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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, Town Hall, Upper Street, N1 2UD on **6 September 2022 at 7.30 pm.**

Enquiries to : Thomas French
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Despatched : 25 August 2022

Membership

Councillor Tricia Clarke (Chair)
Councillor Gary Heather (Vice-Chair)
Councillor Clare Jeapes
Councillor Fin Craig
Councillor Mick Gilgunn
Councillor Ruth Hayes
Councillor Claire Zammit
Councillor Angelo Weekes
Councillor Ernestas Jegorovas-Armstrong

Substitute Members

Councillor Praful Nargund
Councillor Caroline Russell

Quorum is 4 members of the Committee

A.	Formal Matters	Pages
1.	Apologies for Absence	
2.	Declarations of Substitute Members	
3.	Declarations of Interest	

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

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

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

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

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

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

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

7. Public Questions

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

8. External Attendees

B.	Items for Decision/Discussion	Pages
1.	Scrutiny Review- Green Economy and Planning	9 - 26
2.	Annual Report of the Executive Member for Inclusive Economy and Jobs	27 - 100
3.	Q1 Performance Report (2022/23) - Environment & Transport	101 - 110
4.	Q1 Performance Report (2022/23) - Employment and Skills	111 - 124
5.	Menstrual Waste	125 - 130
6.	Workplan 2022/23	131 - 132

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

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
3 October 2022

Agenda Item 4

London Borough of Islington

Environment and Regeneration Scrutiny Committee - 21 July 2022

Minutes of the meeting of the Environment and Regeneration Scrutiny Committee held at Council Chamber, Town Hall, Upper Street, N1 2UD on 21 July 2022 at 7.30 pm.

Present: **Councillors:** Clarke (Chair), Heather (Vice-Chair), Jeapes, Craig, Gilgunn, Hayes, Weekes and Jegorovas-Armstrong

Other Councillors present: Jackson

Councillor Tricia Clarke in the Chair

12 APOLOGIES FOR ABSENCE (Item 1)

Apologies were received from Zammit and Khondoker

13 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

14 DECLARATIONS OF INTEREST (Item 3)

None.

15 MINUTES OF PREVIOUS MEETING (Item 4)

Corrections to be made to the attendance of the last meeting.

RESOLVED: That the minutes of the meeting held on 14 June 2022 be confirmed as an accurate record of proceedings and the Chair be authorised to sign them.

16 CHAIR'S REPORT (Item 5)

The Chair was pleased that the agenda was packed with council work that aimed to tackle the climate emergency as the UK was in a heatwave.

The chair reported that Islington Council was ranked top in London for Healthy Streets, with the highest proportion of school streets and the lowest level of car ownership and the third highest for LTNs.

The Chair reported that on July 7th she attended the launch of Islington and Camden Councils Parks for Health, a joint plan to harness the potential of the boroughs' parks and green spaces as focal points for improving wellbeing and reducing health inequalities.

The Chair reported that they attended a workshop with Cllr Hayes run by the Urban Cultivate Research project at Resources for London where Urban Cultivate team shared and discussed more details about the specific sites that they wish to investigate as part of their study, with one site being looked at in Tufnell Park.

The chair highlighted an email from a resident concerned that an event held recently in the borough used plastic cups and plates, didn't recycle the plastic and food waste. Event organisers need to understand their role in creating waste.

17 **Order of Business (Item 6)**

The order of business would be B4, B1, B3, B2 and B5.

18 **PUBLIC QUESTIONS (Item 7)**

None.

19 **SCRUTINY REVIEW- OVERVIEW OF THE CIRCULAR ECONOMY ACTION PLAN (Item B1)**

Sarah Hitchcock, Head of Net Zero Carbon Programme 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:

Circular Economy Model

1. Rethink and reduce e.g. Library of things
2. Redesign e.g. New homes design guide
3. Repair & remanufacture e.g. Repair cafes
4. Reuse e.g. Dress for success
5. Recycle e.g. Bulky item recycling
6. Recover e.g. Energy from waste (last resort)

A Circular Economy Tackles Consumption Based Emissions

- Islington generates an estimated **two million tonnes of consumption based co2 emissions per year** (also known as scope 3 emissions). (London councils, 2021)
- For context, **scope 1** (direct and local, e.g. Burning gas in boilers to heat homes and businesses or petrol/diesel vehicle emissions), and **scope 2 emissions** (indirect, e.g. From using electricity generated in another location) account for **680,000 tonnes of co2e per year** (2005 – 2018 figures; BEIS, 2020).
- A circular economy can help to tackle consumption related (scope 3) emissions, and scope 1 and 2 emissions

Our circular economy action plan was developed to explore possibilities for CE in Islington, and sets out:

- How we will apply circular economy principles to our policies and strategies
- Actions we are already taking
- Additional actions we are committing to

The plan focuses on eight areas broadly aligned with vision 2030 priorities, and is:

- The start of the journey
- About embedding principles
- A foundation for action

Next Steps

Ongoing review

- New initiatives – horizon scanning
- Learn lessons

- Internal and external awareness raising

Deliver, monitor and measure

- Bi-monthly working group and work stream delivery teams to ensure ce embedded and actions delivered
- Performance indicators to be developed

Update

- Publish new, updated circular economy action plan by April 2024

The chair thanked Sarah Hitchcock for the presentation and welcomed members to raise issues and ask questions.

On Islington's Carbon benchmark compared to over London Boroughs, due to Islington being a smaller borough in size and population, the council is not an outlier in carbon admissions. The model formula that is used to calculate the amount of carbon will also include the emissions from outside the borough, the supply chain of emissions, to produce the goods and materials that are purchased.

On the Library of things, the waste team are looking at growing this project, with more items and more hubs across the borough. The waste team will consider cost and affordability as the scheme continues. Officers will provide further details.

On estate recycling, the council has found the estate recycling is more difficult to carry out effectively, than other resident recycling, due to the storage issues and different distances. There are a few projects that the council will be working on to improve this, including improving estate recycling bins and storage. Private estates will also be targeted for improvement.

On Carbon targets, the different workstreams will be investigated to see what the carbon impacts are, and each workstream will have its own set of KPIs and targets based on the work that needs to be done. Research is being done at Leeds University for the council, this will be helpful for a greater understanding of the borough's carbon footprint.

On furniture reuse, officers will get back to members on what is happening with Brightsparks.

On waste in commercial skip containers, officers will get back to members on any action or project that is happening with the waste team.

On scope three emissions, while scope three admissions are reducing, it is very hard to prove and not many local authorities or organisations are currently able to.

On engaging young people and schools in Net Zero work, currently workstream one included retrofitting school buildings, but the council is currently looking at doing more engagement work with schools, the messaging needs to be more consistent to allow for schools to pick up on it collectively,

On heat networks, there is a feasibility study being done to investigate areas on the borough that could use this energy, but this is still in the early stages.

On the award scheme, this was a limited scheme for late 2021/early 2022, with nearly 50 businesses applying. The council is reviewing the scheme and seeing what can be learnt from it.

Members agreed to invite ReLondon to a future committee meeting.

RESOLVED:

Members noted the presentation

20

QUARTER 4 PERFORMANCE INDICATOR REPORTS 2021/22 - LIBRARIES AND HERITAGE (Item B2)

The chair asked members to send any questions to report authors of the Quarter 4 Performance report.

RESOLVED:

Members noted the report

21

NET ZERO CARBON PROGRAMME REVIEW 2021-22 (Item B3)

Sarah Hitchcock, Head of Net Zero Carbon Programme 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:

- Progress towards delivering commitments in the net zero carbon 2030 strategy is reported quarterly through council's scrutiny function
- Ensures transparent progress reporting, easily accessible to the community and accountability to residents
- Summary annual report highlighting progress to date published in March 22
- Net zero carbon strategy annual progress report 21/22 details progress against each commitment and our plans for next steps

Workstream (WS) 1: Buildings, Housing, Commercial and Infrastructure

- Partnered with UCL to complete an analysis of retrofitting and energy change options for existing council housing stock
- Four pilot estates selected for large-scale trial of low carbon heating solutions (delivery subject to feasibility)
- Developed decarbonising new homes and tree mitigation strategies
- Secured funding to carry out feasibility studies for 20 schools
- Secured funding to implement decarbonisation measures at New River College school. The work carried out will act as a pilot for future work carried out at other schools in the borough
- Launched a business audit scheme for small businesses for energy efficiency improvements

WS2: Transport

- Established 35 school streets covering almost half of schools; the highest percentage in London
- The first two main road school streets environmental improvements were delivered in April 2022 at Ambler Primary School on Blackstock Road and Canonbury Road Primary
- Delivered eight low-traffic neighbourhoods (LTNS) trials (plus a similar scheme at Mayton street).

- Cycleways completed at: green lanes, balls pond road, York Way, Highbury Fields to Finsbury Park (cycleway 38 north), and Holloway Road to Pentonville Road (cycleway 38 south)
- 336 electric vehicle charging points delivered by end of March 2022
- 14% of the council fleet was electric at December 2021
- Introduced emissions-based parking charges for petrol and petrol hybrid vehicles (an addition to the existing surcharge of £5 per hour for all diesel vehicles paying for short stay parking, established in 2018.)
- Installed electric charging bollards across all regent's canal moorings in Islington

WS3: Sustainable and Affordable Energy

- Greenscies2 partnership, supported by innovate UK and including islington council, concluded at end of May 2022, delivering substantial set of engineering and architectural design work, financial modelling, and community engagement resources for handover to Islington council
- 100% of electricity procured by the council is now from certifiable renewable sources
- Energy advice (shine) service made 1,021 home visits saving people £92,911 = ~378 tonnes co2
- Delivered energy efficiency measures to 53 properties (including council and privately owned and rented homes). These measures included wall, loft & underfloor insulation & secondary glazing

WS4: Green Economy

- Allocated £200,000 to a training and development programme for local aspiring or start up circular economy businesses
- Launched the Islington working portal providing local jobs for local people, useful travel plans and promotes a lower carbon footprint as part of our commitment to a greener local economy
- Together greener website now has a section for business advice (awareness, action, grants)
- Started a low plastic zone project at Cally road

WS5: natural environment, waste reduction and recycling

- Community-led boroughwide green proposals programme 'Islington greener together' launched in march 2022 and received 94 applications
- Planted 700 trees in the 2021/2022 planting season
- Secured £1.5 million over 3 years to invest in greening improvements in the public realm
- Launched library of things at the Finsbury Park bright sparks store with 81 items borrowed between 1 November and 31 December 2021, saving a tonne of waste.
- £100,000 per annum of funding secured to improve communal recycling sites at estates
- Completed new commercial waste strategy

WS6: planning

- New local plan is being progressed through adoption process
- Secured funding to appoint an officer to develop supplementary planning document (SPD) on delivering net zero carbon improvements, to be appointed once the plan is finalised.

