we are again in conversation with council contractors about taking on new apprentices. Initially, we will be prioritising those apprentices who lost their placements on sites as a result of the lockdown ;- we are currently holding a list of 8 residents in this position, who we are hoping to place before they have missed too much of their apprenticeship learning.

JM6 - Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship

- 6.13 The target for council apprentices who move on to further employment or training within 3 months of completing their apprenticeship is an annual target of 80%. The current percentage stands at 60% based on five people completing LBI apprenticeships, three of whom having progressed into

employment or training. Of the two who did not progress into further employment, one is unavailable to work, while the other is being supported by iWork to apply to external positions. Pastoral and progression support for council apprentices continued throughout the lockdown period, with virtual support by telephone, email and Skype and a reintroduction of face to face support for those who most needed it phased in over the summer.

7. Implications

Financial implications:

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

Legal Implications:

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

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

7.3 There is no environmental impact arising from monitoring performance.

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).

7.5 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.

8. Conclusion

8.1 The Council's Corporate Plan sets out a clear set of priorities, underpinned by a set of firm commitments and actions that we will take to work towards our vision of a Fairer Islington. The corporate performance indicators are one of a number of tools that enable us to ensure that we are making progress in delivering key priorities whilst maintaining good quality services.

It is evident that the Covid-19 crisis has had, and will continue to have, significant impact on progress against targets for those performance indicators that fall within the Jobs and Money outcome area. As the economy and labour market change, it is likely that a corresponding evolution of the performance reports to this Committee will be needed to ensure that it is able to provide oversight and challenge to the relevant Services.

Signed by:

Carmel Littleton, Corporate Director of People
Services

Date: 5th November 2020

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ISLINGTON

Annual Report of the Executive Member for Inclusive Economy and Jobs

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Councillor Asima Shaikh
Environment & Regeneration Scrutiny Committee

16 November 2020

Agenda Item B3



Outline

1. Current context

2. Overview of Community Wealth Building

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Emerging Community Wealth Building strategic framework

4. Community Wealth Building so far – actions over 2019/20*

5. Community Wealth Building next steps – actions over next 12 months

* NB. Due to the reporting cycle, this largely excludes the period of Covid-19 crisis



Current context

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**.

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

- Data (to end May 2020) indicates that there were **17,847 Islington households claiming Universal Credit**. The majority of these households were single, with no dependent children.
- In Islington these initially hardest hit sectors were predominantly, but not exclusively classed under 'Accommodation and Food Services', and 'Arts, Entertainment & Recreation, accounting for **approximately 25,000 jobs** in the borough.
- Islington's unemployment has risen from 3% of the **workforce in March to 7.2% in August**, lower than the London average – an important element being employment in the tech and knowledge sectors
- The number of Islington **workers on furlough increased by 36%** between June and August to over 31,000 people, with significant risk of further redundancies.

Our Corporate Vision Remains...

- Building on the Manifesto, the council's Corporate Plan 2018 -22 envisions:

A place where everyone, no matter what their background, has the same opportunity to reach their potential and enjoy a good quality of life.

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- To help achieve this by:

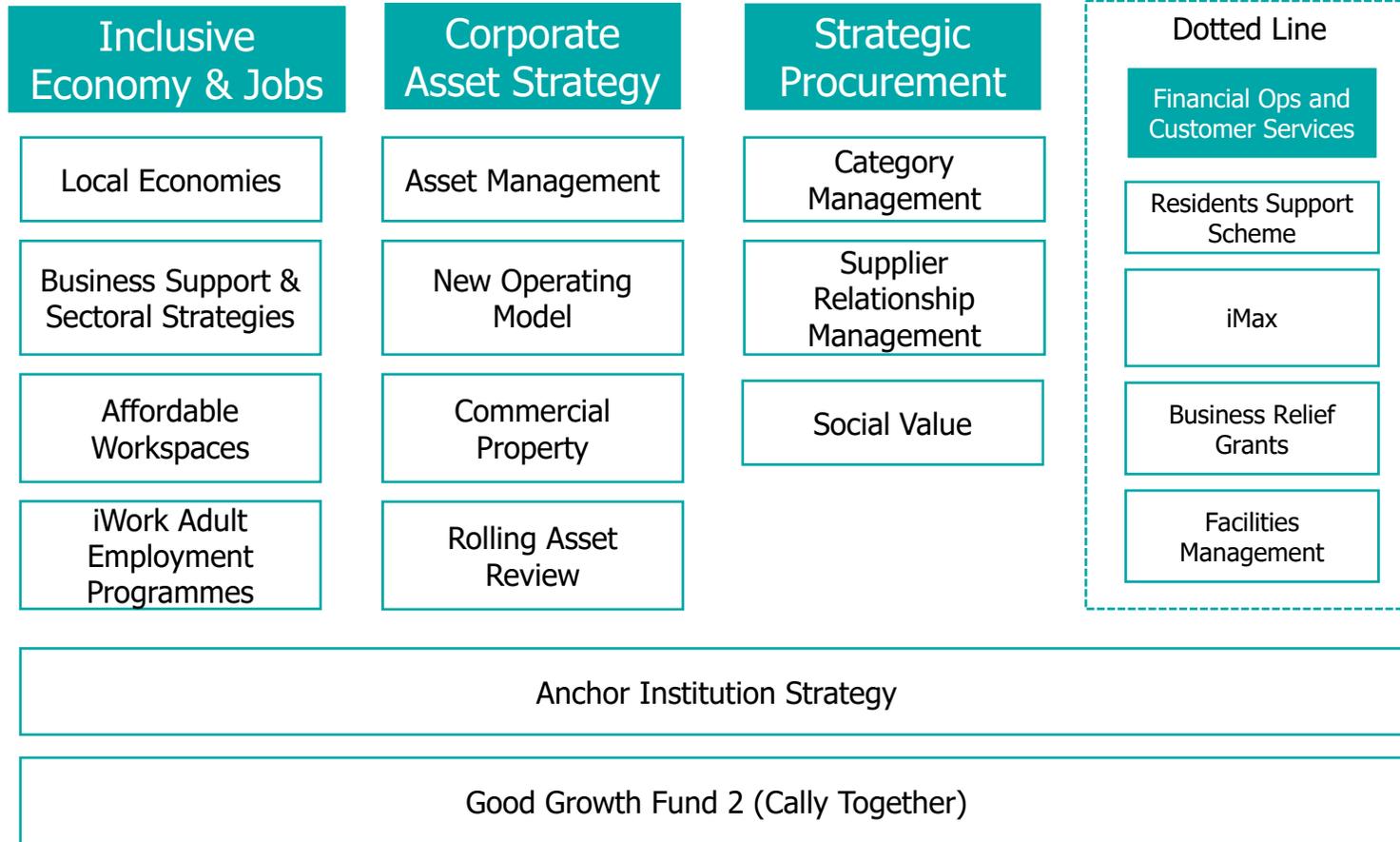
Delivering an inclusive economy, supporting people into work and helping them with the cost of living.

Delivered through a Community Wealth Building Approach

- Rooted in 2010 Islington's Fairness Commission, and now more urgent and important than ever given the challenges imposed by Covid-19, we are implementing:
- A **community wealth building programme** is systems approach – towards a place where:
 - Inequality is declining rather than increasing – with a focus on **equality, social justice and prosperity** for all;
 - There are **good jobs for local people** – secure, well-paid, and with opportunity – especially for poor and excluded communities;
 - **Wealth is broadly owned and locally rooted**, involving a broader range of organisations, communities and individuals – and money generated in the local economy stays in the local economy;
 - The work is fed by the **power of anchor institutions**, and built on locally rooted and broadly held ownership
 - Investment in people and infrastructure builds more **resilient and sustainable communities** with as the threat of climate change looms.

A structure fit for the purpose of delivering Community Wealth Building

Community Wealth Building



Emerging CWB strategic framework

Through a new Community Wealth Building Programme, we will **reduce inequality and poverty** by:

1. **Supporting good work** – ensuring that residents have access to training and jobs
2. **Promoting a fairer labour market** – tackling systemic inequalities in the labour market
3. **Ensuring local people have the right skills** – providing skills and re-training support
4. **Supporting local economies** – ensuring our town centres are sustainable, socially just and places where wealth – in its broadest sense – is fairly shared
5. **Fostering fairer local economic sectors** – to be on the side of fairness and enable local clusters to contribute to an inclusive economy.
6. **Enabling in-sourcing and a progressive procurement approach** – to boost and lock-in local wealth
7. **Supporting local businesses and affordable workspaces** – to ensure that micro and small businesses can be sustained in Islington
8. **Enabling assets** – to leverage assets' financial and social gain for the greater benefit of residents
9. **Improving economic well-being for local people** – focussing on those who are currently excluded from economic participation.

