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

AGENDA FOR THE ENVIRONMENT AND REGENERATION SCRUTINY COMMITTEE

Members of the Environment and Regeneration Scrutiny Committee are summoned to a meeting, which will be held in Council Chamber, Islington Town Hall, Upper Street, N1 2UD on **1 February 2022 at 7.30 pm**.

Enquiries to : Thomas French
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Despatched : 24 January 2022

Membership

Councillor Tricia Clarke (Chair)
Councillor Gary Heather (Vice-Chair)
Councillor Santiago Bell-Bradford
Councillor Mick Gilgunn
Councillor Clare Jeapes
Councillor Roulin Khondoker
Councillor Caroline Russell
Councillor Kadeema Woodbyrne
Councillor Angelo Weekes

Substitute Members

Councillor Sara Hyde
Councillor Anjna Khurana
Councillor Dave Poyser
Councillor Toby North
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 - 14 |
| 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 |
|----|--------------------------------------------------------------------------|--------------|
| B1 | Scrutiny Review: Net Zero Carbon Programme – Finance and Investment | 15 - 34 |
| B2 | Apprenticeships | 35 - 48 |
| B3 | Air Quality To follow | |
| B4 | Minutes of the Previous Informal Working Group Meeting and Member Review | 49 - 52 |
| B5 | Work Programme 2021/2022 | 53 - 54 |

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 **7 March 2022**

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Agenda Item 4

London Borough of Islington

Environment and Regeneration Scrutiny Committee - 30 November 2021

Minutes of the meeting of the Environment and Regeneration Scrutiny Committee held at Town Hall on 30 November 2021 at 7.30 pm.

Present: **Councillors:** Clarke (Chair), Heather, Weekes, Jeapes and Russell

Councillor Tricia Clarke in the Chair

506 APOLOGIES FOR ABSENCE (Item 1)

Apologies were received from Councillors Bell-Bradford and Gilgunn

507 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

There were no declarations of substitute members.

508 DECLARATIONS OF INTEREST (Item 3)

There were no declarations of interest.

509 MINUTES OF PREVIOUS MEETING (Item 4)

RESOLVED:

That the minutes of the meeting held on 12 Oct 2021 be confirmed as an accurate record of proceedings and the Chair be authorised to sign them.

510 MINUTES OF THE PREVIOUS INFORMAL WORKING GROUP MEETINGS (Item 5)

The Chair noted the minutes of the previous informal working group and invited members to next meeting on 13 January 2022, which will be covering food waste.

511 CHAIR'S REPORT (Item 6)

None.

512 ORDER OF BUSINESS (Item 7)

The order of business would be the Public Deputation, B1, B2, B6, B3, B4, B5.

513 PUBLIC QUESTIONS (Item 8)

None.

514

NORTH LONDON HEAT AND POWER PROJECT: PRESENTATION FROM THE MANAGING DIRECTOR OF THE NORTH LONDON WASTE AUTHORITY (Item B1)

Public Deputation

Ben Griffith made a public deputation, stating that the council should rethink the new North London Waste Authority's new Incinerator. Ben Griffith asked members to rethink the incinerator based on cost, how it affects the Council's stance on the climate emergency and the perceived use of a new incinerator.

The Chair thanked Ben Griffith for the Public Deputation and welcomed Members to raise issues and ask questions.

On the importance of reducing overall waste, Ben agreed that overall waste had flat lined and that investment should be placed in waste sorting facilities. The Council should play a larger role in working with business to reduce waste, particularly plastic.

Martin Capstick of North London Waste Authority was present for discussion of this item and made a presentation to the Committee, copy interleaved. The following points were highlighted:

- The overall goal of the North London Waste Authority is, for the seven local authorities that are members, for waste reduction and a range of recycling initiatives. However, The Energy Recovery Facility is a part of the overall goal and is in line with the climate emergency.
- The Energy Recovery Facility is a public sector project, and the project will have the cleanest emissions of any site in the UK, including 19 out of the 20 that have been recently approved.
- Waste forecasting is difficult and there are a lot of uncertainties, but the Energy Recovery Facility has the flexibility to deal with a range of future outcomes that can happen in North London.

The Chair thanked Martin Capstick for the presentation and welcomed members to raise issues and ask questions.

On the recycling rate, more system changes from government need to be realised, and while actions on the micro level can be actioned by local government and communities, on the macro level, more needs to be done so waste can be recycled fully. Like ensure packaging is created with recycling in mind, rather than expecting the end process to have to deal with unrecyclable packaging. While North London Waste Authority is a larger authority than most, and can recycle more, if the product is not created to be recycled, it makes it harder to hit the 50% recycling rate.

On the increase of waste since 2011, there is a relationship between waste and the economy. After the financial crash waste recycling has seen an increase, more than

projected. However, authorities have also not recycled nor correctly dealt with waste on the scale that has been forecast.

On capacity increases since 2015/17, over £150m has been spent on new facilities to deal with increases in capacity, but members of the waste authority will see a report that shows how waste volumes have been met, but currently the GLA is predicting that despite COVID-19, London's population is still set to grow and more needs to be done to understand that impact.

On the government waste review, the last time there was a waste review was in 2013 and it did not look at individual facilities, but the total national waste capacity, and concluded it would not exceed the landfill directive. But we are currently waiting for Defra to release more on individual capacity in 2022.

On carbon capture and emissions, the government has moved very quickly on changing the landscape on carbon capture and storage within the last nine months, we have seen the timeline moved from 2050 to 2040 as a goal. The government will be announcing soon on what will be eligible for being part of carbon clusters, but these are fast moving developments. However, work is being done on the district heat network to get more positive results from our emissions, this could cover between 10,000-50,000 homes.

On converting waste safely, when waste is converted to energy, there is potentially hazardous waste called bottom ash created, but other by-products can be used in industry like road building.

On timelines, Islington's carbon neutral target date is 2030, but the UK Parliament Environment and Climate Change Committee has discussed 2040 as a Government target recently for carbon capture and storage, but it would not be possible today to suggest what timeline locally we would see this happen.

On the ARUP report, the North London Waste Authority is very passionate about waste reduction, with the current program seeing a reduction of 10,000 tons of waste per year. This will be through engagement with communities and prompting food waste schemes, and re-use initiatives.

On Western Riverside Waste Authority, it is cheaper for an authority to recycle than it is to dispose of waste. Our members have consistently made the case for doing the right thing with waste and costing more, than doing the easy thing and save money. But the economic case is still very clear, that recycling is financially important for the authority to continue.

On internal and external confirming of capacity, the development consent order was a thorough piece of work and was placed both with the inspector but also with the public. Since then, four years later, an update has found the tonnage is still well within the limits that were projected.

On the priority of how waste is dealt with, on the site, there is a planned resource recovery facility that will collect and store bulk waste. This facility will give the flexibility on what can be done with the waste.

On the commitment to the council's 2030 carbon neutral pledge, right now there is not a zero carbon approach to waste. But energy recovery is better than waste sold to landfill in developing countries. The energy recovery facility is better than over 100,000 cars off the road in terms of carbon, per year. The best way to make the use out of the carbon, is to ensure it goes to heating homes and reducing the need for fossil fuels.

On third party waste collections, some local authorities will collect some third party waste as part of their business collections, but the energy recovery facility is not for third party use, which is around 500,000 tonnes per year of commercial waste.

On engagement with local authorities, there have been a lot of meetings between the waste authority and its members over the last year, where many of the issues tonight have been asked about.

On the highest possible rate of recycling in the capital, the Mayor of London set a target of 50%, but there is currently a pathway of only 42%. The target is aspirational and is continually being worked on to get to 50%.

On lobbying the government on plastics, there has been a clear effort to take part in the government discussion on waste. For example, the waste authority has taken part in the consultation on single use plastic.

On contamination of recycling, public misunderstanding around recycling is what drives contamination. Usually with the best intentions, as something a resident feel an item should be recyclable, so place it in a recycling bag, as this might get dealt with in a green way, but really this will lead to contamination of the bag. But currently the waste facility will process more bags with contamination than ever before, currently working to around 15% of contamination.

On spare capacity for commercial waste, working with waste collecting companies is subject to members of the waste authority agreement. It will be up to members on how we deal with commercial waste generated in North London.

On phasing out incineration as part of the strategy, the waste authority is passionate about following the waste hierarchy and phasing out incineration would be the eventual outcome in the future.

Members noted that our waste recycling rate appears to be stuck at around 30% and suggested that the council consider new options for increasing the recycling rate including technological and social solutions.

The chair invited the North London Waste Authority to a future meeting of the committee, as the energy recovery facility project develops.

Further questions that the Chair and Vice Chair sent to Martin Capstick of the North London Waste Authority can be found in the **Appendix A** at the end of the minutes.

RESOLVED:

That the presentation be noted

515

GLL - LEISURE RECOVERY (Item B2)

Tyron Fuller - Partnership Manager - GLL was present, together with Andrew Bedford Head of Greenspace & Leisure for discussion of this item and made a presentation to the Committee, copy interleaved. The following points were highlighted:

Partnership support: Working in partnership with Islington throughout this pandemic has been key to our continued recovery. The support has been unprecedented, respected and appreciated. For example The Sobell Leisure Centre being a Covid-19 testing centre.

Being Covid Secure: Specifically within Islington centres and products have reopened with supportive sign off from the LBI Leisure management team, EHO and Public Health. GLL's Covid protocols have been chosen as best practice by the Cabinet Office. GLL highlighted as the face of England's COVID secure physical activity facilities. GLL represent the leisure sector on the Cabinet Office Website.

Covid Secure- Challenges:

1. Customer Journeys
2. Programming
3. Restricted capacities
4. Environmental
5. New Covid Secure Measures and Requirements
6. Colleague Management
7. Customer Confidence

Better Business:

Monthly tracking is live to compare business return vs 2019. Usage 77%. Membership Base 77%. Swim School 88%.

Full data and information is shared and reported to LBI monthly highlighting strong performance areas and risk areas.

Better Service- Call Centre:

As of the 9th September a local call centre for Islington customers was live and hosted from Ironmonger Row Baths. This will support the incoming call volume to GLL whilst our larger central systems are mobilised. This will ensure that our customers are having an improved customer experience and we are dealing with

enquires effectively. Also please note that all centre mailboxes have been returned directly to centre based management teams.

Better Service- Capital 2021:

Capital Works Programme, £11.5m contract to date. Further £2.45m scheduled for rest of contract period. Full pitch Replacement of Market Road completed. Sobell LC gym development signed off.

Better Communities:

Community Development Team is fully mobilised within Islington. Team includes Community Sports Manager, Community Sports Officer, Aquatics Development Manager, Football Development Manager and Football Development Officer.

Monthly Reports with key work streams with outputs are shared monthly with LBI colleagues

Key work streams included but not limited to;

1. Targeting Inactive groups of the community
2. Development of programmes and products
3. Working with community groups and schools to provide opportunities to participate in activities
4. Supporting Schools and Colleges with Work Experience Opportunities
5. Seeking Funding opportunities
6. Creating employment opportunities and training for Islington Residents

The Chair thanked Tyron Fuller for the presentation and welcomed members to raise issues and ask questions.

On disabled staffing, while it is only a small number of staff who identify as disabled who work for GLL in Islington, we will be working closer with Islington Recruits Team, who will be able to shortlist candidates who will be guaranteed an interview. Work experience opportunities will be offered as well to those who want to find out more. Action- Officers to feedback on the apprenticeship scheme.

On community access to the trampoline park, currently the offer is once per term, but the hope is to create a legacy arrangement and allow for more schools and youth groups to have access as it builds. The centre is more set up for leisure trampolining and the other side of the hall at the Sobell Centre is used for classes and some training. It does take up space for other sports like badminton, however, there are other sports halls at the Sobell Centre.