WS7: Engaging, Empowering And Partnering

- Delivered our 'let's talk about a greener future' festival in October 2021, which involved around 100 council and community-led events over the two weeks prior to cop26
- Environment and regeneration scrutiny committee held their public event on the climate emergency in March 2022 and anchor institutions network met for the first time in February 2022 to agree priorities for action and next steps
- Launched a new greener together microsite and pledge tool for residents, businesses and schools

WS8: Finance And Investment

- London's first community municipal investment - Islington greener futures 2027 - launched October 2021, achieved our £1 million target in January 2022. We have spent £495,000 on the projects we committed to fund with Islington greener futures 2027.
- By 31 March 2022, the Islington council's pension fund had decarbonised by 42.5%
- Islington's carbon offset fund is still the biggest offset fund in London generating income of c. £1.5m p/a to help contribute to achieving NZC

Adapting our approach

- Full review of all action plans is underway to ensure they are up-to-date and still accurate/relevant to future delivery.
- Going forward, reporting in 2022-23 will be based on the updated action plans.
- Establishing and monitoring key performance indicators for each workstream alongside quarterly updates on progress
- Establishing carbon monitoring – aligning with work on this at London councils level – aspiration is to quantify carbon impact of activities
- Establishing costs – developing our understanding of the cost of the net zero carbon programme
- By addressing the above over the coming months, we aim to support future planning and prioritisation of the programme going forward

The chair thanked Sarah Hitchcock for the presentation and welcomed members to raise issues and ask questions.

On trees on estates, the council has agreed to increase its budget and support for more trees in the borough and officers are always looking into how this affects estates, including the temperature. There is a lot of resident interest in greening the estates and the council needs to do more to bring together a lot of schemes that are currently ongoing, to allow for more resident engagement.

On reducing car travel in Islington, work needs to be done to change Islington to allow for those who are driving to be moved to alternatives, like public transport, cycling or walking. The way the council used to look at cars within the borough was via air pollution, but the Net Zero work has really changed how the council looks at this.

On communicating Net Zero work to residents, the council is looking at various tools for how we can communicate this, but a lot of national data is usually a few years out of date, compared to what the council collects. The work the council is doing with UCL will help make more sense of this and this will be carried over to the other workstreams as well.

Environment and Regeneration Scrutiny Committee - 21 July 2022

On SHINE and the energy price cap, the council has a large role within Shine and the biggest priority is helping residents that need it most. While a lot more households have been supported than planned, the current cost of living crisis really has made many London wide organisations change what the goals are and how to give out the best support.

On the Low Plastic Project, the council has used this project as a business engagement tool, to build awareness on the impact that plastics have in businesses and how they can cut their waste.

On car parking in new developments, the council is working to add supplementary planning guidance to add further Net Zero goals in how developments deliver on planning regulations.

On if the council is still buying non-electric vehicles, the council will tend to hire vehicles that are not electric on a short-term basis, rather than buy them. Officers will get back to members on this.

On dealing with the impact of increased local deliveries, the council is working with franchises and businesses locally for them to take on responsibilities for delivery drivers. However, the council has limited powers in this area but is looking at how additional infrastructure can be used to ensure the deliveries are as green as possible.

RESOLVED:

Members noted the presentation.

22

SCRUTINY INITIATION DOCUMENT: CIRCULAR ECONOMY 2022/23 (Item B4)

The Chair introduced the Scrutiny Initiation Document and asked members for comments:

- The title of the scrutiny review to include Jobs in the title.
- Adding green jobs to the green economy evidence session
- Including the 5 Rs within the scope of the review
- Ensure that the resident voice and stakeholders are present throughout the evidence sessions
- Interested on holding public meeting opportunities with residents for feedback
- Keeping a singular item on menstrual waste as a one-off report

RESOLVED:

With the above comments included, members agreed the Scrutiny Initiation Document on Circular Economy and Jobs

23

WORKPLAN 2022/23 (Item B5)

RESOLVED:

Members noted the workplan

The meeting ended at 21:33

CHAIR

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Net Zero Carbon Green Economy Workstream Circular Economy Report

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Scrutiny Review – 6th September 2022

Agenda Item B1

Sections

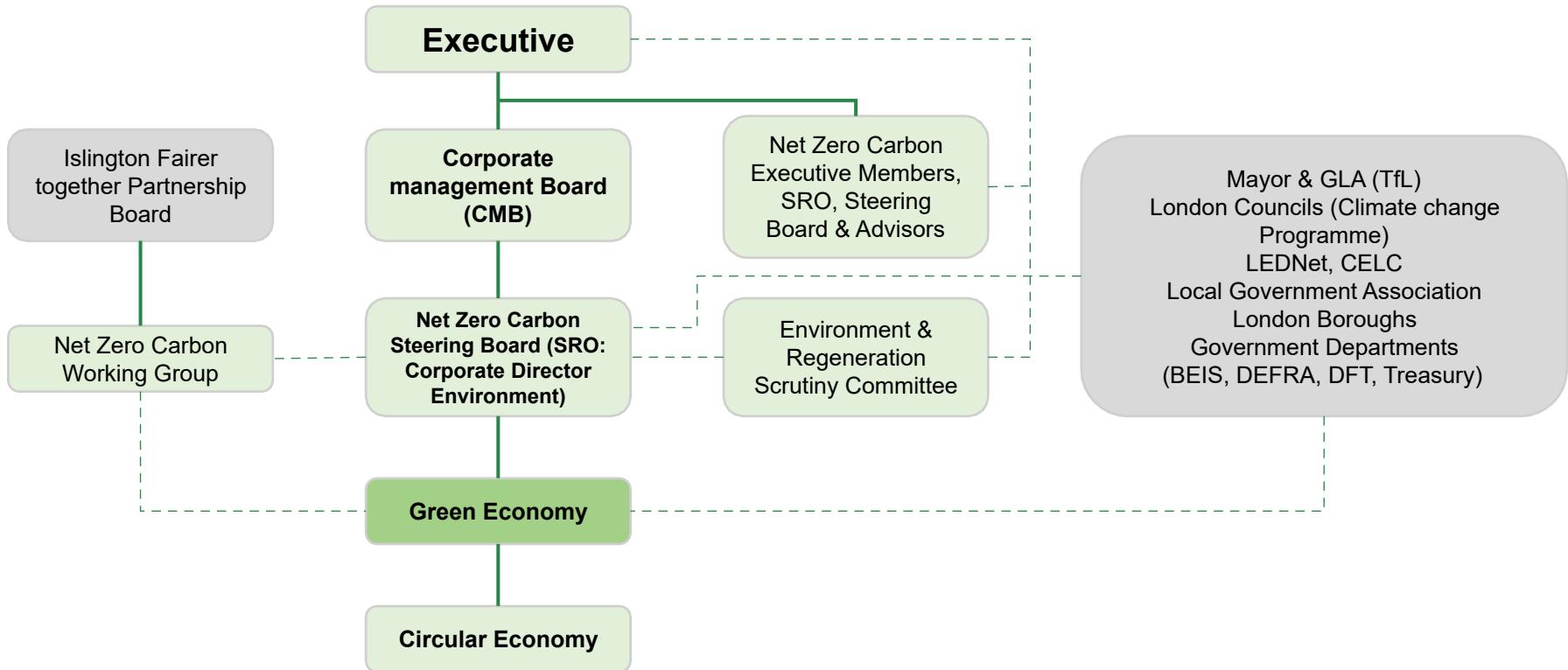
- **Scope** – Scope of the review
 - Governance
 - What is Green and Circular Economy?
 - Vision for Islington
- **The challenge** – what we are trying to address
- **Our objectives** – how we are addressing the challenge
- **Circular Economy** – how we are embedding circular economy principles in our work
- **Green Jobs** – how our work will support and sustain local green jobs and skills
- **Deliverables** – what we have achieved so far

Scope – Scrutiny Committee review

1. How the Local Plan, the way we build Council homes and the way we manage our own buildings can all support a circular economy.
2. How the effective local transport of people, products and materials is central to a circular economy, enabling local goods and material flows.
3. **How a circular economy can bring a range of economic benefits, from improved resource security at a larger scale, through to new economic and employment opportunities at the local scale.**
4. **How circular economy approaches are promoted, and how to effectively work in partnership with residents and local businesses on this issue.**

Governance

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What is Green Economy?

- An economy that reduces environmental risks and ecological scarcities is Green Economy. It aims for long-term development that is environmentally friendly while also promoting health, wealth, and well-being for all people.
- We will define green jobs and skills as those jobs and skills that **contribute to the achievement of Net Zero Carbon and broader environmental goals**.
- In London, the number of **green jobs is expected to grow rapidly** in the coming years to 335,000 by 2030 and 732,000 by 2050*, as well as meet need to replace workers who leave the labour market, as well as replace EU workers.

What is Circular Economy?

- A circular economy is an alternative to a traditional linear economy (take, make, use, dispose). It is one where **supply chains are more local** and use materials already in circulation. A circular economy brings a range of economic benefits, from **improved resource security at a larger scale**, through to new economic and **employment opportunities at the local scale**.
- Innovation, improved resource efficiency, better customer offers and increased levels of materials reuse, remanufacture and recycling can **all drive job creation and economic growth**.
- Within London, the **potential value of the circular economy will be £24.2bn by 2030**.**

*Source: [CLF-green-jobs-and-skills-Final.pdf \(centrallondonforward.gov.uk\)](https://centrallondonforward.gov.uk/assets/CLF-green-jobs-and-skills-Final.pdf)

**source: ReLondon, Jobs and skills for London's low carbon future, June 2022

Emerging vision for Islington's Green Economy

- **No-one is left behind** as we transition to a low carbon economy – by 2030 we will be a borough where:
 - Islington residents are able to access **secure well paid sustainable jobs**
 - Employers are able to **access a local workforce fit for a low carbon economy**
 - Islington **SME businesses** are positioned to **maximise the opportunities** that the Green Economy presents
 - Council and partners can **access the green services** and products they need
 - Through **continuous training**, local businesses and the local labour force **remain appropriately skilled and resilient**
 - Islington is a borough where **all residents and businesses are carbon literate**

Our Emerging Objectives

1. Islington residents are able to access **secure well paid sustainable jobs**
2. Employers are able to access **a local workforce fit for a low carbon economy**
3. Islington SME businesses are positioned **to maximise the opportunities** that the Green Economy presents
4. Council and partners can **access the green skills**, services and products they need
5. Through continuous training and engagement, local businesses and the local labour force **remain appropriately skilled and resilient**
6. Islington is a borough where **all residents and businesses are carbon literate.**

Early actions - underway

- Embedding circular economy principles within our **Green Economy Strategy and Community Wealth Building strategy**.
- Key partner in the **Mayoral Green Construction Skills Academy**
- Developing a local **Green Economy plan for the Cally**, with funding from GLA
- Piloted a series of **greening the high street** initiatives, including training for hospitality businesses, cargo bikes promotion, Shop Local campaigns and energy audits for small businesses
- Working with colleagues in **Housing Repairs** to develop pipeline of local employment opportunities in retro-fitting
- Promoted the **Holloway Road development** as an exemplar of good green practice and now examining pre-construction (outwith S106 agreement) opportunities with London Square to promote green skills in the demolition phase.