Community Wealth Building in action – rapid response to Covid-19

Local Economies and supply chains:

- Mutual Aid Groups rapidly mobilising to meet basic needs of residents, working with Council across range of services
- Supporting 'buy local' through a borough-wide Directory, and promoting eco-friendly deliveries through Pedivan
- Purchasing over £3,500 fruit and veg from Junction Road business, as part of food parcels

Employment Support:

- Offering interview preparation and CV support for care sector and retail candidates
- Recruiting for local employers e.g. fashion and garment
- Advice and support via partners, food distribution points and We Are Islington telephone line
- Supporting apprenticeships and continuing to monitor Social Value in construction contracts

Business Support:

- Distributing over £60m+ to 3000+ local businesses; currently designing discretionary fund
- Public protection advice, general communications, lobbying and virtual business network meetings
- Commissioning Outlandish co-operative to develop a series of business adaptation webinars



Headline achievements 2019-20

Inclusive Economy

- **Delivered emergency support to thousands of Islington's businesses** through the Covid-19 crisis, including a rapid response email service delivering advice, grant-aid and signposting to local and central government support.
- **Tailored advice, brokerage, and support for local businesses** to adapt to the new economy, including webinars to develop online presence, cargo bike delivery schemes, and workshops on preparing for Brexit.
- **Opened new affordable workspaces in Fonthill Road for Tech and Fashion**, promoted their presence with the local community and welcomed our first students.
- **Secured the flagship Ray Building in Clerkenwell, a site which will deliver over £2.5 million worth of social value**, including helping residents into jobs, get apprenticeships, whilst acting as an incubator for new social enterprises.



Headline achievements 2019-20

Adult Employment Support

- **1318** Islington residents supported into paid employment
- **Community Outreach and Engagement:** convened a workshop at City university with key BAME and Refugee support organisations to explore how employment support can be targeted and serve people from these communities
- **Deaf Residents:** Introduced new support to meet a gap in provision for deaf jobseekers achieving 7 job outcomes this year
- **Islington working partnership** - Employment Support Hub at 222 Upper Street, with co-location from partner organisations, promoting good practice and quality assurance
- **Islington working e-bulletin:** 4,400 subscribers provided with information on vacancies and skills opportunities
- **Developed the Islington Directory** – which is available on the council’s website and provides a further resource to access a wide range of employment support now available in the borough.

Headline achievements 2019-20

Youth Employment, Progression and Skills

- **18-25 employment outcomes:** 307 young people supported into employment across Islington Apr-Dec 2019, compared to 255 in the previous year, achieved through stronger relationships and greater shared accountability.
- **World of Work:** Successful launch event in January 2020, engagement from all mainstream secondary schools (including New River College PRU) and twelve primary schools. 100 employer led activities available to schools via the online portal (pre-Covid).
- **Progression of council apprentices:** 83% of council apprentices progressed into further employment upon completion of their apprenticeships, an increase on 66% the previous year.
- **Post 16 participation:** The percentage of 16 and 17 year old residents NEET or 'Unknown' was 4.1% - an improvement on 5.5% in 2018, and better than both London (4.2%) and England (5.5%).



Headline achievements 2019-20

Adult and Community Learning

- **A Successful OFSTED:** Adult Community Learning was inspected in December 2019. Inspectors praised on the quality of teaching and learning and the progress that learners make.
- **Increased learner enrolments:** Enrolments have increased as compared to the academic year, even during lockdown.
- **Supporting learners during Covid-19:** the service quickly adapted to a blended learning model, with teachers making use of Microsoft Teams, Zoom, email, the telephone and hard copy mailouts to support learners and purchasing Chromebooks to support those without access to devices.
- **Fundraising :** A successful bid to GLA for a re-skilling programme in partnership with local tech companies, this lays the ground for further employer ACL partnerships that support recovery of both businesses and residents.



Headline achievements 2019/20

Libraries and Heritage

- **Renovation of Central Library** to create the largest free study space in the borough, with a purpose-built Adult learning centre . Both are beautiful and have delighted residents.
- **A poignant and timely tribute to Andrea Levy** to recognise her importance as a Black writer telling the story of the Windrush generation.
- **1,023,635 visits to Libraries** during 2019/20.
- **904 children** completed the Summer Reading Challenge.
- **Adapting to the challenge of Covid-19** by facilitating **three times more** online library transactions compared to a year ago