On the digital experience, a new app has been launched during the first lockdown in 2020. There has been some teething problems, but there has been an ICT update from using Legend to a system built for GLL called Flow.

On disability access to swimming, as lockdown measures eased, allowing school swimming sessions became a programming priority but still a balance was sought, which meant if one centre was being used for school swimming classes, another centre would be free for open swimming. Some residents did not want to or could travel to other centres, which was a problem.

RESOLVED:

That the presentation be noted

516

MAJOR SCRUTINY REVIEW: NET ZERO CARBON PROGRAMME - WASTE REDUCTION AND RECYCLING & CIRCULAR ECONOMY (Item B3)

Matthew Homer, Street Scene Strategy Manager was present, together with Keith Townsend, Corporate Director Environment and Regeneration, for discussion of this item and made a presentation to the Committee, copy interleaved. The following points were highlighted:

Scope:

Islington's Waste Reduction and Recycling Action Plan, including the draft Circular Economy Action Plan update.

The Challenge – Why is this important:

In June 2019 the Council declared an Environment and Climate Emergency, which commits Islington to becoming carbon neutral by 2030. Reducing waste and recycling and moving towards a more circular economy is a key part of achieving this.

- 60,000 tonnes household waste per annum
- 31% is recycled, composted or reused

Vision 2030 – Scope 1 and 2 emissions, 680,000 tCO₂e each year Total Islington related emissions ~ 2 million tCO₂e each year.

Net zero carbon target for Islington does not include emissions outside Islington related to the production and disposal of goods and food consumed in the borough. These are emissions that we – the council, residents and businesses – still have control over through our consumption.

As well as reducing waste and increasing recycling, we need a focus on reducing emissions arising outside of Islington, as a direct result of our own consumption and behaviour.

Our objectives:

1. Reduce waste focusing on food waste and single use packaging.
2. Maximise recycling rates.
3. Reduce the environmental impact of waste activities (greenhouse gas emissions and air pollutants).
4. Maximise local waste sites and ensure London has sufficient infrastructure to manage all the waste it produces.

Deliverables:

Objective 1: Reduce waste focusing on food waste and single use packaging

Key priorities:

- Take action to reduce single use plastic

- Take action to reduce food waste
- Increase reuse
- Deliver waste minimisation and recycling communications campaigns
- Develop a Circular Economy Action Plan

Objective 2: Maximise recycling rates

Key priorities:

- Household recycling target of 33% by 2022 and 36% by 2025
- Expand food waste collections to all remaining purpose-built blocks of flats and trial the service for flats above shops
- Improve service standards for recycling container deliveries and make recycling sacks easier to access
- Develop a new business waste recycling plan

Objective 3: Reduce the environmental impact of waste activities

Key priorities:

- Comply with the ULEZ and transition the recycling and waste fleet to low/zero emission vehicles

Objective 4: Maximise local waste sites and ensure London has sufficient infrastructure to manage all the waste it produces

Key priorities:

- London to manage net 100% of all the waste it produces by 2026

Circular Economy Action Plan Draft

- An alternative to a linear 'take, make, dispose' economy, based on three principles: eliminate waste and pollution, circulate products and materials, and regenerate nature
- Targets consumption based 'scope 3' emissions.
- Supports Vision 2030 objectives

Interventions at various points in the cycle for example:

1. Procurement strategy – drive out waste from procured goods
2. Home design guide – design homes to minimise impact
3. Library of Things & Dress for Success – reuse consumer goods
4. Repair Cafes – repair consumer goods
5. Recycle – locally and into new products
6. Recover – EfW

The Chair thanked Matthew Homer for the presentation and welcomed members to raise issues and ask questions.

On what the plans are for regeneration of recycling in the community, the recycling rate throughout the Covid-19 remained steady, but better communication around the services that the council offers, like the borrowing of DIY tools. The re-use work should start seeing more engagement as Covid-19 restrictions are lifted.

On the cost of the remaining 5% of waste fleet to achieve ULEZ compliance, depending on the vehicle it can cost up to £500 per day. There has been a delay due to Covid-19, but a lot of work is being done to get the vehicles finished on schedule.

On food waste reduction, there are a lot of officers across the council that are really engaged with food waste, but the challenge is reaching out to members of the community that are not engaging in food waste collections. The informal working group will be covering food waste in the next meeting on 13 January 2022.

RESOLVED:

That the presentation be noted

517

NET ZERO CARBON PROGRESS REPORT (QUARTER 2) (Item B4)

Tamsin Fisher, Net Zero Carbon Strategic Business Manager was present, together with Keith Townsend, Corporate Director Environment and Regeneration, for discussion of this item and made a presentation to the Committee, copy interleaved. The following points were highlighted:

Islington Climate Festival launched across council channels – over 100 events in total with the Gazette on board as media partner. Jason Torrance of UK 100, David Harrison of Living Streets and Jeremy Corbyn MP spoke at launch event on the 18th of October.

Community Municipal Investment (CMI) launched on the 29th of October, the final day of the 'Islington Together: Let's talk about a greener future' festival.

We have implemented the switch to renewable sources for 100% of electricity being used across our corporate buildings.

Developed social value guidance in draft form to include integrating net zero objectives into the awarding of all contracts.

Tree Mitigation Strategy and associated design guidance complete. Still in process of introducing firm targets for offsetting loss of carbon sequestration from trees on our development sites which is subject to internal consultation. Process for strategy governance and adoption still unclear. Revised due date due to work to analyse associated costs still to be undertaken, and strategy has taken on a potentially wider adoption for other council departments. Work and research to extend our strategy to include the public realm is underway

UCL Phase 1 roadmap towards NZC for existing council stock now complete. Criteria for first stage of Phase 2 agreed and wider UCL project group schedule to meet to start work on this stage. Phase 2 will include completing feasibility studies for minimising carbon footprint of our larger housing estates.

The seven Low Traffic Neighbourhoods (LTN) have been introduced as trials with first consultation, on St. Peter's LTN, finished, and consultations on Canonbury East and Clerkenwell Green LTNs underway

GreenSCIES is delayed but we are building team capacity by recruiting a Project Manager to bring this back on track to meet the Mar 22 timescale.

Established the governance model and working groups as lead authority on the Renewable Power for London programme. Groups now mobilised and working towards developing the two year action plans in line with the December 2021 programme deadline set by London Councils.

Urban Tree Challenge funding bid complete, and now awaiting result. Tree planting season underway, 600+ trees reserved (target was 430). The online donation process set up but was paused while working in partnership with Islington Clean Air Parents on the Forest for Change donation process in (raised over £23k). Anticipate resuming online donation process and running a test in December.

Energy Hub and Portal is making good progress, with content now well developed. On track to launch in December 2021.

The Chair thanked Tamsin Fisher for the presentation and welcomed members to raise issues and ask questions.

On the ventilation in wall cladding, the condensation work is running in parallel with fire safety workstreams in the external walls in the Harvist Estate. Action Officers to get back to members on ventilation.

On the next phase in UCL, housing colleagues have broken down a potential program so the Council can priorities the work to retrofit for minimising the carbon footprint of our larger housing estates. Work will need to be done with Government departments to ensure that the Council can fund these works.

On the work the Council is doing with partners on Net Zero Carbon, the council is part of seven Cross London programs on various elements of Net Zero Carbon. Islington is leading on renewable power of London, which is being done with London Boroughs and the GLA. The action plan is scheduled to be finished by the end of 2021.

RESOLVED:

That the presentation be noted

518

**Q2 PERFORMANCE REPORT (2021/22) - ENVIRONMENT & TRANSPORT
(Item B5)**

Councillor Rowena Champion, Executive Member for Environment and Transport was present, together with Keith Townsend, Corporate Director Environment and Regeneration for discussion of this item and made a presentation to the Committee, copy interleaved. The following points were highlighted:

Audited quarterly recycling rate data from Waste Data Flow comes in around three months after the end of the quarter with Q1's figure of 30.9% being just marginally down on the 20/21 outturn of 31.3% and against the higher 21/22 target of 32%.

The corresponding 'residual (non-recycled) waste per household' figure is 392kg though it is still too early in the year to extrapolate to any proper comparison with last year's record low figure of 348.5kg.

We don't yet have 20/21 benchmarking data but overall, Islington's 19/20 recycling rate of 29.6% placed us 4th out of all 13 inner London Boroughs and our residual waste rate was then the second lowest of all 33 inner and outer London Boroughs. Part of the recent improvement is down to improved processes in place for sorting and accounting for contaminated recycling, though achieving the 21/22 target of 32% will be a challenge.

The Chair thanked Councillor Rowena Champion for the presentation and welcomed members to raise issues and ask questions.

On the measures of residents killed or seriously injured on Islington roads, Covid-19 was a part of the reason there fewer deaths or incidents on the roads. However, while we would like this figure to remain as low as lockdown measures ease, we must put more effort into cycle lanes and low traffic neighbourhoods to ensure safety is kept high.

On street cleanliness, while there has not been a drastic change in the street cleaning provision, a longer autumn season has not helped. The Council took on more contract staff support to street cleaning. The sickness of staff during the heights of Covid-19 and annual leave being allowed to be rolled over in greater number last year, the service has done its best to ensure that street cleaning is still happening, on a five day service.

On working with landlords to ensure their tenants are being informed of Islington refuse collection, the private sector landlord licensing scheme will have provision in it to ensure landlords are aware of their role in ensuring refuse collection happens in their properties.

RESOLVED:

That the report be noted

519

QUARTER 2 PERFORMANCE REPORT (2021/22)- EMPLOYMENT & SKILLS (Item B6)

Councillor Asima Shaikh, Executive Member Inclusive Jobs and Economy was present, for discussion of this item and made a presentation to the Committee, copy interleaved. The following points were highlighted:

Performance has been strong in Quarter 2 with 1106 unemployed Islington residents supported into paid employment exceeding the profiled target of 500 by 55% and the year-end target of 1000.

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. We have surpassed the target by 19% and at the end of September 2021 had successfully placed 4,764 residents into employment. To achieve the corporate commitment 6 months ahead of the expected term and despite the economic downturn due to the impact of the Covid-19 pandemic is an excellent achievement. This result reflects the embodiment of the Islington working partnership and joint working with partner organisations.

There are now two affordable workspaces up and running, so far this year they have delivered £644,091 in social value outcomes comprising, Outlandish: £574,840 and Fashion Enter: £69,251. Collectively, the two workspaces have delivered £1.21m of social value since they opened in November 2019.

Council services and partners supported 185 parents of children aged 0-18 into employment in Quarter 2 exceeding the profiled target of 165 by 12%. Parental outcomes have improved, partly due to more engagement with parents as school commenced in September 2021. Results also reflect improved systems and processes to collect data on parental outcomes from partner organisations. Work is currently underway as a result of a recent review of barriers to parents returning to the workplace, including enhanced marketing of subsidised council childcare places and access to a childcare bursary. The council has committed to £120k investment in childcare bursaries in budget proposals for 2022-23. Parents are now eligible to apply for up to 8 weeks of childcare bursary when starting training or paid employment. The bursary covers 4 weeks deposit and the first 4 weeks fees.

By the end of Quarter 2, 127 residents were supported into jobs with a council contracted supplier. The iWork service have recruited an Employer Engagement officer dedicated to supporting recruitment into council contractors. The work of the new Supply Chain Practitioners Group, an internal officer group has raised awareness amongst commissioners of the importance of this, and we are beginning to see the impact.