Early deliverables

Circular economy is already in action in Islington.

The following section provides a snapshot of what we have done already.

- Inaugural meeting with anchor institutions
- Published Progressive Procurement Strategy
- Highways social value 20% to 30% to increase local jobs
- NZC commitments embedded in AWS
- CE statements for large planning applications
- CLF reports on green skills and jobs
- WPI report on Islington green jobs
- Islington Green Skills Strategy
- Green Economy Action Plan
- Angel Sustainability Forum
- Local green jobs through iWork
- Islington's Library of Things,
- Supported Bright Sparks
- Published Circular Economy Action Plan
- Circular Economy grant scheme
- Shop local businesses directory
- Construction directory

Circular Economy grant scheme

We allocated £200,000 for a training and development programme delivered by Re:London to help businesses understand how adopting circular economy practices can benefit them commercially and environmentally

13 businesses have benefited from the Circular Economy grant scheme and further support from ReLondon this is a 2 year long programme. Overall, 70 applications submitted (indicates a high demand for CE projects), 63% are new to the circular economy



Construction Directory

We created a directory of construction businesses in Islington to encourage residents, developers, and anchor institutions to purchase goods and services from local businesses.

We identified those climate-conscious businesses and assigned them a green badge to promote sustainability in the construction industry.

To promote retrofit work, we have highlighted businesses with appropriate accreditation that can carry out retrofit work so that our residents can engage with them with confidence.

[Home](#) > [Community connections](#) > Construction Services


Construction Services

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


[All listings](#)

[Architecture, Design and Surveying Consultancy](#)

[Builders, Builders Merchants and Plant Hire](#)

[Utilities](#)

[Groundworks, Site management and Landscaping](#)

[Painters, Plasterers and Decorators](#)

[Pest Control, Asbestos, Waste and Cleaning Services](#)

[Roofing and Glazing](#)

[Structural Engineering](#)

[Woodwork, Metalwork and Masonry](#)

[Safety](#)

Cargo Bike Scheme

We funded cargo bike schemes as part of the Additional Restrictions Grant scheme

The Zero Emissions Network can provide support for businesses to make a switch to cleaner deliveries including free cargo bike trials for local businesses.

Peddle My Wheels also provide a low cost Try Before You Buy Bike option for trialling and purchasing cargo bikes for Islington businesses.

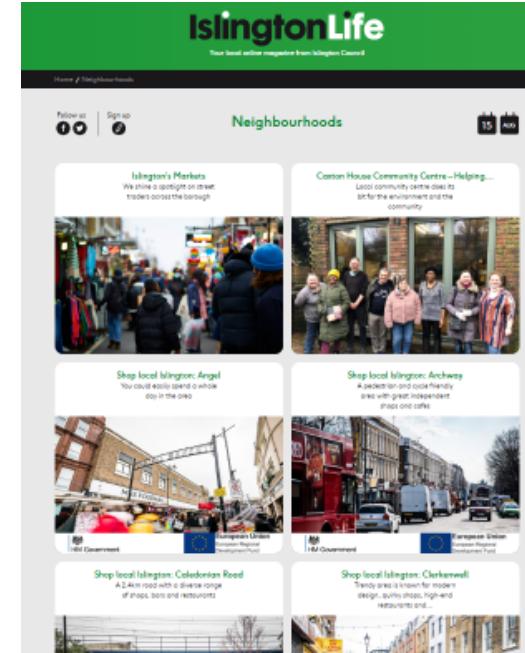
13 people have registered to use the bikes and received the onboarding training.

Most journeys taken have been short and distance travelled in June is 6 km, equating to Carbon savings of 0.5kg and tyre particulate matter savings of 322mg



Shop Local Campaign

We have teamed up with My Virtual Neighbourhood to launch a shop local businesses directory to make it easier for our residents to find and support local independent businesses and activate the local economy and circular economy within our borough.



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ISEP and Sustainability Awards

Islington Council, through ISEP and in partnership with the Camden Climate Change Alliance, hosts a sustainability awards event celebrating achievements of businesses, community organisations and schools, who are leading the way in the delivery of sustainable services and products. We will celebrate the best circular economy practices by reflecting circular economy within a specific award category. We aim to host this event again in 2022.



Library of Things (LoT)

Islington's first Library of Things store, which helps local people save money and reduce waste by affordably renting household items, has opened.

We have joined forces with Library of Things and the Bright Sparks Reuse and Repair store to open the environmentally-friendly store, which encourages sustainable re-use by allowing residents and small businesses to rent out items like drills, carpet cleaners, sound systems and sewing machines for as little as a few pounds a day.

Library of Things is a social enterprise, on a mission to make borrowing better than buying for local people, communities and the planet.



Business Audit Scheme

We have set up a business audit scheme that provides advice to businesses on how to reduce their carbon footprint and this includes advice on waste, recycling and circular economy practices.



The Home of Sustainable Things on Barnsbury Street curates, sells work exclusively from designers who specialise in sustainable products. Their range includes furniture, homeware, artworks and other craft pieces.



Background Props & Studio Hire on Brewery Road provide a vast range of studio equipment and props. These are supplied on a hire basis and reused by successive customers, reducing waste of single use equipment.



Sheepers is an online and mail order shop in Islington selling high quality sheepskin apparel inspired by the owner's Polish heritage. Sheepers have ensured that their slippers are made ethically and are used from off-cuts.



Aperi-Deli on Caledonian Road is demonstrating circularity in their business model with refills of olive oils and customer container reuse. Their shelving and flooring in the shop is constructed from reclaimed timbers.

Actions – in development

- We will embed green/circular economy initiatives into our **Local Economy Strategies** across the borough, ensuring it is effectively promoted and local people and businesses can benefit at a local level.
- We will develop the specification for a ‘net zero’ and **circular economy focussed affordable workspace**
- We will **develop Green Social Value guidance** including circular economy asks for integration into council commissioning and procurement processes
- We will encourage potential suppliers to work together with us on achieving best practice and innovation **in the application of circular economy in achieving social value through procurement**.
- We will identify where procurement of targeted **high spend and high embedded carbon items** can be focussed around circular economy principles, such as leasing rather than purchasing.
- We will promote green practices as part of the implementation of the Chapel Market regeneration programme e.g. food waste; circular economy products; sustainable deliveries.

Actions – in development

- **Convene a breakfast meeting** with CITB to hear directly from construction industry **on challenges faced**, and what council/s can do to help.
- Work with **Corporate HR and trades unions** to promote the benefits of **upskilling and keeping abreast of new green skills**.
- We will **develop business case** to fund programme similar to ReLondon and circular economy to empower Islington residents and businesses **to adopt circular economy practices, targeting under-represented entrepreneurs**.

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Continue to work with Islington Sustainability Network (formerly ISEP) to raise awareness of the circular economy, to share best practice from around Islington and to increase membership amongst the Islington business community.

- Create a joint skills plan with local education and skills providers to **outline the opportunities and gaps in green skills and jobs** and identify the different needs of the various sectors in the borough and recommend tailored approaches to strengthening green skills and jobs in these areas.

Discussion, feedback and comments

Are there further opportunities to:

1. Develop the range of economic benefits, from improved resource security at a larger scale, through to new economic and employment opportunities at the local scale?
2. Promote and more effectively work in partnership with residents and local businesses on this issue?
3. Other comments?

Annual Report Executive Member Inclusive Economy and Jobs April 2021- March 2022

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**Councillor Santiago Bell Bradford
Environment & Regeneration Scrutiny Committee
6th September 2022**

Agenda Item B2

Annual Report Outline

- 1a). Islington's Economic Context – April 2021-March 2022
- 1b). Community Wealth Building Framework
- 1c). Highlights 2021-22
- 2. Chapter 1: Underpinning Equalities and Green Economy
- 3. Chapter 2: Youth Employment & Progression
- 4. Chapter 3: Adult Community Learning
- 5. Chapter 4: Adult Employment Support, Good Quality Work and Growth Sectors
- 6. Chapter 5: Town Centres, High Streets and Markets
- 7. Chapter 6: Business Support
- 8. Chapter 7: Low Traffic Neighbourhoods
- 9. Chapter 8: Affordable Workspace

1a) Islington's Economic Context

April 2021 – March 2022

As we emerged from Covid-19 in 2021 we expected the worst...however...

- Although there were 4,400 people in Islington on furlough when the scheme ended in September 2021, unemployment levels continued to fall, from 14,060 people claiming unemployment benefit (7.5% of the workforce) in March 2021 to 8,925 people a year later (4.8% of the workforce)
- Despite fewer visitors and commuters in Central London, much of Islington's economy bounced back rapidly as businesses re-opened after Covid-19 shutdowns. This was reflected in booming numbers of job vacancies being advertised in Islington and the wider economy, especially for chefs, teaching assistants, nursery staff and software developers.
- The fall in unemployment was particularly high for young people, from 2,170 people aged 18 to 24 claiming unemployment related benefits in April 2021 (6.6% of the resident population in this age group) to 1,180 in June 2022 (3.6% of the resident population in this age group). This is lower than London (5.1%) and the UK (4.4%)
- However, youth unemployment varies considerably by ward (6.8% in St George's in May 2022, but only 2.5% in Bunhill).
- Finally, whilst Islington performs better than average for youth employment, the percentage of the resident population over 50 who were claiming unemployment in April 2021 was 10.2% (3,430 people). While this fell to 6.7% (2,245 people) in June 2022, the rate is nearly a third higher than the London average (5.2%), and more than double the UK average (3.0%).

By mid-2022 there was less economic activity, real terms pay cuts for some workers, but rises for a minority, which is increasing inequality

- There was a rise in economic inactivity since the start of the pandemic when around 34,500 people from the 16-64 age population (19.5%) were economically inactive to 39,700 (21.5%) at the end of December 2021 when the latest figures were published.
- Around 18.1% are experiencing long term health conditions (7,200 people) and 19,300 (48.5%) were studying.
- To put this into perspective, at the end of December 2021 there were 5,200 more economically inactive people in Islington than at the start of the pandemic – that's more than the number 25 to 49 year olds in Islington who were claiming benefits in June 2022 (5,030 people).
- One of the biggest economic issues that arose early in 2022 is a 'cost of living crisis', energy price rises, Brexit and the Ukraine war being key factors.
- By July 2022 inflation had risen to 9.4%. Although nominal pay growth is the highest it's been in the private sector, rising by 5.3% between May 2021 and May 2022, it only rose by 1.9% in the public sector during the same timeframe. This has translated into an across the board real terms pay cut of 2.9% year on year.
- This masks considerable variation by industry, conditioned by the public/private sector wage split.
- There is increasing pressure on small businesses who – without an energy pay cap - are being forced into energy contracts much higher than previous.