Detailed actions delivered over April 2019-March 2020

Community Wealth Building so far – actions over 2019/20

1. **Delivering employment targets & outcomes**
2. **Delivering support to micro and small businesses**
3. **Delivering Good Growth Funds – Finsbury Park Affordable Workspaces & ‘We are Cally’**
 - a. Fashion Enter in Finsbury Park – Good Growth Fund I
 - b. Outlandish; Space 4; and, Founders and Coders in Finsbury Park – Good Growth Fund I
 - c. We are Cally – Good Growth Fund II
4. **Delivering support to town centres, high streets and street markets**
 - a. Finsbury Park
 - b. Nag’s Head
 - c. Archway
 - d. Caledonian Road
 - e. Chapel Market
5. **Delivering local Social Value**
6. **Keeping Learning Alive during the Pandemic**

1. Delivering employment targets & outcomes 2019-20 ISLINGTON

Measure	Target 19-20	Actual 19-20	
Support Islington residents facing additional barriers into employment	1000	1318	<ul style="list-style-type: none"> We lead a 'Team Islington' approach to coordinating employment support that benefits long term unemployed and those most in need.
Of which: Parents (children aged 0-18)	468	348	<ul style="list-style-type: none"> We encountered data collection issues from key partner organisations due to changes in their service delivery model and priorities. There was also some impact of interventions towards the end of the year due to Covid-19 and a decline of parents able to actively pursue employment opportunities.
Residents with disabilities or long term health conditions	245	300	<ul style="list-style-type: none"> Key partners include Mental Health Working, Community Access Project, and the 'Work and Health' programme with Ingeus collocated in 222
Young people aged 18-25	396	381	<ul style="list-style-type: none"> There was also some impact towards the end of the year due to Covid-19 and key youth partners with staff being furloughed. This has impacted on both the delivery of support and our ability to get data returns from partners.
Black, Asian and Minority Ethnic	500	661	<ul style="list-style-type: none"> Council led forums to provide greater links with community groups



2. Delivering support to micro and small businesses



- Upgraded our approach to affordable workspace commissioning that led to appointment of strategic partner to manage the flagship Ray Building in Farringdon, to **deliver over £2.5 million worth of social value over 10 years**, including helping residents into jobs, get apprenticeships, and as an incubator for new social enterprises.
- Secured over **13,000 square feet of affordable workspace** for micro and small businesses in Islington in the last year, via a new streamlined process for securing affordable workspace through s106 agreements
- Results of the micro and small business survey used to understand and respond to business challenges, to begin designing a new business support programme

In response to Covid-19 lockdown in early March 2020, we:

- Delivered **emergency support** to thousands of Islington's businesses through the Covid-19 crisis, including a rapid response email service delivering advice and signposting to local and central government support, including distributing over £65m grant-aid.
- Created an **online directory** to identify local shops which continuing to trade, supporting local residents and Mutual Aid Groups.
- Tailored advice, brokerage, and support for local businesses to adapt to new economy including webinars to develop online presence, cargo bike delivery schemes, and workshops on preparing for Brexit.
- Lobbied government on issues such as insurance and additional grant funding in response to the crisis.

3a. Delivering the Good Growth Fund - Finsbury Park Affordable Workspaces – Fashion Enter

- Fashion Enter moved into the retail space in Dec 2019, with 5 local designers showcased as part of the soft launch
- Fashion Enter attended monthly community sewing group meetings with leaders since Jan 2019
- 40 Fashion Enter spaces offered on Level 1 and 2 Sewing and Pattern Cutting courses to residents, every 12 weeks
- 15 community engagement activities and events attended by Fashion Enter
- Over 30 local residents engaged in free activities at Fashion Enter factory space
- Shop refurbishment initiated in March 2020, with Andover workspaces to be delivered in Apr 2021



3b. Delivering Good Growth Fund - Finsbury Park Affordable Workspaces – Outlandish Tech Space

- Outlandish moved into the office space in Oct 2019, and hosted over 20 ‘meet-ups’, lunch and learn sessions and networking events hosted
- Providing space and incubation support to over 50 small and micro businesses
- 40+ local residents attended Founders and Coders 6 week coding courses
- Hosted Islington Employment Network meeting
- Attended 10 community engagement activities and events
- Development of bespoke online coding training during COVID-19 in partnership with Adult Community Learning.



3c. Delivering the Good Growth Fund – Caledonian Road & Barnsbury – ‘We are Cally’

- Setting up a new forum for businesses to become a stronger voice in the community, the Caledonian Traders’ Association
- Embarking upon a vigorous programme to link businesses with local stakeholders, that has so far engaged with the following priorities;
 - Tackling anti-social behaviour
 - Promotion opportunities including a ‘Shop Local’ campaign and using social media to market your business
 - Promotion and support to businesses re-locating and expanding in the Cally area
- Driving forward the delivery of affordable workspace for local people and businesses within new development proposals such as London Square and Regent’s Wharf, and putting vacant properties back into use
- Building a future for local people to progress and find good work in difficult times, with a multi-million pound ‘Inclusive Knowledge Economy’ project; developing skills and boosting confidence to start-up businesses and get jobs in nearby knowledge and tech industries.