Following scrutiny of the Q1 report and the under-performance reported, further examination of all council contracts revealed under-reporting in Q1. Therefore, by the end of Quarter 2, 19 Islington residents gained an apprenticeship with a council contracted supplier, of these:

- 16 were placed by iWork's construction team onto local construction sites subject to a section 106 agreement
- 1 was placed with the council's own New Build programme
- 2 other roles were reported to us by contractors- one being taken on by a social care contractor, the other by a grant funded provider

The Chair thanked Councillor Asima Shaikh for the presentation and welcomed members to raise issues and ask questions.

On digital exclusion, due to Covid-19 face to face outreach has obviously been less frequent. This is a shame due, to the impact that it has in the community on getting residents signed up to online council services. Action- Officer to provide detail on disabled residents and digital exclusion.

On sharing best practice, when Better Space was launched, it was suggested that the Council will hold an event to share the best practice that has been learnt.

On unemployment concentration, a sector perspective is being taken when looking at unemployment. So far social care and construction have been looked at, with a meeting just been held on the fashion sector, with plans for the digital sector next. This has led to better partnership with employers in different sectors, which has seen some areas collapse due to Covid-19 but also some areas grow as priorities changed. Before Covid-19, a lot of community outreach was done with community groups. It was shown that residents may not approach the Council for support getting work, but they would approach a local youth group or outreach group. But work can be done on a geographic approach to see which parts of the borough need greater support.

RESOLVED:

That the report be noted

520

WORK PROGRAMME 2021/2022 (Item B7)

RESOLVED:

That the work programme be noted

The meeting ended at 22:42

CHAIR

Appendix A: Email to Martin Capstick on 3 December 2021

Please find below for follow up questions from members of the Environment and Regeneration Scrutiny Committee on 30 November 2021. If you could provide responses for the following, I will pass these onto the members.

From Cllr Heather:

1. Part of the need for increased capacity is that North London Waste Authority has not achieved its 50% recycling target - why?
2. Non-recyclable waste is projected to increase (by NLWA) - why has there been an increase since 2011?
3. The original plan for the facility was in 2013-15 and approval for it was given in 2017, have there been any material changes that might affect the increase in capacity being proposed now?
4. There is a government review of waste - will this be taken into account in the final design and construction of the facility?
5. My understanding is that there will be no carbon capture facility available until the 2030s. And the CC facility may be delayed until 2050. Is this the case? And also what mitigation of emissions from the facility will be taken in the intervening period, i.e. up until the 2030s or 2050?

Also of interest in relation to above is the letter yesterday from Haringey Council to the NLWA, calling for a pause and review of the ERF project, which I have attached for your information.

From Cllr Clarke,

1. Does NLWA have reducing waste, increasing recycling, increasing reuse and the eventual phasing out of incineration at the heart of its strategy? Is this the direction of travel?
2. It is important that if the contract is signed on 16th December that the publicly owned, publicly funded NLHPP at Edmonton will be publicly accountable and subject to scrutiny and performance reviews. Will NLWA come back to the E+R committee in 6months?
3. Are the NLWA going to use any spare capacity to burn non local authority commercial waste?

Finance & Investment Workstream Update

Page 1
1 February 2022

Agenda Item 8

Scope

- A refresh on our Objectives
- An update on our Deliverables
- An overview on our Resources
- Opportunity to ask Questions



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The Challenge



- Islington declared a climate emergency in 2019 and adopted 'Vision 2030' Strategy in 2020.
- The strategy is split into six main priorities – Buildings; Transport; Sustainable + Affordable Energy; Green Economy; Natural Environment + Waste and Planning (Workstreams 1 to 6).
- Underpinning all of these priorities is Engagement & Comms. and **Finance & Investment** and the role of this workstream is to collaborate with the six main priorities to achieve NZC.
- The workstream also has its own 'deliverables' defined within the strategy...

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The graphic features a dark teal background. In the center, the UK100 logo is displayed, consisting of the letters 'UK:' above '100', with two green dots positioned between the 'K' and the first 'O'. Below the logo, the words 'Membership Pledge' are written in a large, bold, white sans-serif font. At the bottom, a white quote is centered: 'As local leaders across the UK, we recognise our responsibility to tackle the climate emergency and take bold action towards Net Zero.'

Our Objectives



Our Finance & Investment Plan has the following priorities:

- (a) Produce programme business case and support project business cases as needed
- (b) Ensure project business cases considered in Medium Term Financial Strategy
- (c) Consider the most cost effective way for financing 'Vision 2030' Strategy
- (d) Reduce the carbon emissions from the wider aspects of Islington's investments
- (e) Ensure financial reporting and benefit realisation tracking is in place and effective

(a) Produce programme business case (capital)

- The latest proposed NZC Capital Programme was considered by Executive on 13 January:

| Workstream | 22/23 | 23/24 | 24/25 | Total | 25/26-31/32 | Total |
|---------------------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Buildings | 4.105 | 5.035 | 5.168 | 14.308 | 0.000 | 14.308 |
| Energy | 0.251 | 5.500 | 5.500 | 11.251 | 24.741 | 35.992 |
| Nat Env, Waste, Recycling | 0.860 | 0.810 | 0.760 | 2.430 | 1.820 | 4.250 |
| Transport | 8.098 | 6.557 | 5.347 | 20.002 | 26.263 | 46.265 |
| Total | 13.314 | 17.902 | 16.775 | 47.991 | 52.824 | 100.815 |

- Council will be asked to approve 22/23-24/25 on 3 March (25/26-31/32 is indicative only).

Highlights include...

- Continued investment in People Friendly Streets (£7.596m) and School Streets (£1.200m).
 - Ongoing programmes of fleet electrification (£5.969m) and fleet infrastructure (£3.149m).
 - Installing LED lighting + solar panels on public buildings (£2.000m).
 - Additional investment in retrofitting and GreenSCIES (£24.058m – see Slide 7).
-
- The above programme includes £13.869m of external income (eg: GLA GGF Grant, S106/CIL).

(a) Produce programme business case (revenue)

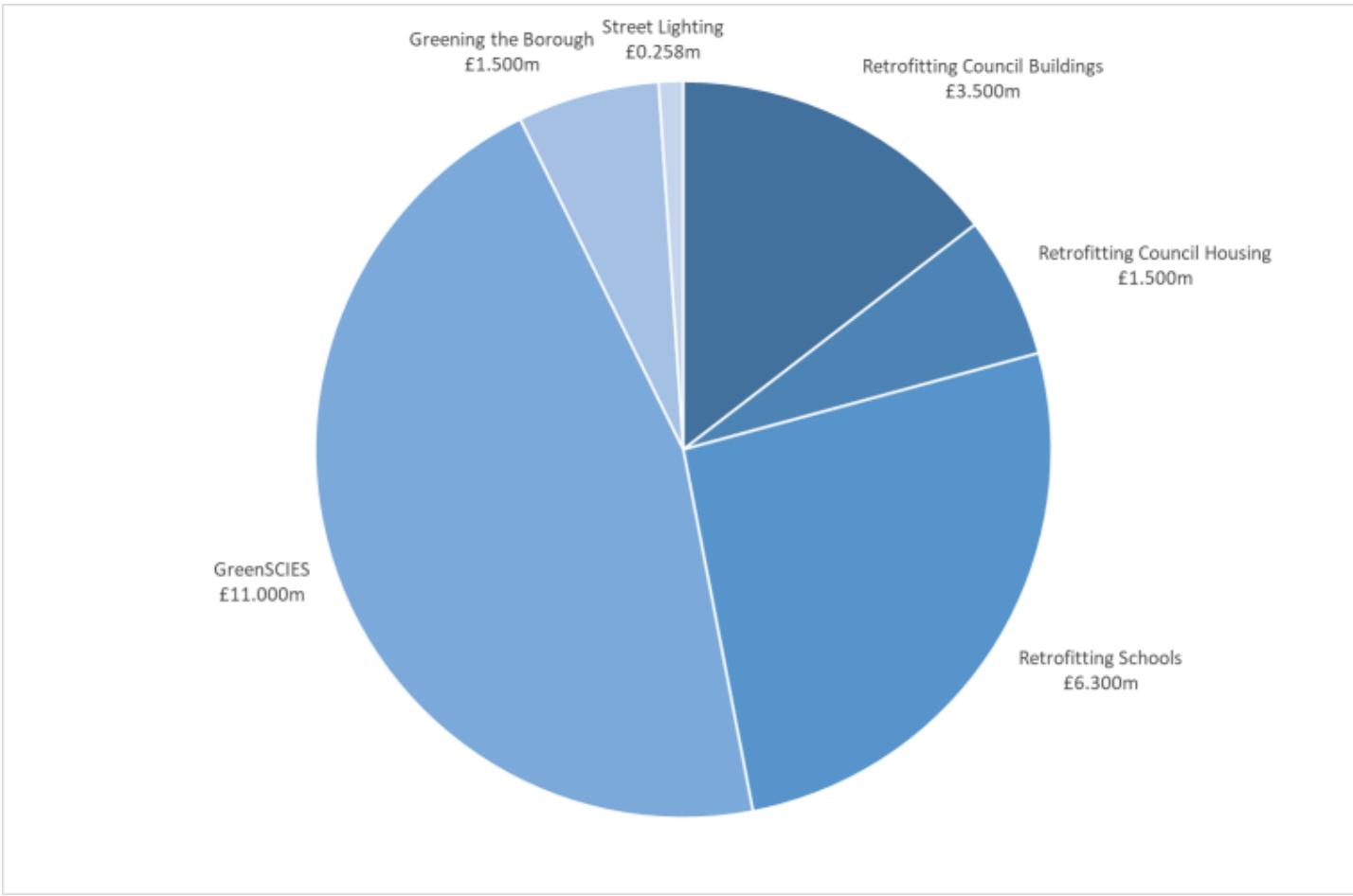
- The initial NZC Revenue Programme was approved by Members in February 2021 (£0.6m pa).

| Workstream | 21/22 | 22/23 | 23/24 | Total | Less COF | Total |
|-----------------------|--------------|--------------|--------------|--------------|----------------|--------------|
| Buildings | 0.063 | 0.113 | 0.063 | 0.239 | (0.239) | 0.000 |
| Cross-Cutting | 0.393 | 0.383 | 0.383 | 1.159 | 0.000 | 1.159 |
| Energy | 1.194 | 1.203 | 1.128 | 3.525 | (3.495) | 0.030 |
| Energy / Buildings | 0.075 | 0.075 | 0.075 | 0.225 | (0.225) | 0.000 |
| Engagement | 0.205 | 0.205 | 0.205 | 0.615 | 0.000 | 0.615 |
| Finance & Investments | 0.059 | 0.059 | 0.059 | 0.177 | 0.000 | 0.177 |
| Green Economy | 0.050 | 0.050 | 0.050 | 0.150 | 0.000 | 0.150 |
| Planning | 0.038 | 0.050 | 0.013 | 0.101 | (0.100) | 0.001 |
| Transport | 0.000 | 0.049 | 0.049 | 0.098 | 0.000 | 0.098 |
| Total | 2.077 | 2.187 | 2.025 | 6.289 | (4.059) | 2.230 |

- Included above is £3.037m Carbon Offset Funding agreed at Executive.
- Islington's Carbon Offset Fund launched in 2012 and today it is still the biggest offset fund in London generating income of c. £1.5m p/a to help contribute to achieving NZC.

(b) Ensure project business cases considered in MTFS

- On 13 January Executive was presented with six new business cases...



- Subject to approval this represents £24.058m of additional investment.

*GreenSCIES is £16.500m in 2022/23 - 2031/32 of which 50% is expected to be grant funded.