1b) Community Wealth Building Framework

Definition and Purpose

- Community Wealth Building is rooted in Islington's corporate ambition to make the borough a **more equal place** where everyone, whatever their background has the opportunity to reach their potential and enjoy a good quality of life
- Delivered through a **sustainable, inclusive, and locally-rooted economy**, **where wealth is fairly shared**; people are supported into and progress in **well-paid, secure jobs**; and assets and resources within the local economy create prosperity and opportunity for all

Page 3

Community Wealth building is the means to achieve this, developing local assets, re-directing wealth back into the local economy, placing control and benefits back into the hands of local people

- The case for an ambitious strategy with tangible targets was clear before Covid, the challenges and lack of opportunity faced by too many of our residents and businesses have been exacerbated by the pandemic, but we must build back better.

Strategic Framework

The Community Wealth Building Strategy is built on four pillars, supported by two cross-cutting foundations, and strengthened by the collective influence of anchor institutions

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Economic Wellbeing

Tackling poverty and labour market inequalities to create & sustain good jobs

Inclusive Economy

Creating a sustainable, socially-just local economy, where wealth is shared

Progressive Procurement

Boosting and locking in local wealth through the council's buying power

Enabling Assets

Developing accessible, affordable assets for the benefit of all

Green Economy

Supporting Net Zero Carbon through green jobs, sustainable business practice, & low carbon assets

Equalities

Tackling economic inequality to bring residents out of poverty and ensure everyone has the opportunity to realise their potential

Anchor Institutions

Like-minded, local organisations who can also leverage their influence as employers, purchasers and asset owners



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Inclusive Economy & Jobs Highlights 2021-22

- **2,120** Islington residents were supported into paid work through the Islington Working Partnership
- **Nearly half (1,061)** of the residents supported into work in 2021-22 are from black, Asian or minority ethnic backgrounds more than doubling performance last year and exceeding the yearly target by 176.8%
- **Supported residents with a learning disability** into work - four posts at the Temptations coffee shop at Highbury Corner, one at the Almeida in addition to interviews in other sectors
- **Business Support £3m Additional restrictions grant funding** to fund commissioned business development/growth programmes and continue direct grant aid to business, including:
- Created small **business directory** – to help anchor institutions and larger businesses to purchase locally, including our own commissioned services

Inclusive Economy & Jobs Highlights 2021-22

- Made Islington a Living Wage Place in July.
- Supported 422 people into entry level jobs that paid at least the London Living Wage.
- Generated more than £1.2m of environmental, social and economic value for local people
- Affordable workspace secured employment for 11 people, nine women from minority backgrounds, six local residents.
- Created new employment opportunities in surveying, project management, engineering, and construction skills through our £600m New Build Programme.
- Implementing a £1.4m Inclusive economy project that builds on the strengths of the existing affordable, diverse and inclusive market.
- Improved street infrastructure, signage and market space layouts to make the market shopping experience better for everyone.

Underpinning equalities and the green economy

Chapter One

Progress on Equalities in Employment

- Nearly half of the 1,061 residents supported into work in 2021-22 are from black, Asian or minority ethnic backgrounds, more than doubling performance last year and exceeding the yearly target by 176.8%
- **Adopted a more tailored approach** to tackle different employment barriers of specific groups, based on findings from collaborative research with London Metropolitan University.
- **Started iWork outreach** with the Leading Inclusive Futures through Technology (LIFT) project.
- **Supported residents with a learning disability** into work - four posts at the Temptations coffee shop at Highbury Corner, one at the Almeida in addition to interviews in other sectors
- **Facilitated employment information sessions** for minority groups, e.g., health and social care jobs profiled with the Swahili group Stepping Stone.
- **Signed up all groups to the Islington Working twice-weekly e-bulletin** and the Islington Working portal.

Equalities in action – The Inclusive Entrepreneurship Programme

- **Targeted Covid grant support** to locations where there was a predominance of Black and Minority-owned businesses
- **Targeted fledgling businesses** from under-represented groups through the programme.
- Tailored business support provided for minority business owners: giving 121 advice, facilitating action learning sessions and coordinating peer-to-peer networking.
- **Funded and given intensive wrap around support** to 17 residents and new businesses.
- 7 businesses benefited by August 2022. Full impact evaluation December 2022.

Progress on Embedding the Green Economy

- Recruited a **dedicated Green Economy officer** to develop our green economy and skills strategies.
- **Supported hospitality businesses** to adopt environmentally sustainable practices.
- **Facilitated the Zero Emissions Network (ZEN)**, which provides incentives for businesses to decarbonise.
- **Embedded Net Zero Carbon into our contracts** and increasing the amount of social value we get from our highways contract from 20% to 30%
- **Provided energy efficiency grants** for small businesses.
- **Delivered green masterclasses** for businesses.
- **Recruited Islington resident trainees** into the mayor's green construction and groundwork building academies.
- **Integrated green travel planning** into the Islington Working Jobs portal.
- **Supported Angel.London's Sustainability Forum** to deliver green business projects
- **Launched a shop local businesses directory** hosted by My Virtual Neighbourhood.

Library of Things

- Library of Things is a social enterprise, on a mission to make borrowing better than buying for local people, communities and the planet.
- Set up Islington's first Library of Things store in Finsbury Park, helping local people save money and reduce waste by affordably renting household items.
- Residents and small businesses rent out items like drills, carpet cleaners, sound systems and sewing machines for as little as a few pounds a day.



'Reduce, Re-use, Recycle' Islington's Circular Economy Grant Scheme

- Page 42
- £200,000 for training and development to help businesses adopt circular economy practices
 - 13 businesses have benefited so far from the Circular Economy grant scheme.
 - 70 applications submitted with 44 new to the circular economy
 - 52% led by people from Black, Asian and other minority ethnic groups
 - 49% led by women
 - 15% led by people with a disability,



Reducing freight delivery emissions - Islington Cargo Bike Scheme

- Page 43
- The Zero Emissions Network supports businesses to switch to cleaner deliveries including free cargo bike trials.
 - Peddle My Wheels provides a ‘try before you bike’ option for local businesses.
 - 13 people registered so far for training to use the bikes



Islington Construction Business Directory

- A new directory to enable people to buy goods and services from local construction businesses.
- Climate friendly businesses accredited to promote sustainability in construction and enable clients to transact in confidence.
- Will be promoted as part of S106 discussions, plus with our anchor institution partners.

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The screenshot shows the 'Construction Services' section of the 'Community connections' page on the 'Find Your Islington' website. The page includes a search bar, navigation links for Health and care, Young people, Families, SEND Local Offer, Community connections (which is highlighted in green), Things to do, My shortlist (0), and Add/update listing. Below the navigation is a banner for 'Construction Services' featuring a green icon of a wrench and screwdriver. The main content area displays a photograph of a construction worker using a power drill on a wooden structure. Below the photo are twelve category icons arranged in three rows of four:

- All Listings
- Architecture, Design and Surveying Consultancy
- Builders, Builders Merchants and Plant Hire
- Utilities
- Groundworks, Site management and Landscaping
- Painters, Plasterers and Decorators
- Pest Control, Asbestos, Waste and Cleaning Services
- Roofing and Cladding
- Structural Engineering
- Woodwork, Metalwork and Masonry
- Safety

Next steps for the green economy in Islington

- Map local jobs at risk due to decarbonization and identify new green jobs.
 - Align skills training with emerging Council programme for retrofitting and emerging net zero needs e.g. electric vehicle engineers
 - Ensure that 4–19-year-olds learn about future green roles through the 100 Hours work experience programme.
 - Work with local colleges to create green skills short courses.
 - Use affordable workspaces to incubate low-carbon businesses and develop a ‘net zero’ affordable workspace.
- Further embed green skills development into council contracts e.g. use Social Value requirements to upskill local small and micro businesses
- Support large employers, including the North London Waste Board to recruit more people into green jobs locally, including through a new apprenticeships agency, ‘buy local’ and net zero initiatives.
 - Help local small businesses and sole traders install energy reduction measures.
 - Work with regional partners to lobby for more green economy support.

Youth Employment and Progression

Chapter Two

Youth Progression in 2021-22

- Found suitable education or training places for 97.3% of 16 & 17 year olds (year 11 and 12 leavers) by the end of September against London average of 96.6%
- Reduced the percentage of 16–17-year-old residents with a NEET or Unknown destination by 0.2% on the previous year.
- Supported 23 schools with World of Work activities; creating 5,314 pupil experiences

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- Part of Team Islington getting 341 18-25 year olds into paid employment
- Secured 27 internships for 18-24 year olds at risk of becoming long term NEETs
- Set up a new mentoring programme for care experienced young people interested in future employment in the Health and Care sector.

“Presenting Yourself” – Employability Workshop for Year 11 @ The Arts & Media School

- Designed to help young people learn how to market themselves in CVs and in interviews, whilst gaining more self-confidence in their developing skillset.
- 23 business volunteers in school for the day, from a wide range of professions.
- Students worked with Business volunteers on job application skills as well as hearing about career routes in a ‘Share Your Career Path’ talk in the theatre.
Page 48
- *“There is a real change in student self-confidence after taking part in “Presenting Yourself” with students saying they learn “how to answer difficult interview questions”, “how to link past experiences to key skills” and even how to “have confidence and show what makes you”*

Arts & Media School Islington Careers Adviser



Next Steps for Youth Employment Services

- Develop a set of at-risk of NEET indicators to improve identification and support for vulnerable young people.
- Enhance the council's youth employment service by opening two Youth Employment Hubs in West Library and the Andover Estate and improve community engagement.
- Expand the 100 hours World of Work programme and create clear progression pathways into training and employment, particularly in growth sectors for 16–18-year-olds.
- Introduce new progression pathways for vulnerable young people especially young offenders, care experienced, those with special educational needs and support them into work experience, internships, apprenticeships and employment.