3c. 'We are Cally' - supporting young people through Covid-19 into employment

- The We Are Cally Project is important because youth unemployment has more than doubled since the lockdown, from 2.6% of 18-24 year olds in March to 6.4% in July (2,025)
- The labour market is increasingly competitive and particularly challenging for young people – sectors that traditionally provide entry routes have been hit hardest.
- Islington offers 'World of Work' experiences, skills tuition, one to one advice and therapeutic support to young people facing the most significant barriers to get their first taste of work

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Responding to new demands brought on by the crisis we have:

- Recruited more staff to support young people
 - Developed a clear offer to local businesses that shows how we will work with them to facilitate pathways into work experience, internships, and secure jobs with good pay and prospects
 - Introduced so called 'blended learning' that links core skills development with access to work opportunities
 - Explored funding opportunities to draw in external expertise and support to bolster the programme

3c. 'We are Cally' - supporting businesses through Covid-19 towards recovery

- Ensuring that local businesses are in the council's online business directory
- Enabling local business to adapt to online trading with a new website that provides online presence and delivery options.
- Linking businesses with local mutual aid groups so that they can provide food and other essentials to communities in need.
- Supporting businesses to access government grants and financial support, including for example business-to-business suppliers in the Brewery Road Industrial Estate
- Offering a tailored service to individual businesses for relocations and digital connectivity improvements.
- Facilitating connections between small businesses and the Kings Cross development partnership including free membership.
- Providing a comprehensive public protection advice and support service enabling businesses to re-open quickly and safely.
- Fashioning a new "Shop Local" marketing campaign to boost business and bolster consumer confidence.



4. Supporting our town centres, high streets and street markets

- Developing inclusive town centre plans that enable residents and businesses to shape the future of the borough.
- Making town centres and markets accessible for all, e.g. developing street improvement action plans for places like Blackstock Road.
- Improving the public realm in partnership with our key town centre stakeholders.
- Providing our business communities with an extensive support offer during the Covid-19 pandemic, including webinars to get online, marketing strategies, business rates, Brexit, green business, saving money, and making grant applications.
- Working through Town Centre Management Groups to identify and target actions against crime and anti-social behaviour.



4. Supporting our town centres through the crisis:

Since the start of the crisis the Inclusive Economy Team have supported businesses to stay open, reopen, and operate a new normal service where possible. Businesses have been supported with:

- Extensive communications to promote independent, local traders
Getting their business online, marketing and promotion.
Help with home delivery and alternative modes of payment.
- Accessing grants and financial support.
- Distribution of public protection posters and social distance floor stickers.
- Supporting the Council to plan social distancing measures in the town centres and offering bespoke solutions, using our contacts, public realm knowledge and visitor patterns.



4a. Finsbury Park

Delivering a programme of support for Finsbury Park, including:

- Regular meetings with the Town Centre Management Group, tackling a wide range of economic development, community safety and transport issues.
- Festive event was held at N4 Library, an important location for both the local resident and business communities.
- Re-established a traders' association on Blackstock Road and established a new traders association on Seven Sisters Road.
- Negotiated and secured £20k worth of marketing support from TfL to support traders affected by the station re-development.
- Collaborated with Hackney and Haringey Council to implement designing out crime and community Safety measures.
- Delivered 2 Public Protection workshops attended by Finsbury Park businesses.
- Hosted 3 business networking and coffee morning events to build relationships between local traders and council teams.
- Conducted 1-2-1 engagement and face-to-face support with over 300 businesses.



4a. Finsbury Park Community Face Covering Project

- A volunteer-led initiative in Finsbury Park, bringing together local sewing groups and affordable workspace provider Fashion Enter to make face coverings for vulnerable members of the community.
- Through this project local people learned new skills and accessed training and jobs opportunities via Fashion Enter and LBI Networks.



4b. Nag's Head

- Facilitating the Nag's Head Town Centre Management Group to identify local issues, input into solutions, support local businesses and fund popular initiatives such as the Holloway Road flower baskets.
- Public realm improvements such as the porous resin surfacing of high street tree pits and painting of street furniture.
- The New Economics Foundation & We Made That produced recommendations to maximise the potential of Nag's Head within an inclusive economy – including ways to strengthen the place identity of the town centre and boost opportunities for entry level workers.
- The annual Christmas lights switch-on event involving local school and church choirs and work experience opportunities for City & Islington College students.
- Work began on the Clean Air Villages 3 project to support Nag's Head Holloway Road businesses in lowering transport emissions freight consolidation and cleaner vehicles.