(c) Financing 'Vision 2030' – Islington Greener Futures 2027

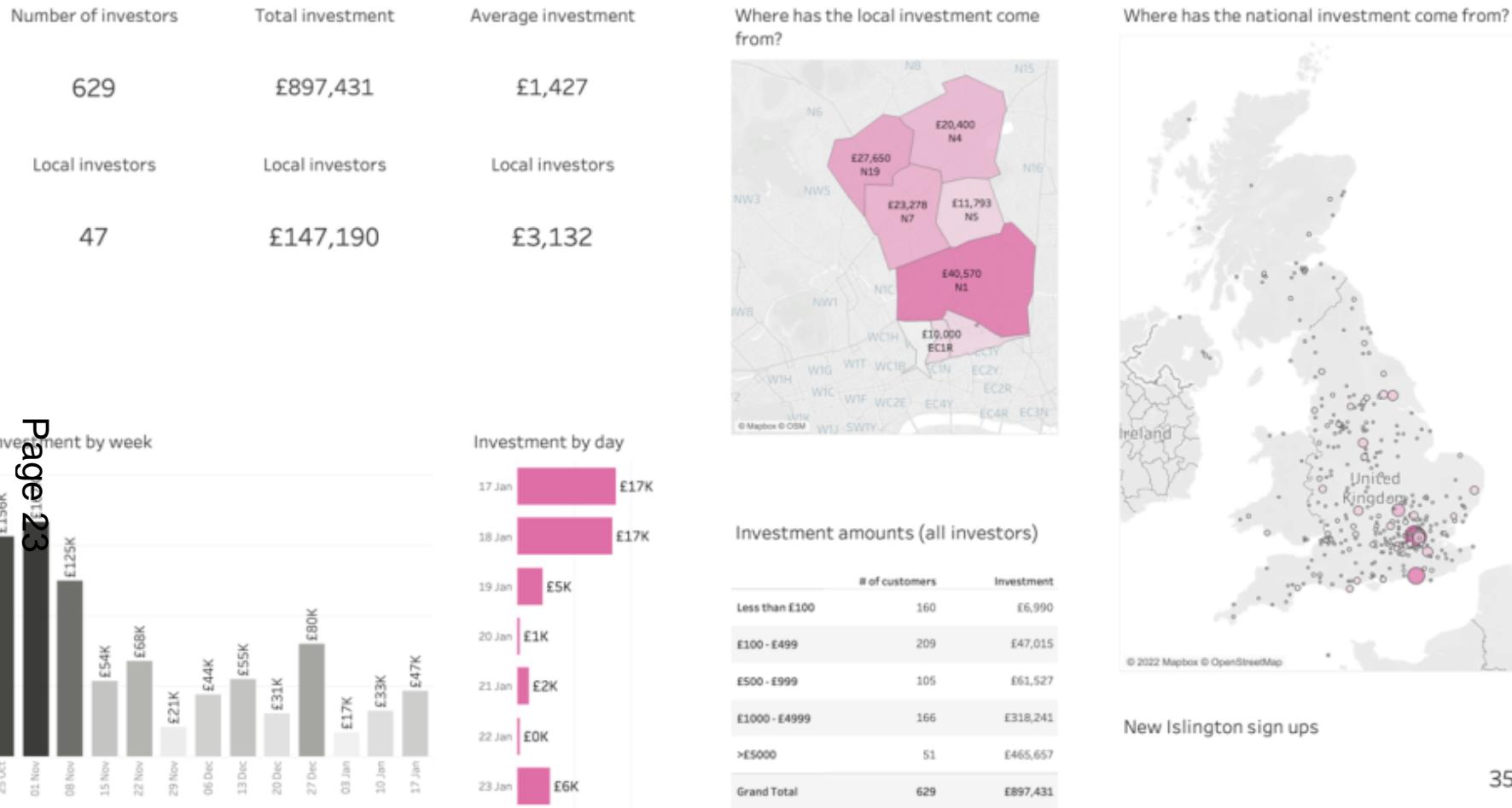
- The Islington CMI launched on the final day of the 'Islington Together' Festival, 29 October.
- Executive Members selected six key projects on the Council's approved Capital Programme:



| Project | Value |
|-----------------------------|-------------------|
| School Streets (AQ) | £200,000 |
| RCV Conversion (1) | £280,000 |
| EV Charging Points | £160,000 |
| Recycling Facilities | £100,000 |
| LED Lighting Pub. Buildings | £130,000 |
| Solar Panels Pub. Buildings | £130,000 |
| Total | £1,000,000 |

- The interest rate is 1.55% and the 'all in' (including fees) cost of debt is 1.64% so the CMI was a **cheaper form of borrowing** when compared to the Public Works Loan Board.
- As the first ISA, media interest has been wide ranging (eg: Bloomberg, FT, The Times) and interest rates compare favourably to the new NS&I 'Green Bonds' (0.65%).

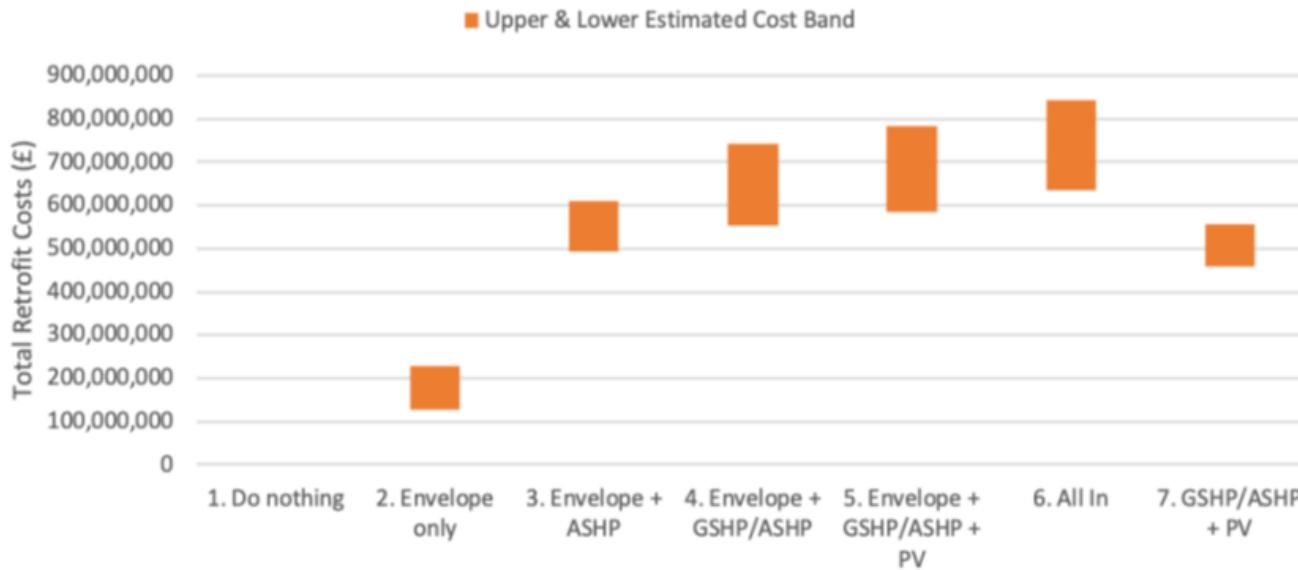
(c) Financing 'Vision 2030' – IGF 2027 Investment Update



Local investment is 7.5% by number of investors (or 1 in 13) and 16.4% by total invested (£).

(c) Financing 'Vision 2030' – Islington Case Study

- In 2021 UCL Energy Institute were commissioned to develop a 3D Stock Model and a retrofit calculator to model energy performance in homes and assess impact of retrofitting measures.
- Islington was presented with a capital investment range to achieve various scenarios (below) ranging from building envelope (exterior) to ground/air source heat pumps and solar panels:



- Housing is considering how its new build programme can meet NZC targets whilst improving quality, liveability, thermal comfort, maintainability, fuel poverty and the end user experience.
- For example, the Finsbury Leisure Centre Development is expected to include at least £1.5m (estimated) budget specifically for new energy facilities.

(c) Financing 'Vision 2030' – Funding Opportunities

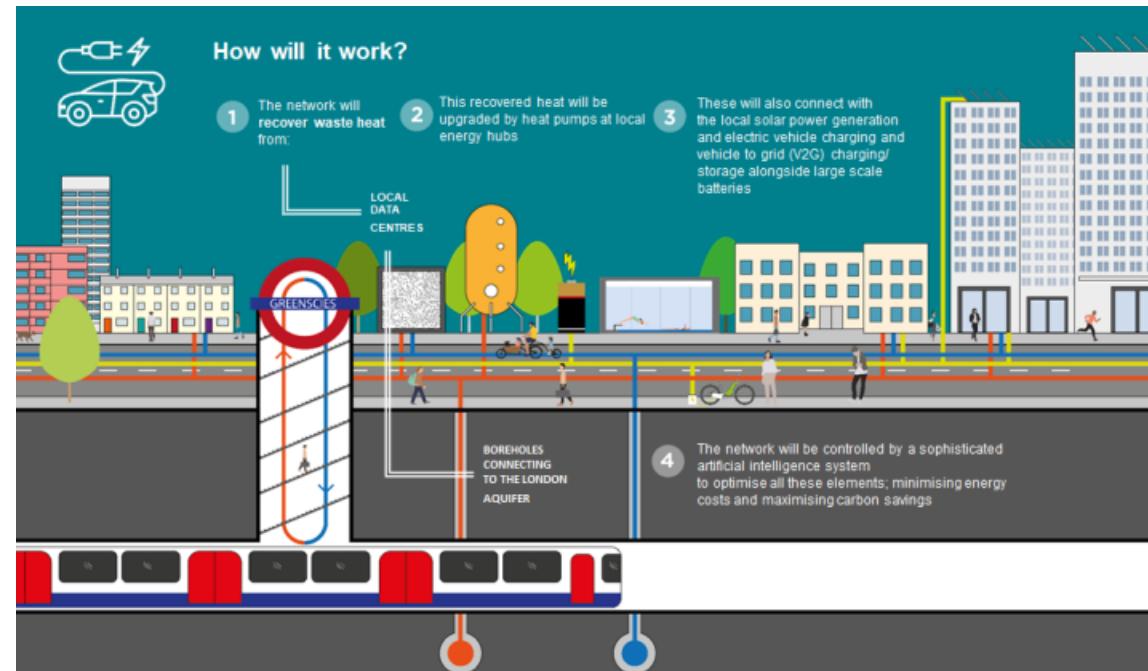
- Finance and NZC colleagues are actively monitoring c. 25 funding opportunities which include:

| Workstream | Funding (£0.250m+) | Received | Applied For | Unsuccessful |
|---------------------------|-----------------------------|--------------|---------------|--------------|
| Buildings | Green Homes Grant LAD | 1.287 | | |
| | Low Carbon Skills Fund | 0.120 | | 0.260 |
| | PS Decarbonisation Sch. | | 2.000 | |
| | SH Decarbonisation Sch. | | 1.158 | |
| | SH Retrofit Accelerator | | | 0.373 |
| Energy | Green Heat Net. Fund* | 0.250 | 7.230 | |
| | Heat Net. Inv. Project* | | 0.680 | 0.650 |
| | Local Energy Accelerator | | 0.450 | |
| Nat Env, Waste, Recycling | GLA Green New Deal | | | 0.750 |
| Transport | Future Neighbourhoods | | | 1.200 |
| | GLA Good Growth Fund | 2.483 | | |
| | TFL LIP 22/23 to 25/26 | | 5.100 | |
| Total (All) | *Application in 2022 | 4.290 | 16.968 | 3.233 |

(c) Financing 'Vision 2030' – Funding Examples

- The [Public Sector Decarbonisation Scheme](#) (£2.000m) will decarbonise 3 corporate buildings and 2 schools with final decision on funding application expected in late December 2021.
- [Social Housing Decarbonisation Fund](#) (£1.158m) will upgrade 98 Peabody/LBI properties to EPC ratings of C to help tackle fuel poverty with final decision also expected late December.
- Heat Networks Investment Project (HNIP) now in its final year (2021/22) and the [Green Heat Network Fund](#) launched in April and Islington will submit bid for £7-8m in 2022 (GreenSCIES).
- Some bids have been unsuccessful eg: [Future Neighbourhoods](#) (£1.200m, project risk viewed to be higher compared to other applicants) so will be reviewed.