Adult & Community Learning (ACL)

Chapter Three

Adult & Community Learning in 2021-22

- **Enrolment** of 1194 residents on free courses over the academic year, an increase of 200 learners on the previous academic year.
- **Digital Upskilling of 23 Libraries** staff through the Essential Digital Skills Level 1 qualification. Work is ongoing with a further cohort having been identified for academic year 22/23.
- **Delivered L3 National Skills Funding Provision** for 50 learners in Construction and Business Management via strategic partners.
Phased back face-to-face provision in the majority of learning centres.
- **Set up a working governance board** that includes representation from learners, staff and the local college. The board is chaired by the Executive Member for Inclusive Economy and Jobs.
- **Delivered the Entry-level Volunteering in the Community qualification at Islington Mind**, which resulted in 2 learners volunteering at Mind long term and 2 progressing onto ACL courses.



Next Steps for Adult & Community Learning

- Increase learner numbers to reach the council target of 1,800 learners enrolled, resulting in more residents benefiting from free skills training.
- Develop the curriculum offer to include courses in Health and Social Care, the Tech and Green sectors that contribute to the post pandemic recovery and reflect Community Wealth Building priorities.
- As part of Levelling Up funding, deliver the Multiply programme, resulting in increased numbers of low-paid employees of local anchor institutions accessing mathematics training.
- Enhance apprenticeship pathways, as part of corporate ambition to deliver 1,000 by 2026.

Adult Employment Support Good Quality Work Facilitating Growth Sector Opportunities

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Chapter Four

Adult Employment Support in 2021-22

- **Supported 2,120 people into work**, more than doubling the yearly target, contributing to reducing unemployment from 7.5% in April 2021 to 4.8% in March 2022.
 - **Sustained over 85% of people placed into work** in their employment for more than 26 weeks, a figure which is much higher than the national average.
 - **Welcomed more than 2,250 new users to the Islington Working Jobs portal**, which allows residents to register and find jobs.
- Put in place funding for Childcare Bursaries** to help families from getting over the first hurdle in getting a job (see case study on next page).
- Through the Islington Working Partnership **supported over 500 residents with a disability or long-term health condition into work**, including 21 people with autism and a learning disability (see case study)
 - **Plugged a gap in provision of support for deaf residents into employment** in another key partnership with the Department for Work and Pensions and the London Deaf Information Service.

Case Study: Helping Parents to Get Back into Work *The Islington Childcare Bursary*

- The Islington Childcare Bursary Scheme helps parents on low incomes to move into and remain in work by providing short-term financial support towards the cost of childcare, which can be a significant barrier to employment.
- Islington is committing more resources to support parents through the bursary scheme, from £15,300 in 2020 to £43,900 in 2022

"The Islington bursary was an amazing help when I just started working back in Nov 2021. It enabled me to adapt to my new financial changes without having to consider the cost of childcare for the first few months. Once my income had stabilized, I was able to take on the cost myself"

Case Study: iDeaf Employment Service

- Deaf sign language users get one to one appointments to support them into employment, training or volunteering.
- Includes job searches, benefits claims, CVs, application forms, interviews, employer brokerage and education, training and in work support.
- 28 people registered in 2021 with 11 people getting jobs.



'Sally is fantastic! She helped me find a new job that suits me. She is very organized, supportive and I am really happy in my new role'

Good Quality Work

Promoting Good Quality Work in Islington

- Made Islington a Living Wage Place in July.
- Increased the number of living wage accredited businesses by 13%, overcoming challenges associated with the pandemic, Brexit and subsequently the war in Ukraine
- Supported 422 people into entry level jobs that paid at least the London Living Wage.
- Secured employment for 61 apprentices, principally through the iWork for Construction council team.
- Placed more people into the Integrated Care Sector with a living wage as soon as they start their job.
- Initiated a programme with UCL to further develop our approach to 'good work' and promoting rights to secure work

Growth Sectors

Health and Social Care
Construction
Technology

Growth Sectors Focus for Islington Residents

- Focussed upon key sectors that offer careers:-
Construction, Health and Social Care, the Green and Knowledge economies.
- Supported Moorfields Hospital to recruit 50 new Ophthalmic technicians
- Developed a training and work placement programme for local people with our local GP Federation.
- Created new employment opportunities in surveying, project management, engineering, and construction skills through our £600m New Build Programme.



Case Study: Changing Lives through Islington's New Build Programme

Page 6

- Kamal is an Islington resident who attended City and Islington College and studied BTEC Level 3 Diploma in Engineering.
- Kamal had a gap year after college and went to Egypt to live with his family. While he was away, he applied for engineer apprenticeships.
- Kamal was referred to Higgins Partnerships by iWork in Islington for a Site Supervisor Level 4 Apprenticeship in August 2020. He is now enrolled with South Bank University working towards his qualification.



"When I complete my apprenticeship, I see myself becoming a hard working Site Manager working towards becoming a Senior Site Manager."

Case Study: Women into Construction

- Shona Noel joined the Kings Square team in 2018 as a Carpentry Apprentice
- Following an early career in childcare running her own adventure playground, Shona decided she enjoyed the creative element of her position.
- She attended a Women's DIY Course at the Islington Repairs Training Centre.
- With the help of Islington Council, she completed NVQ Level 2 & Level 3 in Carpentry at Dover Court & Kings Square.
- Shona was then encouraged to apply for Site Manager apprenticeship at Windsor Street with Rooff.



Leading Inclusive Futures through Technology (LIFT) - Boosting employment and business in the local knowledge economy

- Placed 19 Islington residents into **paid tech, digital and knowledge economy roles** (jobs, apprenticeships and 12 week internships paid at London Living Wage).
- Engaged over 500 residents engaged **to raise awareness of knowledge economy opportunities**, including pop up stalls at community centres and festivals, networking lunches, online careers and insight workshops.
- Page 3
• Supported 69 residents through **employability and training programmes** including the LIFT Digital Marketing School, and with other partners such as Founders and Coders (coding bootcamp).
- Enabled 7 founders from underrepresented backgrounds to **grow start ups** including online eco-fashion and app design.
- **Aligned approaches to develop affordable workspace** with other boroughs



Case Studies: LIFT Changing Experiences

- LIFT has empowered residents to achieve successful career outcomes.
- A recent prison leaver who had difficulties finding work, was supported with access to paid work experience, employability and entrepreneurship training, and a paid internship in a tech startup.
- He has now got a full-time job with a media agency while also getting funded to develop his own digital business in his spare time.
- LIFT has connected the community with local businesses:
- **Betterspace** hosted lunch and learn sessions, which bring residents into an affordable workspace and facilitate networking and learning from startups in the space.
- **Hillside Clubhouse**, a local mental health organisation codesigned a series of LIFT sessions with local employers in tech and science including Google and the London Bioscience Innovation Centre. One of their clients gained a paid internship on the LIFT Creative Start programme.

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Next steps for LIFT

- Enhance the LIFT offer through:
 - science work experience programme for 16-18 year olds with In2Science (Summer 2022)
 - two programmes for 18-30 year olds covering web design, coding, UX design and games design, with Princes Trust and Shapeways.io
- **Creative Start internship programme**, offering ten 12-week paid placements in video production and graphic design with local creative agencies, alongside funded training from City University.
- **Apprenticeship levy sharing** to support SMEs across the four LIFT boroughs (Camden, Hackney, Islington and Tower Hamlets) to increase the number of apprenticeships in tech, creative and sciences.
- **Access to free desk space** in affordable workspaces including Town Square in Old St, for entrepreneurs from underrepresented backgrounds.
- Building on successful outreach activity with an increased schedule of **in-person events** including Google Tech Careers days, and LIFT Opportunities fairs bringing together colleges, apprenticeship providers and businesses.
- Increase engagement with the **life sciences sector** in preparation for the affordable workspace opportunity at Moorfields



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Next steps for Adult Employment and Growth Sector Support

- Increasing numbers of local residents in temporary roles as a first step into employment and supporting progression into permanent positions.
 - Using our role as a commissioner of services to get contractors to employ disadvantaged local residents, those with disabilities and caring responsibilities in range of growing sectors.
 - Launching partner health and social care academies to increase access to good entry level jobs and progression in the sector for Islington residents.
- Page 66
- Pooling collective resources with stakeholders to ensure residents benefit from the local initiatives on offer, from adult community learning to FE training courses, to discretionary funds and childcare bursaries.
- Developing a shared benchmark for good practice in employment support services
 - Promoting careers in Construction to communities who we find hard to engage- especially some ethnic minority communities and women.
 - Creating a pipeline of women interested in construction to support a strong female presence on the Holloway Prison site once construction begins.

Local Economies - Town Centres, High Streets and Markets

Chapter five

Town Centres, High Streets & Markets

- In 2021 and early 2022 we:
- Supported 500 Islington businesses with Business Recovery Programme Grants and initiatives.
- Commissioned our first in depth Business Survey to track stakeholder satisfaction with the Inclusive Economy and Jobs services.
- Carried out weekly business walkabouts in our town centres to provide one to one support and advice including several involving council teams, the police and Transport for London, followed by multi-team action plans monitored by councillors.
- Commissioned to support existing traders and help bring in new local traders to markets.
- Recruited a specialist Local Economy Officer for People Friendly Streets areas to support businesses, including extensive business engagement in St Mary's, Clerkenwell and Highbury.

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Next Steps for Town Centres, High Streets & Markets

- Facilitate transition to net zero in an inclusive green economy by supporting business carbon emission reductions and new green businesses.
- Draft a 'Green Local Economy Strategy' for the GLA's Future Neighbourhood Fund in the Cally.
- Make our local economies more inclusive and accessible, working across teams to implement recommendations.
- Run trial markets in Chapel Market and elsewhere across the brough, including a 'Teenage Market' in Nags Head to make street trading a more attractive option for young residents.
- Deliver our first inclusive markets strategy implemented by a new Markets Development Officer.



Nag's Head

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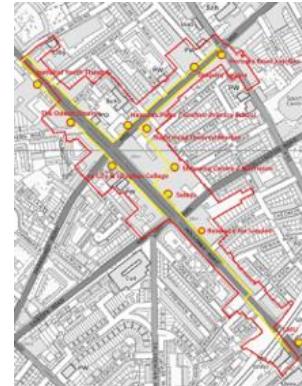
Nag's Head in 2021-22

- Supported crime and anti-social behaviour reduction with a new market trader pitch in Bowman's Mews to enable active management of the area and an Environmental Visual Audit of the Morrison delivery yard in October.
- Maximised uptake of grant and business support schemes through active promotion, interpretation and tailored support with applications.