4c. Archway

Delivery of a town centre programme, including the culmination of a 2-year programme on Navigator Square, with:

- The animation of a brand-new public space in Archway, that was reclaimed from the A1 highway
- Over £30k of sponsorship from local organisations
- 24 events to promote local businesses, increase footfall and bring the community together
- 80 sessions for local residents to test their skills at market trading
- Thousands of school children and parents taking part in free creative, fun & educational activities
- Archway Library attendance double on special event days
- 1 trip into space (virtually) with our Stargazing event



4c. Archway Pulls Together

The pandemic in Archway saw the community find alternative ways to work together to tackle isolation, keep vital supply chains open and help combat the virus

- Businesses provided free food for our emergency services, free equipment for frontline staff
- The ATCG, which normally requires a fee to join, opened up membership for free to all local businesses to attend virtual meetings

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Established a forum for 60 business representatives in the Town Centre to share ideas, support each other and facilitate direct business to business trade

- Put over £20k of funds back into our local economy by diverting purchases for the Islington Distribution Hub, from out of town food suppliers to our small & independent greengrocers, shared across the borough
- Assisted the homeless task force by channelling donations from the local Mutual Aid Groups to where they were needed most



4c. ...and responds to the pandemic

- Established an online directory of Islington businesses providing vital delivery services
- Utilised the cargo bike scheme to collect surplus food from local supermarkets to deliver to our food banks
- Supported green economy initiatives and adaptations, through energy grants and Cargo bike delivery schemes



4d. Caledonian Road

- Re-established the new Caledonian Road Traders Association with two local business managers as Co-Chairs.
- The Caledonian Road Traders Association will be invaluable platform to gather views, raise concerns and build on existing aspirations for businesses at Caledonian Road.
- WhatsApp group has been set up to improve communication during the pandemic between each other, the council and other stakeholders.
- Developing a programme of business events in the Cally to fulfil local business need, ranging from webinars and workshops focused on Public Protection, Winning Government Contracts to Social Media Marketing.



4e. Chapel Market

- Following Chapel Market's pitch layout re-design, new street trading equipment and a storage container have been purchased to enable local traders to join the market.
- New branding and marketing materials have been produced by local designer, Natasha Shah, to support the delivery of a new marketing and recruitment campaign.
- Market Trader of the Year Competition celebrating locally loved traders, nominated by their customers.
- Christmas Cracker event @ Chapel Market to coincide with Angel.London's 'Glow in the Angel' event (pictured, right), drawing over 500 participants.



5. Delivering local Social Value

- Conducted a review of the council's procurement from the local economy in order to understand where there is potential to increase our expenditure
- Initiated a piece of work to align inclusive economy objectives in the commissioning of Adult Social Care, with a joint report for a North London group of local councils
- Established a partnership to deliver Islington as a 'London Living Wage' Place, with partners from anchor institutions and the private sector
- Developed a new tool that has embedded a new contract management approach to ensure that affordable workspace derived from our contract with City University at the Ray Building brings long term social value benefit
- Inserted Social Value as a new consideration in the Draft Islington Local Plan, with major developments required to undertake a SV self-assessment

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**NEF
CONSULTING**

Social care as a driver of local economic development in North Central London

Shaping a strategic approach to social care as a major economic sector in Barnet, Camden, Enfield, Haringey and Islington

Islington Local Plan
Strategic and development
management policies

September 2019



6. Keeping learning alive through the pandemic

- Increasing the take up of e resources and online joiners.
- Residents accessed e-books, e-newspapers and magazines while library buildings closed.
- Moving activities online for example gentle exercise classes.
- Mounting online exhibitions including WW2 and the Regent's Canal.