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(c) Financing 'Vision 2030' – Funding Process

Finance have created a Database of all funding opportunities which is actively monitored with workstream leads and SBMs

The NZC Boards/Scrutiny to receive periodic updates with all unsuccessful bids subject to post-application reviews

Workstream leads are the 'owners' of individual applications but Finance is a key stakeholder in process and adds value

Work continues to develop full cost of delivering NZC

(c) Financing 'Vision 2030' – London Action



- London is explored in the UK Cities Climate Investment Commission/CICC (see Slide 15) with investment requirements including £98bn Retrofit, £3bn DH Network, £1.5bn Transport/EVCP.
- In 2019 LEDNet and the Transport & Environment Committee (TEC) issued a [Joint Statement on Climate Change](#) and in 2020 TEC endorsed a lead Borough for each of these programmes:
- Retrofit London (LB Enfield and LB Waltham Forest)
- Low carbon development (LB Hackney)
- Low carbon transport (RB Kingston and City of Westminster)
- **Renewable power for London (LB Islington)**
- Reduce consumption emissions (LB Harrow)
- Build the green economy (LB Hounslow)
- Creating a resilient and green London (LB Southwark)
- Islington's ambition is to 'secure 100% Renewable Power for London's public sector now and in the future' and this programme's action plan will be shared with London Councils.
- Islington is also a lead partner in 'North London Heat Network' proposals that could connect 200,000+ homes, leisure/community/education facilities, commercial buildings for c. £950m.



Islington's investment requirement would be c. £80m and it would include Bunhill II, GreenSCIES New River, GreenSCIES Kings X, GreenSCIES Volta

(c) Financing 'Vision 2030' – National Picture (1)

- [UK Cities Climate Investment Commission/CICC](#) launched on 1 July and identified investment needs of £206bn across 'Core Cities' and London Councils (1/4 of population) to achieve NZC.
- CICC views private finance as a critical tool for achieving net zero transition...

| Net Zero Infrastructure Sector | Current suitability for private sector investment* | Suitable for: | | | | | Key Enabling Actions to Increase Private Flows |
|-------------------------------------|----------------------------------------------------|------------------------------------|-----------------------------|-----------------------------|-----------------------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | Principle-Agent issue to address?? | Carbon co-benefit payments? | Health co-benefit payments? | Biodiversity co-benefit payments? | Need for policy development to enhance private finance flows | |
| Domestic Building Decarbonisation | Yellow | ✓ | ✓ | ✓ | ✗ | High | <ul style="list-style-type: none"> • Blending private finance, public funding, and co-benefit payments • Aggregating to street or neighbourhood level to achieve economic efficiencies |
| Commercial Building Decarbonisation | Yellow | ✓ | ✓ | ✗ | ✗ | High | <ul style="list-style-type: none"> • Blending private finance, public funding, and co-benefit payments • Developing financing arrangements between tenants and landlords, with commercial real-estate companies playing a key role |
| Renewable Electricity Generation | Green | ✗ | ✓ | ✗ | ✗ | Low | <ul style="list-style-type: none"> • Aggregating project types and processes across cities • Integrating with other infrastructure types to support projects with poorer returns |
| Transport Decarbonisation | Yellow | ✓ | ✓ | ✓ | ✗ | High | <ul style="list-style-type: none"> • Blending private finance, public funding, and co-benefit payments for active travel infrastructure • Using policy to incentivise the provision of charging infrastructure for electric buses |
| Waste Management Decarbonisation | Red | ✓ | ✓ | ✓ | ✗ | High | <ul style="list-style-type: none"> • Combining market mechanisms and policy to increase the cost of higher emitting management practices • Using policy to require green design criteria to minimise waste and maximise re-use and recycling |
| Green Infrastructure | Red | ✓ | ✓ | ✓ | ✓ | High | <ul style="list-style-type: none"> • Effectively pricing co-benefits to develop additional revenue streams • Implementing projects alongside those with direct revenue sources |

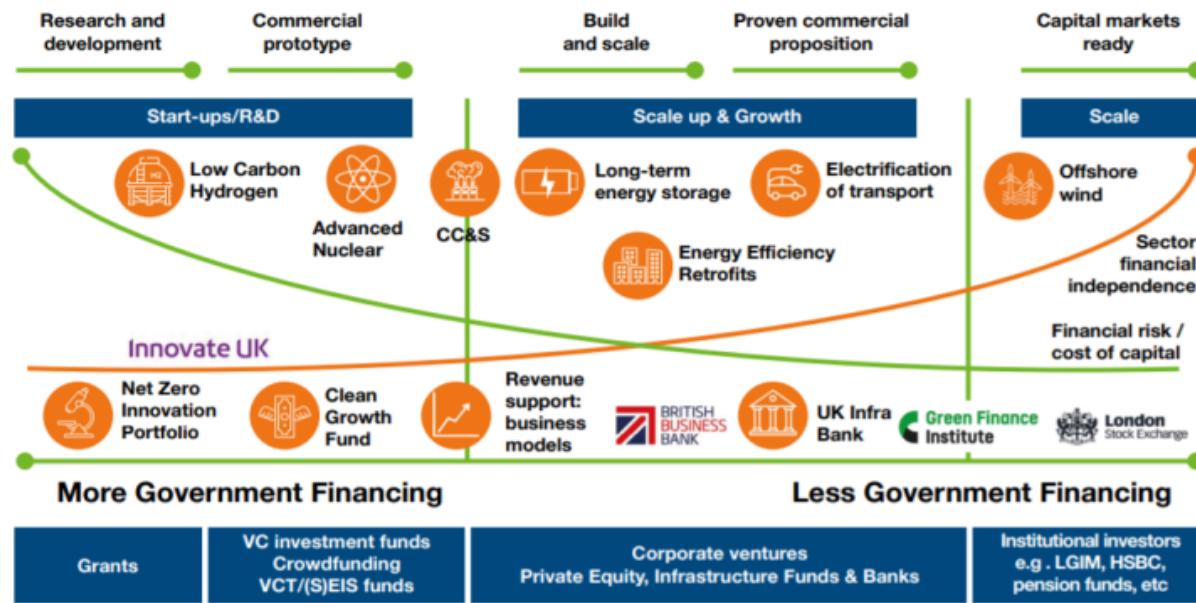
*Green = Strong existing business case with tangible and predictable financial returns for investors. Amber = Some consistent predictable revenue to provide investors with a return, but lower than desired. Red = Limited to no financial returns.

** Refers to misalignments between those financing projects, and those receiving any associated savings or benefits.

- For Islington, this need is in excess of £1bn (£500-800m for domestic decarbonisation alone).
- In aggregate the economic returns from net zero are limited so a 'blended' finance approach of grant-based funding and returns-based financing is essential.

(c) Financing 'Vision 2030' – National Picture (2)

- In October 2021 BEIS published its Net Zero Strategy announcing £620m for zero emission vehicle grants and EV infrastructure plus £5,000 grants to install heat pumps.
- Critics have said these plans were 'lacking in ambition and funding', but BEIS think much of the £50-60bn p/a needs to come from the private sector, especially in more mature sectors:



- Also in October 2021, HM Treasury published its Net Zero Review which considers the fiscal consequences of the transition to decarbonisation which cannot be offset by carbon pricing.
- HM Treasury noted: 'the biggest impact comes from the erosion of tax revenues from fossil fuel-related activity [c. £37bn in 19/20]' which may mean new taxes or tax rises.

(c) Financing 'Vision 2030' – Conclusions



- Total carbon emissions in Islington reduced by 45% in 2005 to 2019 exceeding 40% target.
- Looking ahead Islington cannot wait for government funding strategy to deliver NZC.

In 2022 and beyond Islington can (and will):

- Support new investment 22/23-24/25 and build on successes of existing projects (eg: PFS).
- Pursue funding opportunities (eg: Social Housing Decarbonisation Fund).
- Explore alternative forms of finance, including Joint Ventures and ESCOs (eg: GreenSCIES).
- Develop a financial strategy focused on financial and environmental benefits.
- Continue to collaborate with London Boroughs and its partners across the capital.
- Lobby government for more action on climate change.

Islington will continue to engage with its residents, local businesses, and stakeholders; working together we can deliver a greener, cleaner, healthier Borough.

(d) Reduce carbon emissions from Islington investments

- The workstream contributes directly to a reduction in carbon emissions through pension fund (reduce current/future exposure to carbon intensive assets/companies by 50%/75% v. 2016).
- The pension fund is committed to investing at least 15% in green opportunities including but note limited to climate change mitigation; low carbon tech and sustainable infrastructure.
- The pension fund also monitors 'ESG' risks (Environmental, Social, Governance) annually and sets targets to mitigate risks and the Council monitors the ESG ratings of fund managers.
- **By 31 March 2021 the pension fund had decarbonised by 33%.**

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2

(e) Financial reporting and benefit realisation tracking

- Finance meets regularly with workstream leads + Strategic Business Managers, and monitors performance closely reporting to ELT, CMB, Executive and also the two NZC Boards / Scrutiny; this activity is owned by Finance.
- Finance supports the project leads in the creation of 'Benefit Realisation Plans' that aim to define project benefits and develop a framework for measuring/delivering benefits to best effect.

Lastly, Resources...

- Note the NZC Budget has funding for a Funding & Finance Officer and responsibilities include:

Identify relevant grants, loans, inv opportunities, support workstreams on funding applications etc.

Develop and maintain NZC funding schedule w/periodic updates to NZC Board on all bids

Lead on implementation of effective project/prog bidding, appraisal, audit (eg: financial modelling)

Provide financial support across NZC programmes and report to NZC Board ELT, CMB then Executive

Explore access to 'green finance' eg: Green Bond and work with Treasury/ Fin Leaders on Pensions

Provide advice to Senior Officers and NZC Boards + represent LBI/Finance with all ext stakeholders

- Page 33
- This Officer helps to identify investment opportunities and has developed a new NZC funding schedule in collaboration with workstream leads + Strategic Business Managers.
 - Other responsibilities fall under the NZC Finance Lead.
 - Service Finance restructure to be agreed in Spring 2022.



**Together we can make
Islington net zero carbon
by 2030**

Any Questions?