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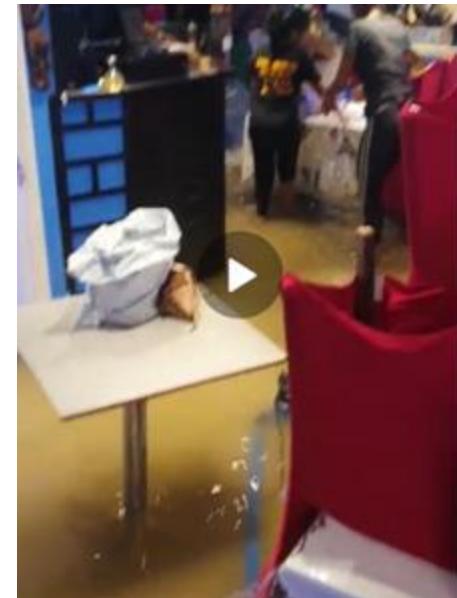
Proposed a community led food coop and cafe on the high street with the support of Manor Gardens Welfare Trust.

- Gained insights from the government's High Streets Task Force through a tour, a workshop and a multi-sector stakeholder group.
- Facilitated local resident participation in a new Holloway mural in the south of Nag's Head.



Case Study: The Work of the Nag's Head Inclusive Economy Officer

- Several new shops opened in the town centre in 2021 and some owners had no previous experience of running a business.
- The Local Economies Officer introduced each one to the town centre community, its management group.
- Bandar Supermarket for example were offered advice on;
 - Commercial waste,
 - Environmental health
 - Street trading
 - Online directories and website development
 - Energy efficiency measures and grants to replace outdated equipment.



Next steps for Nag's Head

- Investigate potential for a teenage market to create new employment opportunities.
- Create a high street community food project in collaboration with Manor Gardens Welfare Trust.
- Ensure the proposed Arsenal / Ashburton development in the south of the town centre delivers inclusive economy benefit.
- Bring back into economic use long-vacant properties owned by the Odeon and Brownlow Developments.
- Make businesses resilient to the increased likelihood of flash flooding incidents caused by climate change.
- Working with High Streets Taskforce to advocate for changes to local infrastructure that facilitates a more pleasant street environment for pedestrians.

Finsbury Park

Finsbury Park in 2021-2

- Facilitated collaboration with Network Rail to secure work experience and contacts for disadvantaged young people.
- Opened the FC Designer Workspace on the Andover Estate “a dream come true for the community” according to one resident. 50 residents already trained.
- Engaged 218 people in employment outreach in partnership with Muslim Welfare House resulting in 30 people supported into employment.
- Secured cooperative status and Living Wage accreditation for ethical food delivery company Wings, also created a 'Respect Code' for delivery drivers across multiple platforms to promote understanding and respect between drivers, restaurants and customers.
- Convened quarterly meetings of the Tri-Borough Town Centre Management Group to facilitate inclusive economy opportunities.
- Mounted festive event on Fonthill Road, attended by over 400 people with the first non-male Santa presiding!



Case Study: Mentos Make Food Sensations in Finsbury Park

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- Mentos on Stroud Green Road reached out to Aleandro Brown, a Chef and The Founder/ CEO of Food Fusion 95 who was looking for direction and a new base of operations.
- The Local Economies Team helped Aleandro find a new base at the Night Owl in Station Place.
- Aleandro is now also a regular at the Archway Market on Navigator Square.



Next Steps for Finsbury Park

- Revive all five Traders' Association, growing membership in existing bases and finding local leads to revive lapsed Associations.
- Create more employment opportunities for local residents, including World of Work Experiences, and three new apprenticeships.
- Ensure affordable workspaces (Space4 and Fashion Enter) are even more connected with the community and other businesses so that they can benefit more residents.
- Support the launch of the new Youth Centre in Andover by finding training, employment, and entertainment opportunities.
- Work with businesses to make the town centre more inclusive and more accessible for all.

Archway

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Archway Achievements in 2021-22

- Developed a growing, 84 strong forum of engaged business representatives with .
- Improved Navigator Square for a safer, greener, brighter local space.
- Organised walkabouts to understand local issues and find solutions to make Archway accessible to all.
- Delivered over £325k of grant aid directly to local pubs and venues, to help survive lockdowns.
- Co-designed new community-led Archway Strategy to recover the local economy and enable it to thrive, supported by a £250k Early Careers bid.
- Captivated over 1,000 visitors with a Christmas event to encourage people back to the town centre, with local performers, a market for residents to get trading experience, and promotion of locally produced food, drinks, and activities.
- Facilitated procurement training for Archway businesses to tender for Islington.



Next Steps for Archway

- Engaging local creative organisations, residents and the community to submit a Creative Enterprise Zone bid for Archway with the aim of protecting existing traders, unlocking workspace, encouraging further growth and delivering social value.
- Signing up a further 50 businesses as paid members of the Archway Town Centre Group by the end of the first quarter of 2023 with the aim of boosting the voice of local traders.
- Increasing footfall and provide wayfinding in the Town Centre and library involving promotional activities with local schools and businesses that will highlight the diversity, culture and history of Archway.
- Developing the ATCG into a Community Interest Company to build capacity and enable more community initiatives to benefit the area such as a community electric car club for businesses and residents.

Chapel Market

Chapel Market – Current Activities and Next Steps

- Implementing a £1.4m Inclusive economy project that builds on the strengths of the existing affordable, diverse and inclusive market.
- Delivering improved street infrastructure, signage and market space layouts to make the market shopping experience better for everyone.
- Installing new plants and seating for community event space, to encourage people to spend more time in the market.
- More events and opportunities planned for the local community to socialise, relax and celebrate Islington's diverse culture.



Clerkenwell & Bunhill

Clerkenwell in 2021-22

- Launched Better Space, offering affordable space for community groups and business start-ups.
- Finsbury Small Business Forum set up with 15 founders jointly with Bunhill.
- Distributed £150k to independent Clerkenwell pubs and venues from Islington's culture grant.
- Secured free accounting advice for businesses seeking living wage accreditation and signed up five new businesses as living wage employers.



Bunhill in 2021-22

- **Organised the Whitecross Festive Event** involving performances from local music charity, Soapbox, schools. Activities for children and free mince pies & mulled wine.
- **Funded Bunhill businesses with over £1.25m** of Covid recovery grants by June 2022 with applications supported by Local Economy Officers
- **Allocated £20,000** to help Bunhill businesses 'reduce, re-use and recycle' and cut down their carbon footprints.
- **Built relationships with more than 50 businesses & traders** through regular walkabouts, local events, and grant support
- Launch **Town Square Islington, a new affordable workspace** for local start-ups
- **Finsbury Small Business Forum** established jointly with Clerkenwell, with 15 founding businesses and plans to grow.

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Case Studies: Bunhill and Clerkenwell

BUNHILL: Look Mum No Hands!

- Look Mum No Hands is a well-established cycle café on Old Street, serving local people, office workers, and a destination for cycling enthusiasts from far and wide.
- Through personal engagement with Bunhill LEO, LMNH were able to maximise on the grants offered by the Council and have fed back that this has been “immeasurably helpful”
- They are an active member of the Finsbury Small Business Forum
- They are also an awardee of the Circular Economy Grant Scheme
- Through proactive engagement with LEO, and involvement in the above initiatives, they have linked in with a start-up – Grow 4 Greens – from Town Square Space’s ‘Start-Up Club’ and are now stocking their products in LMNH and including them in menu
- Through the LEO relationship, they have also recently got 2 local catering jobs.



CLERKENWELL: Mint Memories

- Worked with local affordable workspace, Finsbury Business Centre to find entrepreneurs from underrepresented backgrounds for the Inclusive Entrepreneurship programme
- Had a successful application from Mint Memories (Sajeda Panju) who has an early-stage photography business
- The grant allowed her to open her own photography studio, and the mentorship helped her to grow her business and pay rent in the workspace
- The LEO provided extra 1:1 support and connected Sajeda to local groups (like BIDS, community groups, and affordable workspaces) to help her find more clients
- Incorporated into Islington Council Communications procurement list as a photographer
- Sajeda's business has grown so much she is currently hiring an Islington resident to assist her.



Caledonian Road – “The Cally”

“The Cally” in 2021-22

- Established the Cally Road Traders' Association with 60 members and four Board members.
- Developed new branding to promote local businesses.
- Launched “Support Local Businesses” in July 2022
 - 6000 flyers distributed, 22 businesses offering discounts.
- Introduced cargo bikes in the Cally hosted by E-Scooter Clinic, booked on www.ourbike.co.uk and free for up to two hours.
- Collaborated with the North London Waste Agency to implement a new ‘low plastic use’ initiative taken up by Cally Road businesses.
- Installed planters on the railings along the Caledonian Road to beautify the high street.

Next Steps for the Cally

- Bringing vacant shops into ‘meanwhile use’, which will enable entrepreneurs to access short-term space at subsidised rates.
- New street market launch at the Cally Clock Tower in September 2022
- Promotion of English language, and digital skills courses for businesses to help with online marketing
- Developing plans to ‘prove the concept’ of a 15-minute-green-economy* and liveable neighbourhood strategy in the Cally.

*People able to access goods and services within a 15-minute walk of their home to reduce energy wastage and carbon emissions.

Business Support

Chapter Six

Building Back Islington Businesses Better

- **Business Support:** £3m Additional restrictions grant funding to fund commissioned business development/growth programmes and continue direct grant aid to business, including:
 - Created small **business directory** – to help anchor institutions and larger businesses to purchase locally, including our own commissioned services
 - Training and development programme for aspiring or start-up circular economy businesses
 - Inclusive entrepreneurialism to support Black and Minority-owned social impact business start-ups.
 - A local development scheme for democratically owned co-operatives
 - Promotion of Black-owned businesses on the high street and online, to increase footfall and spend with local businesses
 - A business development programme to stabilise existing street market traders and recruit new ones, aligned to the public realm project.
 - Grant-aid to hospitality businesses.
 - Continue Shop Local campaign – shop window displays and other promotional activities.

Low Traffic Neighbourhoods (LTNs)

Chapter Seven

Low Traffic Neighbourhoods in 2021-22

- Allocated £30,000 to 30 businesses across seven low traffic neighbourhoods to assist with adaptation measures including replacing cargo bikes for diesel vans.
 - Engaged 226 Highbury businesses to present and consult upon plans behind low traffic neighbourhoods in the area.
- Page 33
- Addressed issues raised about LTN plans with 287 business in Highbury's two wards.
 - Conducted an economic appraisal of St Marys Church Low Traffic Neighbourhood.
 - Embedded improvements to consultation processes to ensure concerns of businesses were considered.

Case Study: Low Traffic Neighbourhood in Charlton Place

- Relaunch of Camden Passage as a key shopping destination.
 - Consultation planned for LTN in Charlton Place in the Camden passage.
 - Involving relationship building with the Angel BID and people friendly streets.
- Page 94
- Placemaking design consultation with businesses and the community to encourage ideas and input.
 - Improve provision for loading bays to benefit businesses and delivery riders.
 - Improve streetscape and make it accessible for all.