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	Q1 2020	Q1 2019
E books	5,799	1,885
E Audio books	6,679	2,109
Newspapers	38,827	1,3865
Magazines	7,928	3,336
Digital Comics	884	.
Totals	59,233	21,195

Community Wealth Building next steps – actions over next 12 months

Sections:

1. Supporting good work – employment
 - a. Employment, employer engagement and sectoral focus
 - b. Youth employment, progression and skills
2. Ensuring local people have the right skills
 - a. Adult and Community Learning
 - b. Libraries & Heritage
3. Supporting local economies
4. Fostering responsible business and a progressive procurement approach
5. Supporting local businesses and affordable workspaces
6. Improving economic well-being for local people

1a. Employment: the next 12 months

- **Develop an ambitious** Covid-19 employment support response programme that includes a Council internship programme, focused support for a cohort of homeless residents,
- Increase our **Social Value requirements** from contractors, and build stronger relationships with local employers.
- **Expand our iWork service and partnership reach** to meet the needs of the newly unemployed.
- **Develop our approach to engaging and supporting parents**, built upon solid data insights and using a place-based localities model.
- A refreshed approach to outreach to further extend our **engagement with Black, Asian and Minority Ethnic communities**.
- **Strengthen our data collection**, analysis and reporting so that Islington has a shared evidence base our borough wide partnership can rely upon, ensuring resources are targeted to those residents who need them most.

1a. Employer Engagement and Sector focus

- **Health and Social Care Academy** is working closely with commissioners and GP practice forum offering a dedicated local recruitment programme through the resource hub.
 - Over 80 vacancies shared with resource hub team by local employers
 - Over 274 people responded during April to June 2020
 - 50 job offers in Social Care and Primary care (April to June 2020)
- **Construction** Team working with the Housing New Build team, agreed a major change to Heads of Terms which will see iWork able to enforce apprenticeship commitments made by contractors. All current apprentices supported to sustain during Covid19
- **Tech and Digital:** Inclusive knowledge economy programme will commence September 20, working across 4 boroughs to promote and create improved access to sector opportunities
- **Green Economy:** Beginning work on a local Green Industrial Strategy, to support new jobs and skills for a zero carbon future by 2030

1b. Youth Employment Progression & Skills

- **A reframed Islington Skills Strategy** to account for structural changes to local labour market impacted by COVID 19 , with a focus on existing priority groups and recently unemployed , sectors where employment can recover and grow, new opportunities for job creation, accessible local further/higher education and training, a cadre of anchor institutions embedding local employment and skills support as part their contribution to building back better.
- **Implementation of new Youth Employability and Skills targeted programme**, bespoke, wraparound one to one support, paid work experience and skills tuition - a key part of the council's response to youth unemployment.
- **A team LBI/Islington approach improve education, employment and training outcomes for young people** by:
 - **Preventing** young people from becoming NEET through targeted, early intervention activity co-produced with schools.
 - **Protecting** young people 'at risk' of NEET through intensive support in partnership with schools and colleges.
 - **Progressing** young people who are NEET through targeted support in partnership with local employers, youth and community organisations and training providers.

2a. Skills: Adult & Community Learning

- **Develop a recovery Skills strategy** Further strengthen **partnerships with local universities and colleges** to ensure local people have the right skills for the labour market
- **Strengthening digital infrastructure.** ACL successfully bid for funding from GLA for staff training, new online systems and hardware to support the move to an increased blended learning offer. This will run concurrently to the service rapidly developing its teaching and learning practice to ensure residents who need our help the most can continue to achieve.
- **Challenging digital exclusion.** ACL will advocate for and fundraise to ensure it's learners have the equipment, support, and functional digital skills needed to successfully engage in learning and to progress.
- **Accessible advice and guidance.** ACL will work in partnership with City and Islington College and the Council's adult employment support service to ensure every learner is able to access high quality advice and guidance to support their progression.
- **A responsive curriculum .** As the impact of the pandemic and Brexit begin to be felt, the Service aims to be responsive in meeting the skills needs that are key to future-proofing residents in the new landscape and developing courses that boost employability.

2b. Libraries & Heritage

- The Libraries and Heritage Service rapidly moved services online with huge increase in engagement – continue to develop this offer.
- Innovating to engage – with **online exhibitions and classes**. WW2 exhibition moved online to celebrate VE day, exercises classes for older people moved online.
- Caring for others, **befriending calls to isolated residents** and delivering books to children without digital access.
- Develop a **recovery plan** to enable all Libraries and the museum to reopen safely.
- Re-establish activities programme – especially for the most vulnerable families – working with Brightstart and offering services both online and face to face.
- Work with other Council services and partners to tackle digital exclusion.
- Islington Reads strategy to highlight and **celebrate Black authors and diversity**.