<https://www.abundanceinvestment.com/invest-now/islington-greener-futures-2027>

Agenda Item 9



ISLINGTON

Community Wealth Building Directorate
Islington Town Hall, London N1 2UD
Resources Directorate
7 Newington Barrow Way, London N7 7EP

Joint Report of:

Corporate Director Community Wealth Building and Corporate Director Resources

| Meeting of: | Date: | Ward(s): |
|-------------------------------------------------|-----------------|----------|
| Environment and Regeneration Scrutiny Committee | 1 February 2022 | All |

| | |
|------------------------|------------|
| Delete as appropriate: | Non-exempt |
|------------------------|------------|

SUBJECT: The Council's approach to delivering Apprenticeships

1. Synopsis

- 1.1 The Council has been working with local partners and employers over many years to create and increase take up of apprenticeships for Islington residents as a means to build skills to enter and progress in work. Similarly, as an employer, we have prioritised apprenticeships within the Council, to provide opportunities for local unemployed residents to gain skills for work, develop existing staff in their careers, and address skills gaps.
- 1.2 In October 2021, the Environment and Regeneration Committee reviewed progress in delivering external apprenticeships as part of the Quarter 1 performance report for Employment and Skills, and asked for a report on the Council's approach to apprenticeships to come to a future meeting.
- 1.3 This report provides an update on progress in delivering apprenticeships over the past five years. It also sets out a direction of travel for a refreshed Apprenticeships Strategy that will enable us to increase both the quantity and quality of apprenticeships over the next four years and maximise the benefits they can bring for residents, staff and employers.

2. Recommendations

- 2.1 To note progress in delivering apprenticeships over the past five years, and the lessons learned.
- 2.2 To note work on a strategic framework for a new Apprenticeships Strategy that will set out our vision and priorities over the next four years, and enable us to maximise the benefits that apprenticeships can deliver – for residents, employees, employers and sectors.

2.3 To provide feedback on this proposed framework and, in particular, to identify any gaps in the proposed approach and offer.

3. Background

3.1 The Council has been working with local partners and employers over a number of years to create apprenticeship opportunities for Islington residents, as part of the ambition to support more people into employment. The focus has been on both external opportunities – with local employers and council contractors – and on internal apprenticeships within the Council.

3.2 In 2017, the Council agreed an Apprenticeships Strategy, setting out six key objectives, each underpinned by a detailed action plan. The aims of the strategy were to:

- Increase the number of high quality apprenticeships across Islington
- Raise the profile of apprenticeships
- Support local employers to broaden progression routes and address skills gaps
- Draw the maximum benefit from the Apprenticeship Levy
- Meet our Public Sector Apprenticeship Target of 2.3% of the workforce beginning new apprenticeships each year
- Lobby government to influence national policy

3.3 The strategy was underpinned by key performance indicators, with annual targets for delivery of both external apprenticeships (with local employers and council contractors) and internal council apprenticeships (new posts for local residents and upskilling opportunities for existing staff). Progress in delivering external apprenticeships is monitored the Environment and Regeneration Scrutiny Committee, as part of its wider remit around Employment and Skills.

3.4 In October 2021, the Environment and Regeneration Committee reviewed Quarter 1 performance data for Employment and Skills and noted that the number of apprenticeships with council contractors was below target. The Committee asked for a report on the Council's approach to apprenticeships, external and internal, to come to a future meeting.

3.5 This report sets out progress over the past five years in delivering apprenticeships. It also sets out proposals for a refreshed approach to apprenticeships for the next four years and seeks comment and input from the Committee on the draft framework.

4. Progress in delivering apprenticeships

Performance over the past four years 2017-21

4.1 In the four years from 2017-2021 we have worked with partners, contractors and internal directorates to deliver **781 apprenticeship starts**: 615 of these were new posts for Islington residents (440 external and 175 internal) and a further 166 were upskilling opportunities for existing Council staff.

| | Apprenticeship starts: external employers | Apprenticeship starts: contractors (subset of external) | Apprenticeship starts: new Council posts | Apprenticeship starts: existing staff (upskilling) |
|--------------|--------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------|
| 2017-2018 | 118 | (10) | 53 | 21 |
| 2018-2019 | 144 | (23) | 53 | 53 |
| 2019-2020 | 120 | (18) | 32 | 62 |
| 2020-2021 | 58 | (9) | 37 | 30 |
| Total | 440 | (60) | 175 | 166 |

- 4.2 The economic impacts of the pandemic have made it more challenging to create new opportunities and, as a result, the numbers of apprenticeships delivered in 2020/21 were, overall, lower than in previous years.

Local authority performance data over the past four years 2017-21

- 4.3 A public sector apprenticeships target was introduced by Government on 1 April 2017 for all public sector employers with a headcount of 250 or more. These employers are required to create apprenticeship starts equivalent to 2.3% of their headcount each year between 2017/18 and 2020/21. Some of the challenges of this target are set out in paragraph 4.22 below.
- 4.4 In November 2021 the LGA published official public sector apprenticeships target data which has been helpful to us in seeing how we compare to others. The data only includes councils that submitted their reports to government as part of this process. The data is based on local authority total headcount which includes local authority maintained schools. The London data shows:
- 4.5
- Only 3 local authorities met their cumulative public sector target across the period.
 - As target is based on headcount including schools, Islington had the eighth largest target of all the London boroughs, and of those we are ranked third for our public sector target performance between 2017-2021.
 - Islington was responsible for 5.5% of all apprenticeship starts across London Councils (of those who supplied data) between 2017-2021, compared to Hackney who had the most starts with 8.6%, and Royal Borough of Kingston upon Thames the least with 0.3%.
 - Islington ranks fifth out of 27 for total apprenticeship starts between 2017 and 2021 and tenth out of 27 for overall local authority public sector target performance between 2017-2021.
- 4.6 Cumulatively across the four years of the apprenticeship target from 1 April 2017, councils created starts equivalent to 1.2% of their headcount. That is below the public sector average of 1.7%. When compared to the rest of the public sector, local government ranks higher than the Police (1.1%) and non-maintained schools (1.0%), but lower than the Armed Forces (7.9%), the Civil Service (1.8%), Fire Authorities (1.8%), the NHS (1.5%) and other public sector bodies (1.4%)

Performance in the current year 2021/22

- 4.7 In the first six months of this year, we have delivered 113 apprenticeship starts: 64 new apprenticeships for Islington residents (49 external and 15 internal) and a further 49 upskilling opportunities for existing Council staff.

| Apprenticeship starts | Position at Q2 (Apr-Sep 2021) | Target for 2021/22 | On track to meet 2021/22 target? |
|----------------------------------------|------------------------------------------|-------------------------------|---------------------------------------------|
| External employers | 30 | 30 | Yes - target met |
| Of which Council contractors | (19) | (20) | Yes |
| Council: new posts (including schools) | 15 | 98 | No |
| Council: upskilling existing staff | 49 | 100 | Yes |

External apprenticeships

- 4.8 In the early part of the year, the impacts of the pandemic continued to affect performance. In Quarter 1, numbers of apprenticeship starts with external employers and contractors were below target, as sectors had not fully reopened from lockdown. However, performance in Quarter 2 has picked up and we are on track to meet (and exceed) targets for 2021/22.
- 4.9 In the first six months of this year, 30 apprenticeship starts have been achieved across the Islington Working partnership, the majority through our in-house iWork team:

| Organisation reporting apprenticeship start | Starts in Q1 | Starts in Q2 | Total starts |
|----------------------------------------------------|---------------------|---------------------|---------------------|
| iWork | 4 | 8 | 12 |
| Adult & Community Learning | 1 | 0 | 1 |
| Bright Future Care | 0 | 1 | 1 |
| Care Trade Charitable Trust | 1 | 0 | 1 |
| Centre 404 | 1 | 0 | 1 |
| Independent Futures & Virtual School | 1 | 2 | 3 |
| Islington Somali Community | 0 | 1 | 1 |
| K & M McLoughlin Training | 1 | 2 | 3 |
| Love London Working - Clarion | 0 | 1 | 1 |
| Spear | 4 | 0 | 4 |
| St Lukes Community Centre | 0 | 1 | 1 |
| The Hyde Group | 1 | 0 | 1 |
| | 14 | 16 | 30 |

- 4.10 The data is collated from quarterly returns across the wider Islington Working partnership. Partners provide data on the number of apprenticeship starts they have supported, but not the employer in which the placement is based.
- 4.11 Performance targets for external apprenticeships include a sub-target for apprenticeship starts with Council contractors, as part of our drive to use our influence and spending power to deliver social value. What is notable in the figures for 2021/22, compared to previous years, is a real increase in the number of apprenticeship starts with contractors.
- 4.12 In the first six months of this year, 19 of the 30 apprenticeship starts were with a council contracted supplier:
- 17 were within Construction: 16 were placed by iWork's construction team onto local construction sites subject to a section 106 agreement and 1 was placed with the council's own New Build programme
 - 1 was with a social care contractor, and another by a grant funded provider

- 4.13 The strong performance within the construction sector reflects joint working between the Work construction team and section 106 officer, and the Housing New Build team, and provides some indication of recovery in the sector.

Internal apprenticeships

- 4.14 In the first six months of 2021/22, there have been 64 internal apprenticeship starts within the council (both new posts and existing staff who are upskilling), plus a further 7 in schools (which are counted within the Council's Public Sector duty). A full list of all internal apprenticeship starts to date in 2021/22 is attached as Appendix A.

- 4.15 Targets for council apprenticeships are set at the end of each financial year and based on our public sector target. The target of 2.3% headcount is calculated on a set date (as stated by DfE) and then apportioned to directorates in April of each year based on their share of the headcount. Government states that the workforce of local authority maintained schools is included within local authority public sector targets, therefore the council also has responsibility for a target across 35 schools.
- 4.16 Targets for 2021/22, together with the number of apprenticeship starts up to end of Quarter 2 are set out below. The table below also includes the number of 'existing apprentices' i.e. employees within the council still completing their training. These employees started their apprenticeships in previous performance years and do not count towards the current year target but, it should be noted, they are in training and receiving support from the HR apprenticeship team.

NB: For this financial year, enhanced or 'stretch' targets are in place for council directorates as an attempt to mitigate the fact that schools have historically struggled to meet their targets around delivering apprenticeships.

| Directorate | Public Sector Target Total Starts | Enhanced Council Target Total starts | New Posts Target 21/22 | New post starts Q1&Q2 | Upskilling Target 21/22 | Upskilling starts Q1&Q2 | Apprenticeships in training outside of current target year | Upskill in training outside of current target year |
|----------------------------|--------------------------------------|-----------------------------------------|------------------------|-----------------------|-------------------------|-------------------------|------------------------------------------------------------|----------------------------------------------------|
| Chief Executive Department | 1 | 2 | 1 | 0 | 1 | 0 | 1 | 0 |
| Community Wealth Building | 9 | 12 | 6 | 3 | 6 | 1 | 6 | 7 |
| Environment | 22 | 28 | 14 | 3 | 14 | 7 | 15 | 8 |
| Fairer Together | 10 | 13 | 6 | 0 | 7 | 1 | 5 | 5 |
| Homes & Neighbourhoods | 24 | 30 | 15 | 3 | 15 | 3 | 16 | 24 |
| People | 29 | 36 | 18 | 3 | 18 | 24 | 3 | 16 |
| Public Health | 2 | 2 | 1 | 0 | 1 | 1 | 1 | 0 |
| Resources | 11 | 14 | 7 | 3 | 7 | 5 | 10 | 15 |
| Schools | 61 | 61 | 30 | 0 | 31 | 7 | 4 | 14 |
| Total | 169 | 198 | 98 | 15 | 100 | 49 | 61 | 89 |

- 4.17 The school workforce accounts for approximately 1/3 of the council's headcount and, therefore, the overall target. However, schools' uptake of apprenticeships has not yet reached a comparable level. The impact of this is that the council will not meet its public sector target without schools engaging in creating apprenticeship posts and upskilling.
- 4.18 Opportunities for new apprenticeships within the Council have been impacted by Covid. A number of existing apprentices have had their fixed term contracts extended to mitigate the impacts of lockdowns which have delayed the delivery of their training courses. This has had a knock on effect on our ability to take on new apprentices. However, apprenticeship starts for our upskilling programme are broadly on track.