Affordable Workspaces

Chapter eight

Introduction to Affordable Workspaces in Islington

- Islington Affordable Workspace(AWS) Programme offers space at subsidised rents to Workspace Providers in exchange for the delivery of social, economic and environmental value.
- The AWS team works closely with stakeholders such as the Local Economies Team, the voluntary sector, and youth work experience facilitators to help providers achieve their social value commitments;
- Social Value is measured through a tool that quantifies outcomes around things like boosting employment for disadvantaged local residents; local small business start ups and growth; carbon emission reduction; education and skills development, workspace management and community benefits such as volunteering.



Affordable Workspace in 2021-22

- Generated more than £1.2m of environmental, social and economic value for local people;
- Secured employment for 11 people, nine women from minority backgrounds, six local residents.
- Facilitated 45 software developer apprenticeships of 12-15 months duration.
- Ran a free accredited course in stitching and pattern cutting leading to employment for two people.
- Inspired one course attendee to start their own business, the other to successfully apply for employment with another designer.



Case Study: Affordable Workspace Outlandish Cooperative in Finsbury Park

- Outlandish successfully won the tender to run LBI's first Affordable Workspace;
- Outlandish run a co-working space with a focus on digital technology and positive social impact;
- 50% of desk spaces are provided free of charge;
- Users include 'Breakthrough', which supports clients in contact with the Criminal Justice System into meaningful employment, 'Northbound Radio' and 'Beyond Recovery' that supports people with mental health challenges back into work.
- Initiated **Islington Co-operate** – a new development agency for co-operatives in the borough.



Case Study: Fashion Enter – Finsbury Park Fonthill Road

- Fashion Enter in Fonthill Road is a launch pad for ten designers at a time who rent out studios at affordable rents;
- Merchandise is sold from the Designer Collective Shop on Fonthill Road, a council-owned affordable workspace;
- Fashion Enter also offers work experience for school and college students to develop skills and prime them for entering the fashion industry.



Affordable Workspace in 2022-23

- Bringing on stream three new spaces by the end of 2022; 160 Old Street, 250 City Road and 27 Dingley Road.
- In September Fashion Enter will run a Level 2 Certificate in Fashion and Textiles in partnership with Islington's community college. This 12-month evening course is free to unemployed Islington residents and parents in Islington schools
- If you are a business or community organisation interesting in finding out more, get in touch!

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Environment
Town Hall, Upper Street, N1

Joint Report of: Executive Member for Environment, Air Quality and Transport,
and Corporate Director of Environment

Meeting of: Environment and Regeneration Scrutiny Committee

Date: 6 September 2022

Ward(s): All

Subject: 22/23 Quarter 1 Performance Report: Place and Environment

1. Synopsis

- 1.1. The council has in place a suite of corporate performance indicators to help monitor progress in delivering the outcomes set out in the council's Corporate Plan. Progress on key performance measures are reported through the council's Scrutiny Committees on a quarterly basis to ensure accountability to residents and to enable challenge where necessary.
- 1.2. This report sets out Q1 2022/23 progress against targets for those performance indicators that mainly fall within the Place and Environment outcome area, for which the Environment and Regeneration Scrutiny Committee has responsibility. There is also an Energy measure from the Jobs and Money outcome area that relate to helping residents cope with the cost of living.

2. Recommendations

- 2.1. To note performance against targets as at the end of Q1 2022/23.

3. Background

- 3.1. A suite of corporate performance indicators has been agreed for 2018-22, which help track progress in delivering the seven priorities set out in the Council's

Corporate Plan - Building a Fairer Islington. Targets are set on an annual basis and performance is monitored internally, through Departmental Management Teams, Corporate Management Board, and externally through the Scrutiny Committees.

- 3.2. The Environment and Regeneration Scrutiny Committee is responsible for monitoring and challenging performance for the Place and Environment outcome area of making Islington a welcoming and attractive borough and creating a healthier environment for all, and also a couple of Energy measures from the Jobs and Money outcome area that relate to helping residents cope with the cost of living.

3.3. **Quarter 1 performance update – Keep the streets clean and promote recycling.**

PI No.	Indicator	2020/21 Actual	2021/22 Actual	22/23 Target	Q1 22/23 or latest	On target?	Q1 or same period last year	Direction of travel
E1	Percentage of household waste recycled and composted (Q in arrears)	31.3%	tbc	33% for 22/23 32% (21/22)	29.3% (Q1-Q3 21/22)	No	31.3% (20/21)	Poorer
E11	Number missed waste collections - domestic and commercial (average per calendar month)	289	262	288	273 (Q1)	Yes	236	Poorer
n/a	Number of reported flytips (all land types)	1,982	1,404	n/a	255 (Q1)	n/a	391	Better
E6	Cleanliness surveys - Litter (% sites above acceptable standard)	93.5%	96.6%	95%	98.7% (Q1)	Yes	96.6% (21/22)	Better

E7	Cleanliness surveys – Detritus (% sites above acceptable standard)	91.1%	92.4%	93%	97.2% (Q1)	Yes	92.4% (21/22)	Better
E8	Cleanliness surveys –Graffiti (% sites above acceptable standard)	94.9%	99.0%	98%	99.8% (Q1)	Yes	99.0% (21/22)	Better
E9	Cleanliness surveys – Flyposting (% sites above acceptable standard)	98.5%	99.2%	98%	99.9% (Q1)	Yes	99.2% (21/22)	Better

3.3.1. **Recycling rate:** Audited quarterly recycling rate data from Waste Data Flow (the national waste and recycling performance database) usually comes in around three months after the end of the quarter. After the council expressed some concerns about the NLWA supplied data, they are currently conducting a review of Islington 21/22 tonnages. The outcome of this and the 21/22 outturn are expected shortly and if available, will be reported to the committee verbally. Q1-Q3 last year is currently showing at 29.3%. This compares to the overall 20/21 outturn of 31.3% and against the higher 21/22 target of 32%.

3.3.2. The last full set of London benchmarking data which is for 20/21 shows that our 31.3% outturn maintained Islington in 4th place out of all 13 Inner London Boroughs, behind Lambeth, Southwark and Greenwich, but ahead of Camden, Lewisham, Hackney, Hammersmith and Fulham, Kensington and Chelsea, Wandsworth, Westminster and Tower Hamlets.

3.3.3. **Missed Collections:** Average monthly reported missed waste collections in Q1 was 273, consistently maintaining the better than target position, though a little down on Q1 last year. Performance is strongest across commercial waste, less so (though still better than sub-target) across domestic refuse and domestic recycling and composting. There are an average of 2.1 million collections made every month so the above performance represents 0.013% reported missed or only one in every 8,000.

3.3.4. **Fly-tipping:** The 'fly-capture' fly-tipping indicator measures the total number of reported fly-tips across all land types and waste types, with the number in Q1 being 255, 35% lower than the 391 in Q1 of last year. Of the reported fly-tips on the public highway across the quarter we removed 92% within our 24-hour target

time-scale, a high level of performance that has been maintained for several years.

- 3.3.5. **Street cleanliness surveys:** Street Cleanliness surveys in Islington used to be conducted by Keep Britain Tidy (KBT) but are now conducted in-house using the same on-street survey methodology. These are now conducted continuously as opposed to in tranches with survey sites covering all local land types across retail, industrial, housing, highways and recreation etc. All measures are collated to represent the observable amounts of litter, detritus (organic matter and gravel/sand etc), graffiti and flyposting. The results are then analysed, weighted and presented as a single percentage under each category giving the proportion of sites that are at or above a defined acceptable standard (or its inverse). Therefore in the table above, the higher the figures (closer to 100%) the better.
- 3.3.6. With **litter**, performance improved substantially across 21/22 and this has been maintained in Q1 with the latest results coming in at a very strong 98.7%, well above the already challenging target of 95%. The improvements are attributed to the return of individual sweepers to their substantive rounds.
- 3.3.7. Overall levels of **detritus** have also improved with Q1 showing a strong 97.2% in comparison to the overall 21/22 result of 92.4%. Aside from sweepers returning to their individual rounds, improvements are a result of using local land-use performance data to target interventions on residential streets which were previously bringing the results down.
- 3.3.8. **Graffiti** levels have also been reducing, with Q1 performance standing at 99.8% in comparison to the overall 21/22 figure of 99.0%. These positive outcomes are a result of a fully resourced team and the service being much more proactive in removing graffiti from third party infrastructure.
- 3.3.9. **Flyposting** has also shown continuing improvements over last year with Q1 coming in at 99.9% in comparison with 21/22 as a whole of 99.2% and the previous year's 98.5%.
- 3.4. **Quarter 1 performance update - Make sure residents have access to high quality parks, leisure facilities and cultural opportunities**

PI No.	Indicator	2020/21 Actual	2020/21 Actual	2022/23 Target	Q1 22/23 or latest	On target ?	Same period last year	Direction of travel
E10	Number of Leisure Visits	298k	1.298m	1.687m	478k (Q1)	Yes	254k	Better

- 3.4.1. After the managed leisure re-openings post lockdown, 22/23 targets have been set at 80% of 19/20 actuals. Q1 visitor numbers have come in 19% ahead of the profiled quarterly target and now standing at around 95% of pre-pandemic levels, with the month of June showing particularly strongly. There remain a few technical issues with the accuracy of the new GLL Flow counting software but overall these are considered to underestimate the actual visitor numbers.

3.5. **Quarter 1 performance update - Provide practical support to help residents cope with the cost of living.**

PI No.	Indicator	2020/21 Actual	2021/22 Actual	2022/23 Target	Q1 22/23 or latest	On target?	Same Period last year	Direction of travel
E13	Residents supported through SHINE – unique household referrals	5,479*	3,233	3,000	651	No	845	Poorer

* These figures are not directly comparable with current performance as they were presented using the old methodology which includes re-referrals of the same household.

- 3.5.1. **Islington SHINE referrals:** This measure is now presented as unique household referrals only and excludes re-referrals. Performance is slightly down on the Q1 target of 780 due to staff sickness and the training of two new members of staff but the team are confident in making that up over the remainder of the year. The corresponding number of interventions was 1,656 so averaging 2.5 per referral. This is somewhat lower than recently as some interventions are seasonal and numbers are cumulative as the year progresses.

- 3.5.2. Referrals dropped at the back end of last year as a result of lengthy resident enquiries about the price cap crisis and as domestic energy bills continue to rise

steeply, demand for this service is also expected to increase and the council is urgently reviewing how it can best respond to support residents. SHINE is liaising with We Are Islington, Resident Support Scheme, Income Maximisation Team, and others on a coordinated cost of living response.