3. Re-building our Local Economies and Town Centres

- Help local economies to plan for recovery by:
 - Supporting local people: To reduce the number of local people not in education, training and employment through local council and partner initiatives
 - Inc. Helping local residents into work through the Council's iWork service
 - Supporting local business: To support local businesses on the high street to create a welcoming and sustainable town centre, including a vibrant evening economy
 - Inc. Delivering bespoke business support initiatives for SMEs and minority owned businesses; promoting 'Shop Local' campaigns
 - Supporting local workspaces: To provide community engagement and recruitment support for local affordable workspaces
 - Inc. Developing procurement opportunities and support for SMEs located in the borough
 - Supporting local wealth: To enable to the implementation of community wealth building initiatives
 - Inc. Facilitating the implementation of Net Zero Emissions initiatives to include: tree planting, low traffic neighbourhoods; and, increase number of new traders, as well as sustaining existing traders at Chapel Market, through business development project
 - Supporting the local place: To ensure the delivery and facilitate public realm and community safety improvements
 - Inc. Maintaining key town centre relationships across partnerships to support public realm and community safety initiatives



4. Fostering responsible business and a progressive procurement approach

- Build work on responsible business practice and inclusion e.g. promote London Living Wage Place accreditation.
- Support more local SMEs to successfully compete for Council contracts through market-warming events and training
- Develop incentives to support circular economy and greener businesses, as part of contribution to the Islington Net Zero Strategy
- Strengthen the Council's approach to securing and delivering more Social Value from its commissions contracts
- Develop pathfinder project between Adult Social Care, embedding inclusive economy objectives in commissioning and delivery model
- Build and reinforce a sub-regional approach to community wealth-building by using the council's buying power and that of its partners to keep more public expenditure in the local economy





5. Supporting local businesses and affordable workspaces

- As part of the Covid-19 response, continue to ensure eligible businesses receive financial support from the council and up to date regulatory advice as soon as possible
- Deliver emergency support to local small businesses to enable them to access more trade and ensure residents have access to essential goods and services
- Understand wider economic context and sector specific impacts as a result of COVID 19 on Islington's business community
- Develop new strategy for affordable workspace to protect the start-up, micro and small business community in ways that support the community
- Continue to commission affordable workspaces to deliver jobs and benefits for local residents and small businesses
- Deliver affordable workspace at Andover Estate, as part of Good Growth Fund project with Fashion Enter
- Use of new affordable workplaces – some themed for green innovation and offering support to developing a zero waste, circular economy

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6. Improving economic well-being for local people

1. Crisis support

- Use RSS funding to provide safety net for residents in severe financial hardship
- Maximise use of hardship funding across the borough – both LBI and VCS

2. Income maximisation

- Ensure low income households are accessing all financial support to which they are entitled
- Create a fully integrated benefits and assessments team

3. Managing household finances

- Use data to assess levels / types of debt and develop programmes for different cohorts
- Explore opportunities for a joined-up approach to debt management

4. Reaching those communities most in need of employment support

- Target resources and develop a communications strategy to ensure those residents most in need are receiving the support they need in the way that they need it

5. Support to find and secure a good job

- Strengthen iWork employment support offer
- Enhance awareness to help residents understand different pathways into good work

6. Supporting those in work to find better employment

- Work with DWP to better understand the impact of Covid and design programmes to mitigate
- Develop in-work skills offer, with specific focus on residents in precarious employment

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ENVIRONMENT & REGENERATION SCRUTINY COMMITTEE

WORK PROGRAMME 2020/2021

16 NOVEMBER 2020

- 1) Bio-Diversity Action Plan – Officer update
- 2) Quarter 1 Performance Indicator Reports 2020/21 – Employment and Economic Development
- 3) Annual Report of the Executive Member for Economic Development - 2019/20
- 4) Scrutiny – Overview of the Council's 2030 Net Zero Carbon Programme
- 5) Work Programme 2020/2021

17 DECEMBER 2020

- 1) Scrutiny: Presentation Net Zero Carbon – Theme (Tbc)
- 2) Scrutiny Review: Volunteers and Resident engagement with Parks and Open Spaces –12-month report back
- 3) Q2 Performance Report (2020/21) – Environment & Transport
- 4) Quarter 2 Performance Report (2020/21)- Employment & Skills
- 5) Work Programme 2020/2021

4 FEBRUARY 2021

- 1) Scrutiny : Presentation Net Zero Carbon : Theme (Tbc)
- 2) Air Quality – Officer update (Tbc)
- 3) Work Programme 2020/2021

8 MARCH 2021

- 1) Scrutiny Review (TBC)
- 2) Work Programme 2020/2021

27 APRIL 2021

- 1) Scrutiny Review (TBC)
 - 2) Q3 Performance Report (2020/21)- Employment & Skills
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