Developing and improving our offer

- 4.19 Over the past five years, we've undertaken a range of work to continuously improve our offer, maximise the value of apprenticeships and increase take up. This includes:
- **Targeting residents who are under-represented in employment and priority sectors:** including implementing a guaranteed interview process for Islington care leavers, and targeted activities to raise the profile of apprenticeships with residents, parents/carers, school aged children, NEET young people and those at risk of becoming NEET, as well as providing external pastoral support to local apprentices e.g. those placed on building sites.
 - **Increasing the range and breadth of apprenticeships:** promoting apprenticeships within the council and partners ranging from Level 2 (GCSE) to Level 7 (Masters), and engaging with partners and supply chains to promote apprenticeships, particularly in key growth sectors, broaden progression routes and address skills gaps.
 - **Improving the council recruitment process:** For apprenticeship opportunities only, the council has created a bespoke question-based application form to direct candidates to the information required from them. We have also introduced the use of multi-activity assessment days, helping applicants to better demonstrate their talents and potential in a variety of ways and increasing manager confidence in recruitment decisions.
 - **Promoting take up within the Council and schools:** launching an in-house programme for council staff to upskill through apprenticeships, supporting schools within scope of the levy to recruit apprentices and upskill their existing employees, and creating cohorts of apprentice teachers.
 - **Ensuring a focus on quality and sustainability:** ongoing coaching and support for apprentices placed externally, bespoke support for council apprentices through personal development opportunities and mentoring, and training for council managers to support them to successfully manage an apprentice.
 - **Using our Apprenticeship Levy to support other organisations:** To date we have committed £382,007 to 10 different Islington based organisations supporting the training of 31 people.

- 4.20 Our efforts have been recognised through the London Councils Apprenticeships Awards where we have been shortlisted for, and won, a number of awards including: Best apprentice working in the supply chain or schools (2021), The Andy Scott award for best manager or mentor (2021); Apprentice of the year (2020), Best apprentice working in the supply chain or in schools (2020) and Supply Chain Apprentice of the Year (2019). Going forward, we aim to become an exemplar across London and nationally in terms of innovation and best practice in delivering apprenticeships.

Informing our new strategy: Observations and lessons learnt

- 4.21 Over the past four to five years, we've continually reviewed both the national scene and our own experiences of delivering apprenticeships. Some of the changes and improvements we've made are really starting to show results. But there are still some areas where there is more to do.
- 4.22 Below, we set out some of the key points we have learnt, which have been used to inform our approach and action plan going forward:

- One of the key challenges faced over the apprenticeship strategy has been meeting the public sector target. The target requires new apprenticeships to be created year on year and doesn't account for those currently completing training courses (which can take between 1 - 6yrs). Despite significant lobbying by the LGA to amend the calculation of this target (e.g. based on FTE/headcount, excluding schools, total apprenticeships employed), no changes have been made. The public sector target term ends in March 2022, it remains to be seen how this might evolve.
- There is an ongoing challenge of schools engagement with apprenticeships. The impact of this is that the council will not meet its public sector target without schools engaging in creating apprenticeship posts and upskilling.
- The pandemic has affected apprenticeship training providers, some of whom were not able to transition to deliver virtual training, leading to a number of apprentices having their programme extended to enable them to complete their apprenticeships. This has impacted both progression of the apprentice, and also an employer's ability to recruit new apprentices whilst existing ones are being supported to complete.
- The apprenticeship levy can only be used to cover the costs of the training and not of apprentice salaries or associated support teams.

Making the case for apprenticeships

- Apprentices are moving beyond a 'nice to do' to a 'need to do' – we need to lead with the business case for apprenticeships and their potential as a tool to achieve a diverse workforce, address skills gap, reduce agency spend through growing the skills needed, aid retention, refresh and formalise skills in the council and with other employers
- There is still a perception amongst some that apprenticeships are a 'lesser' offer. There is more work to be done – with young people, unemployed, parents, schools and employers – to change this perception and really sell apprenticeships as a valuable offer to meet supply and demand in the labour market

Adequately resourcing the apprenticeship offer

- Doing this well requires resource – we've traditionally performed well on securing apprentices on construction sites because we have a well-resourced construction team to support delivery of Section 106 commitments. If we are to be exemplar and achieve the step change we want to see, we may need to invest in additional dedicated resource, particularly to support the pastoral support needs of some clients, such as those with learning difficulties
- Schools' participation needs dedicated support similar to that within the council to proactively work across the schools to generate opportunities
- Growth in apprenticeships requires an effective monitoring infrastructure to support this – there is an increased need to track, monitor and report on outcomes which will require digital tools for both internal and external provision.

Improving the process and experience

- Reviewing the timeline for recruitment with schools has made a difference – we are now able to align opportunities to the periods in the year when students are looking for their next step
- Reviewing the application processes to remove unnecessary barriers has helped make apprenticeships more accessible to all. We need to continue to review application processes and provide support

- Apprenticeships achieved through procurement or section 106 levers need employer commitment, so that apprentices are valued as potential talent pipeline and not dropped if the contractor leaves the borough – measures are needed to protect this
- Good pastoral support can sustain individuals in their training, when they face challenges e.g. dealing with difficult situations in the workplace; struggling with caring responsibilities; coping with additional costs, such as travel
- Providing pastoral and career progression support to apprenticeships adds real value – we are seeing very high progression rates into further training or employment where the individual is given this wrap-around support to stay in and progress through training.

Expanding the range and breadth

- Further expanding the range of breadth of apprenticeships – to all levels and a wider range of sectors - is essential if they are to be seen as a viable career route
- To date, the external apprenticeships we have filled through our employment services have largely been within the construction sector - the new sector skills academies being set up across the borough , and our closer work with our Anchor institutions, provide an opportunity to work with these academies to broaden the attraction and opportunities to a wider range of sector.

Ensuring procurement processes support delivery

- New procurement structure will be needed to manage the increasing and varied needs for training for apprenticeships across the council and school workforce
- Procuring and monitoring high quality provision is extremely time consuming, and in future we need to streamline and innovate to achieve our ambitions scoping out opportunities for collaboration – scoping out more opportunities e.g. exploring working with Anchor Institution partners to develop and share in-house provision for certain frameworks, and creating framework procurement systems to support employers to find vetted local providers

Embedding apprenticeships into workforce planning

- Progress has been made towards internal council targets, however managers need support to create medium to long term workforce plans which embed apprenticeships into structures. As part of changes within HR, we have created a strategic business partnering team to work with departments to develop People Plans and a dedicated Strategic Resourcing role to lead on workforce planning. Our Careers and talent team now sits alongside these teams. We aim to achieve breadth across the council and address our future talent needs, as well as volume.
- There is opportunity to explore the opportunity of the council becoming an apprenticeship provider itself, focussing on apprentices where there are labour market shortages e.g. building control and where we need to 'grow our own'. This could potentially enrich our work with Anchor Institutions and create a local/sub-regional apprenticeship eco-system.

5. Refreshing our approach: a new Apprenticeship Strategy 2022-26

5.1

Whilst we have made significant progress over the past five years, we feel there is scope to be more ambitious and achieve a real step change in terms of delivering apprenticeships in Islington. We already have in place some of the key enablers:

- A new Community Wealth Building directorate which brings together the relevant services to create apprenticeship opportunities,
- An ambitious Progressive Procurement Strategy which will drive delivery of social value, including apprenticeships, through our commission and procurement
- An Islington Working partnership of employment support services across Islington
- Plans for a new network of Anchor Institutions – key organisations in the borough who share similar values to us and through which we can agree collective targets to deliver social value (including apprenticeships)
- And, internally, a new HR structure to enable us to deliver our Workforce Strategy that includes a strong focus on apprenticeships as a means to attract and train new talent, progress existing employees, and address skills shortages.

5.2

Work is underway to develop a new Apprenticeship Strategy 2022-26 which will set out a **vision to create a borough-wide apprenticeship programme, which increases the number, quality and accessibility of apprenticeships**, and ensures that we reach those residents who most need support, and targets those sectors where opportunities are growing.

5.3

Whilst this work is ongoing, (including alignment with the developing Education Strategy), an early draft of the new framework is set out below and committee members are invited to share their reflections on the aspirations, objectives and emerging actions.

5.4

It is also worth noting that the skills sector itself is undergoing radical change over the coming years, in response to the impacts of the pandemic and exit from the EU. The government has launched in 2021 its proposals on reforms to post-16 technical education and training to support people to develop the skills needed to get good jobs and improve national productivity. As these national proposals move to implementation, it is imperative that the council's strategy remains sufficiently agile to respond to the emerging context, and potential changes to government targets. This will also give us greater flexibility over the nature of career schemes and traineeships that we provide and prioritise to best meet the needs of our residents and businesses.

5.5

As an emerging approach, there are five draft objectives which will contribute towards delivering the vision:

- Objective 1: work with local partners, businesses, schools and within the council to ensure that apprenticeship opportunities created in the borough offer a high quality experience.
- Objective 2: engage more employers and internal departments in creating more opportunities and designing them to address their business needs and local skills gaps.
- Objective 3: Develop a strong communications strategy to promote the value of undertaking an apprenticeship, both as a pathway into work, but also as a way to progress on to higher skills
- Objective 4: Ensure equitable access to apprenticeships for all Islington residents

- Objective 5: Act as a leader and influencer through innovation in apprenticeships, testing new approaches and sharing best practice.
- 5.6 To deliver the step-change required, the Strategy will need to be driven by a detailed action plan, with a range of targets. The primary targets are anticipated to be:
- Create 1,000 new apprenticeship opportunities over 4 years
 - With 65% of apprentices progressing into further employment on completion of their apprenticeship, and
 - Increase spend on our Apprenticeship Levy from 60% to 70%.
- A detailed 4-year action plan will be developed, in order to build momentum and the capacity required to deliver against these ambitious targets. In addition, this will obviously require adequate resources to meet this ambition and officers continue to work on identifying internal and external funding for the programme, as well as opportunities to work with partners including anchor institutions.
- 5.7 The Draft Apprenticeships Strategy 2022-26 will be developed in the coming months. The Committee is invited to provide feedback on the scope and level of the ambition, and to identify any gaps or suggested amendments in relation to the approach.

6. Implications

Financial implications:

- 6.1 The new Apprenticeship Strategy is still in development and, depending on the level of ambition and actions agreed, may require additional resources to deliver.

Legal Implications:

- 6.2 There are no legal implications relating to this report.

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

- 6.3 There are no environmental impacts arising from this report. However, Apprenticeships at all levels could provide the means to help build skills for jobs in the 'Green' economy and enable the Council and partners to develop and deliver solutions towards achieving Net Zero Carbon by 2030.

Equalities Impact Assessment:

- 6.4 The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.
- 6.5 This report, and the accompanying strategy, set out steps to ensure that there is equal access to, and take up of, apprenticeships by local residents.

Final report clearance:

Signed by:

Cllr Asima Shaikh
Executive Member for Inclusive Economy & Jobs

Date:

Cllr Satnam Gill
Executive Member for Finance and Performance

Date:

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Apprenticeship starts 2021-22: Internal

| Directorate | Service | Apprenticeship Programme Title (level) | Programme |
|---------------------------|-------------------------------------|--------------------------------------------------|------------------|
| Adult Social Care | Adult Social Care | Team leader or supervisor (L3) | Upskill |
| Adult Social Care | Adult Social Care | Team leader or supervisor (L3) | Upskill |
| Adult Social Care | Adult Social Care | Operations or departmental manager (L5) | Upskill |
| Adult Social Care | Adult Social Care | Operations or departmental manager (L5) | Upskill |
| Adult Social Care | Adult Social Care | Social worker (integrated degree) (L6) | Upskill |
| Adult Social Care | Adult Social Care | Lead adult care worker (L3) | Upskill |
| Adult Social Care | Adult Social Care | Lead adult care worker (L3) | Upskill |
| Adult Social Care | Adult Social Care | Associate project manager (L4) | Upskill |
| Adult Social Care | Adult Social Care | Associate project manager (L4) | Upskill |
| Children's Services | Adult Social Care | Early Years Educator (L3) | Apprentice |
| Children's Services | Learning and Culture | Business administrator (L3) | Apprentice |
| Children's Services | Learning and Schools | Business administrator (L3) | Apprentice |
| Children's Services | Learning and Culture | Data technician (L3) | Apprentice |
| Children's Services | Learning and Culture | Business administrator (L3) | Apprentice |
| Children's Services | Learning and Culture | Social worker (integrated degree) (L6) | Upskill |
| Children's Services | Learning and Culture | Social worker (integrated degree) (L6) | Upskill |
| Children's Services | Learning and Culture | Children, young people and families manager (L5) | Upskill |
| Children's Services | Learning and Culture | Team leader or supervisor (L3) | Upskill |
| Children's Services | Learning and Culture | Team leader or supervisor (L3) | Upskill |
| Children's Services | Learning and Culture | Team leader or supervisor (L3) | Upskill |
| Children's Services | Learning and Culture | Team leader or supervisor (L3) | Upskill |
| Children's Services | Learning and Culture | Team leader or supervisor (L3) | Upskill |
| Children's Services | Safeguarding and Family Support | Team leader or supervisor (L3) | Upskill |
| Children's Services | Safeguarding and Family Support | Team leader or supervisor (L3) | Upskill |
| Children's Services | Safeguarding and Family Support | Team leader or supervisor (L3) | Upskill |
| Children's Services | Safeguarding and Family Support | Team leader or supervisor (L3) | Upskill |
| Children's Services | Safeguarding and Family Support | Operations or departmental manager (L5) | Upskill |
| Children's Services | VAWG and Youth Safety Commissioning | Team leader or supervisor (L3) | Upskill |
| Children's Services | VAWG and Youth Safety Commissioning | Team leader or supervisor (L3) | Upskill |
| Children's Services | VAWG and Youth Safety Commissioning | Team leader or supervisor (L3) | Upskill |
| Children's Services | VAWG and Youth Safety Commissioning | Team leader or supervisor (L3) | Upskill |
| Community Wealth Building | Community Financial Resilience | Customer service practitioner (L2) | Apprentice |
| Community Wealth Building | Community Financial Resilience | Customer service practitioner (L2) | Apprentice |

| | | | |
|---------------------------|-----------------------------------------|-------------------------------------------|------------|
| Community Wealth Building | Inclusive Economy & Jobs | Business administrator (L3) | Apprentice |
| Community Wealth Building | Corporate Landlord Services | Team leader or supervisor (L3) | Upskill |
| Environment | Environment and Commercial Operations | Countryside worker (L2) | Apprentice |
| Environment | Public Realm | Horticulture or landscape operative (L2) | Apprentice |
| Environment | Public Ream | Horticulture or landscape operative (L2) | Apprentice |
| Environment | Climate Change and Transport | Operations or departmental manager (L5) | Upskill |
| Environment | Environment and Commercial Operations | Team leader or supervisor (L3) | Upskill |
| Environment | Environment and Commercial Operations | Operations or departmental manager (L5) | Upskill |
| Environment | Public Protection | Team leader or supervisor (L3) | Upskill |
| Environment | Public Protection | Team leader or supervisor (L3) | Upskill |
| Environment | Public Protection | Team leader or supervisor (L3) | Upskill |
| Environment | Environment and Commercial Operations | Associate project manager (L4) | Upskill |
| Fairer Together | Early Intervention and Prevention | Team leader or supervisor (L3) | Upskill |
| Homes and Neighbourhoods | Homes and Communities | Facilities management supervisor (L3) | Apprentice |
| Homes and Neighbourhoods | Homes and Communities | Facilities management supervisor (L3) | Apprentice |
| Homes and Neighbourhoods | Homes and Communities | Facilities management supervisor (L3) | Apprentice |
| Homes and Neighbourhoods | Homes and Community Safety | Facilities management supervisor (L3) | Upskill |
| Homes and Neighbourhoods | Housing Property Services | Chartered surveyor building (degree) (L6) | Upskill |
| Homes and Neighbourhoods | Housing Property Services | Team leader or supervisor (L3) | Upskill |
| Homes and Neighbourhoods | Housing Property Services | Chartered surveyor building (degree) (L6) | Upskill |
| Public Health | Public Health | Associate project manager (L4) | Upskill |
| Resources | Digital Services | Digital support technician (L3) | Apprentice |
| Resources | Digital Services | Digital support technician (L3) | Apprentice |
| Resources | Financial Management | Customer service practitioner (L2) | Apprentice |
| Resources | Financial Operations & Customer Service | Business administrator (L3) | Apprentice |
| Resources | Financial Management | Accountancy or taxation professional (L7) | Upskill |
| Resources | Financial Management | Accountancy or taxation professional (L7) | Upskill |
| Resources | Financial Operations & Customer Service | Assistant accountant (L3) | Upskill |
| Resources | Law and Governance | Operations or departmental manager (L5) | Upskill |
| Resources | Digital Services | Associate project manager (L4) | Upskill |
| Resources | Financial Operations & Customer Service | Associate project manager (L4) | Upskill |
| Schools | Canonbury | Teacher (L6) | Upskill |
| Schools | Copenhagen | Teacher (L6) | Upskill |
| Schools | Hugh Myddelton Primary | Teacher (L6) | Upskill |

| | | | |
|---------|------------------------|---------------------------|---------|
| Schools | Newington Green | Teacher (L6) | Upskill |
| Schools | Pakeman Primary School | Teaching assistant (L3) | Upskill |
| Schools | Winton | Teacher (L6) | Upskill |
| Schools | Robert Blair | Early years educator (L3) | Upskill |

Agenda Item 11

INFORMAL WORKING GROUP – THURSDAY 13 January 2022

6.30 P.M

Topic – How Council manages its Food Waste

Present: Councillors: Tricia Clarke
 Gary Heather
 Roulin Khondoker
 Clare Jeapes

Also Present: Caz Royds, Islington Environmental Emergency Alliance

Tony Ralph, John Mootelaoa, Matthew Homer – Environment and Regeneration

Ola Adeoye/Thomas French - Clerks

Apologies: Councillor Rowena Champion

The Chair welcomed everyone. Members, witnesses and officers introduced themselves.

The Working Group received a presentation from Dr Christian Reynolds, Centre for Food Policy, City, University of London

Dr Christian Reynolds highlighted three main ideas:

1. Idea 1 – Measure to reduce food waste
Convince people and organisations that action is needed, e.g. creating a business case
Understand what is effective at preventing or diverting FLW
Target action to where it is needed: types of food, parts of a supply chain / process, destinations
Demonstrate that progress has been made and is sufficient to hit targets
Supply chain: \$1 companies invested to reduce food loss and waste, they saved \$14 in operating costs.

2. Idea 2 – Make moments of change, moments to reduce food waste
Multiple synergies between HSE and FW
Integrate Healthy Eating and Food Waste education Welsh pilot (Low income communities) 53% increase in Fruit and Vegetable Consumption 7% food waste reduction
Hospitality and food service sector can be “champions” of message (and have major wins themselves).
Portions and Pack size can have an effect.

9% reduction in avoidable food waste generated per household per week (kg/hh/ wk) between 2017 and 2019. The amount generated fell from 1.59 kg/hh/week to 1.44 kg/hh/week.

No change in the weight of unavoidable food waste per household recycled via the caddy. On the other hand, there was a 14% increase in the amount of avoidable food waste recycled.

15% increase in Londoners demonstrating knowledge of and reporting taking action on healthy sustainable eating, according to the project evaluation survey

3. Idea 3 – Scale your solution to reduce food waste – let's go local!

The city/municipal level is the right place to combat Food Waste. FLW action can be at multiple government levels.

Prevention

Diversion

Redistribution (Food Security)

The following questions were raised by members-

On the challenge with food waste collection in high rise buildings and flats and if there has been any study of how to address this, Dr Reynolds acknowledged that solutions to address vary from authorities, noting that in Aberdeen communal bins were introduced but there still remains issues of contamination.

Matthew Homer acknowledged that Council provides both recycling and food waste facilities not only to most of the estates but sheltered homes, community centres and schools

With regards to the 34 means of addressing food waste identified in the study, a member enquired whether there was any specific measure(s) that the Council could immediately adopt and implement, Dr Reynolds acknowledged that he would share 2 of the measures chosen by university students in a recent pilot with the committee by emailing details to the committee clerk.

Tony Ralph reiterated that the Council continues to promote among its residents it's policy the need to Reduce, Reuse and Recycle. He welcomed suggestions from Dr Reynolds, noting that officers are willing to work with him going forward.

Members were reminded that following the last meeting of the Informal working group, Islington officers have met with Dr Rembrandt, and received a presentation, details of which the Committee will be able to consider when a report is brought to the Committee in the future.

Tony Ralph acknowledged that the Council has just retrofitted some of its older vehicles which fits into the Council's Circular Economy agenda instead of purchasing

new stock; that officers continues to work with Re London in helping the council to reduce waste; that central government has committed funds to assist authorities; that Islington is engaging in the Deposit Return scheme which has been promoted by National Policy.

In response to a question on whether research had identified any specific age profile that needs to be targeted and whether any particular food had been identified as being wasted by this group, Dr Reynolds indicated that they included both young people and people over 75 who live alone due to the death of their partners and are unable to adjust their shopping patterns and also find it difficult to purchase single items especially as most products are sold in multiple packs and most of the retail shops do not cater for single older people.

Dr Reynolds indicated that Potatoes, Chicken and Milk is identified as food that is wasted more.

On whether there are any attempts to influence suppliers to change their packaging, Dr Reynolds indicated that it remains a challenge for suppliers as it is not cost effective, however it should be noted that as reported in the news recently a major retailer is scrapping use -by -dates on milk and encouraging buyers to use 'sniff test' as part of its initiative to help reduce carbon emissions and food waste in the UK.

Caz Royds said that people living above shops are keen to recycle, that FLW matters enormously and she is involved in a measuring food waste project with Octopus. Islington Environmental Emergency Alliance took part in a food waste stall and so many people said that they didn't have any food waste. 5% England's waste is cat litter. The council is seen as a trusted friend to residents and the council can change food waste policies. 1/3 of food produced never reaches a human stomach. Food production causes 26% of green house emissions and food waste produces 6% of emissions.

The Chair thanked all for attending the meeting and welcoming Islington Officers suggestion that they would be working with Dr Reynolds going forward. Chair also reminded Tony Ralph of his intention to make available to Committee, Officers discussion with Dr Rembrandt and his presentation.

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Agenda Item 12

WORK PROGRAMME 2021/22

7 MARCH 2022

- 1) Scrutiny Review: Net Zero Carbon Programme – Sustainable and Affordable Energy
- 2) Borough Reading Strategy 2022-25 – Presentation
- 3) Q3 Performance Report (2021/2022) – Employment & Skills
- 4) Q3 Performance Report (2021/2022) – Environment & Transport
- 5) Net Zero Carbon Progress Report (Quarter 3)
- 6) Work Programme 2021/2022

14 MARCH 2022 – Special Meeting

- 1) Tackling the Environment and Climate Emergency – With stakeholders
- 2) Work Programme 2021/2022

3) 14 JUNE 2021

- 1) Scrutiny Review : Topics
- 2) Work Programme 2022/23

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