3.6. Quarter 1 performance update – Make it easier and safer for people to travel through the borough and beyond.

PI No.	Indicator	2020/21 Actual	2021/22 Actual	2022/23 Target	Q1 22/23 or latest	On target ?	Q1 or same period last year	Direction of travel
E2	Number of secure cycle parking facilities on streets	222	401	500	401	Yes	243	Better
E3	Number of new electric vehicle charging points across the borough	284	336	500	356	No	269	Better
n/a	Percentage of parking appeals won at the Enforcement and Traffic Tribunal	52% (18/19)	52% (19/20)	75% (21/22)	69.3% (20/21)	n/a	52% (19/20)	Better
n/a	People killed or seriously injured on our roads	111 (2019)	84 (2020)	n/a	96 (2021)	n/a	84 (2020)	Poorer

3.6.1. Secure cycle parking: The council committed to delivering 100 secure cycle parking facilities on our streets each year over a four year period to 2021/22, making 400 in total. We achieved this target and have committed to delivering a further 100 by the end of March 2023. The quarterly programme targets for this are an additional 25 in Q3 and 75 in Q4. Each facility can house six bicycles giving a total current capacity of 2,406.

3.6.2. Electric vehicle charging points: The Council has also committed to installing 400 new electric vehicle charging points (EVCPs) over the same four-year period. In 21/22 we added a further 52, leaving us 64 short of the target. Programme

delays derived from TfL halting their rapid charging programme, supplier's site assessments being delayed because of Covid impacts on staff, changes to electrical regulations and errors in the consultation processes which needed to be rerun.

- 3.6.3. In Q1 we added a further 20 EVCPs taking to total to 356 and have also committed to delivering a further 100 on top of the 400 target by the end of 22/23. The programme for this is to reach 400 in Q2, 440 in Q3 and 500 in Q4. In benchmarking terms as at October 2021, the provision of EVCPs in Islington remained as ranking 9th per head of population across all 33 London Boroughs.
- 3.6.4. **Parking appeals:** New 21/22 data on Parking Appeals is expected in the late summer. The percentage of parking appeals won by the council at the Enforcement and Traffic Tribunal is an annual measure reflecting the quality of our parking service. London Council's data for 20/21 showed a substantial improvement from 52% in each of the previous two years, to a much improved 69.3%. Our benchmarked position against all 34 other London parking authorities moved up from 18th in 19/20 to 3rd in 20/21.
- 3.6.5. This much stronger position is as a result of better quality assurance for new CCTV schemes, improved on-street signage and working collaboratively with the adjudicators on the specific reasons for previous cases lost. We have also reintroduced an 'evidence request letter' early in the appeals process which has reduced cancellations on the basis of subsequent new evidence.
- 3.6.6. **Road traffic collisions:** The ambitious Islington Transport Strategy 2019-2041 contains a commitment to achieving 'Vision Zero' by 2041, eliminating all transport related deaths and serious injuries in Islington over the next 20 years.
- 3.6.7. The newly released 2021 annual figure for 'Killed or Seriously Injured' (KSI) in road traffic collisions in Islington was 96, up a little from 84 in the previous year. In 2021 there no fatalities, compared to two each in 2020 and 2019. The comparable overall figure for 2019 was 111 and that for 2018 was 141, though this represented the peak after a change in DfT counting methodology. The recent trends can be attributed in part to lower traffic volumes during periods of lockdown.
- 3.6.8. The overall KSI figure for 2021 breaks down (2020 figures in brackets) into 18 (20) pedestrian incidents, 39 (40) cyclist incidents, 24 (19) involving the rider or pillion passenger of a motorbike or moped, 7 (3) car occupants, 1 (0) goods vehicle and 7 (2) in the 'other' category.

3.6.9. A lot of work is going on to reduce road danger in Islington, including Low Traffic Neighbourhoods (LTNs) and segregated cycle ways, and an analysis of the impact of these measures is underway.

3.7. **Quarter 1 performance update – Working towards a net zero carbon Islington by 2030.**

PI No.	Indicator	2020/21 Actual	2021/22 Actual	2022/23 Target	Q1 2022/23 or latest	On target ?	Same period last year	Direction of travel
E4	Carbon emissions for Council buildings (Q in arrears and tonnes CO2)	4,164	2,269	2,431	2,269 2021/22	Yes	4,164 2020/21	Better
E5	Carbon emissions from Council Transport fleet (tonnes CO2)	2,415	2,397	2,450	590	585	613 (Q1 21/22)	Better

3.7.1. **Carbon emissions from council buildings:** In June 2019, the Council declared an Environment and Climate Change Emergency and the Carbon Zero Strategy 2030 was adopted by the Executive in November 2020. We are now monitoring the Council's own internal progress with quarterly measures of the CO2 emissions for Council operational buildings (within the Borough) and those from the Council's transport fleet. The former is reported a quarter in arrears in order to minimise billing estimates.

3.7.2. For 21/22, the buildings outturn figure of 2,269 tonnes represents a 46% reduction on the previous year, substantially as a result of new Green Electricity tariffs but also lockdown related building closures and under-occupation. This tonnage figure breaks down to 2,096 tonnes arising from gas usage and 173 tonnes from electricity usage.

3.7.3. The 22/23 target of 2,431 tonnes represents a 10% reduction of that set for 21/22.

3.7.4. **Carbon emissions from council vehicle fleet:** Council fleet carbon emissions in Q1 stood at 590 tonnes, a 4% reduction on the same period last year and broadly on target. The overall 22/23 target of 2,450 tonnes represents a

cumulative 15% reduction on the 19/20 baseline and on a trajectory that takes us net zero over ten years based on an ambitious programme of fleet electrification.

- 3.7.5. Progress with the electrification of the council's fleet is ongoing, not only in procuring full electric vehicles, but also an overall reduction in diesel vehicles and replacement with less polluting petrol, hybrid and bi-fuel alternatives.

4. Implications

4.1. **Financial Implications**

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

4.2. **Legal Implications**

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

4.3. **Environmental Implications and contribution to achieving a net zero carbon Islington by 2030**

- 4.3.1. There are no environmental impacts from monitoring.

4.4. **Equalities Impact Assessment**

- 4.4.1. 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.

5. Conclusion and reasons for recommendations

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

Appendices: none.

Background papers: none.

Final report clearance:

Signed by:



Corporate Director of Environment

Date 28.8.22

Signed by:



Executive Member for Environment, Air Quality and Transport

Date: 28.8.22

Report Author: Steve Wills, Environment Business and Performance Officer

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Agenda Item B4



ISLINGTON

Community Wealth Building Directorate
222 Upper Street, London N1 1XR

Report of: Corporate Director, Community Wealth Building, and Director of Children's Services

Meeting of:	Date:	Ward(s):
Environment and Regeneration Scrutiny Committee	Tuesday 6 th September 2022	All

Delete as appropriate	Non-exempt
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SUBJECT: Inclusive Economy & Jobs Quarter 1 2022-23 Performance Report

1. Synopsis

- 1.1 The council has in place a suite of corporate performance indicators to help monitor progress in delivering the outcomes set out in the Council's Corporate Plan. Progress on key performance measures is reported through the Council's Scrutiny Committees on a quarterly basis to ensure accountability to residents and to enable challenge where necessary.
- 1.2 This report sets out a progress update for those indicators related to Inclusive Economy & Jobs for the first quarter of 2022-23 (1 April to 30 June 2022). A data dashboard showing performance against the KPI's is included as a separate attachment (Appendix A). The report should be read alongside the dashboard for a full understanding of performance in each area. Green, amber, and red bandings are used in the dashboard to represent performance compared to the profiled targets. The green banding is used where performance is better than the profiled target. Amber is generally used where performance is within 5% of the profiled target. The red banding reflects performance that is more than 5% off the profiled target.
- 1.3 For conciseness and to avoid repetition, only measures where new data is available since previous reports to Scrutiny are included within the narrative of this report.

2. Recommendations

- 2.1 To note performance against targets in 2022-23 Quarter 1 (1st April – 30th June 2022) for measures relating to Jobs and Money outcomes in Environment and Regeneration.

3. Background

3.1 The council's corporate plan 2018-22 sets out an objective to 'Deliver an inclusive economy, supporting people into work and helping them with the cost of living'. As part of delivering this objective and to align with the manifesto commitment we will support **5,000** residents into work over the 4-year period through direct and partnership service delivery.

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

4.1 **Corporate Indicator JM1 - Number of Islington residents supported into paid work through Team Islington activity** Performance has been strong in Quarter 1 with **820** unemployed Islington residents supported into paid employment exceeding the profiled target of **500**. Employment Support is delivered in Islington by a wide range of services. The iWork service offers 1-2-1 tailored coaching and mentoring support to get unemployed Islington residents into jobs they want to do, providing targeted job searching, job applications, tailored CVs and interview practice, constructive feedback, childcare support, discretionary payments, and pastoral support.

To effectively deliver an 'Islington Working' approach to supporting residents into work, we have established an Employment Partnership. The partnership aims to increase employment for Islington residents to share information on vacancies and other local opportunities. Local partners have signed up to this way of working to create a coherent and comprehensive offer to residents who are unemployed or require in-work support. Understanding that early intervention with families and raising aspirations amongst young people is essential to avoid future generations of workless households. This approach means that collectively we can place resources where they can have the most impact to create an integrated employment service in Islington. The Islington Working partnership has agreed to take a strategic approach to ensure that employment provision in the borough meets the needs of identified priority groups. We work collectively to support the following groups: parents of those aged 0-18, people who have declared a disability or long-term health condition, young people aged 18-25 and those from Black, Asian and Minority ethnic communities.

4.2 **Corporate Indicator JM1a - Number of Islington resident parents of children aged 0-18 supported into paid work through Team Islington activity**

Council services and partners supported **122** parents of children aged 0-18 into employment in Quarter 1. Whilst the Quarter 1 position is below the profiled target of **140** by **18 (12%)** we anticipate recovery by the year-end to achieve our target of **580**. We are aware that although our partners are working with a high number of parents there is an issue with collecting data on parental status as not all routinely capture the age of client's children. We are taking action to address this by working with partners to identify how to address this gap in information to ensure that this is available for future reporting.

The Council's iWork service has created two new posts for outreach workers. One will be focused on developing links with parents and will mainly be based in Childrens' centres or other early year settings in the borough. This targeted intervention will result in an increase in parents accessing employment support provision and moving into training or employment, with monitoring processes put in place to aid future reporting.

4.3 **Corporate Indicator JM1b - Number of Islington resident young people aged 18-25 supported into paid work through Team Islington activity**

Council services and partners supported **138** 18- to 25-year-olds into employment exceeding the profiled target of **130** by **6%**. This comprises of all those supported into work through a 'Team Islington' approach with the majority via our network of youth providers.

The Youth Employability and Skills (YES) Programme supported 10 vulnerable young people referred by the youth justice service, leaving care service and VCS organisations, into employment in Quarter 1. These young people progressed into roles in hospitality, security, motor vehicle, construction, ICT and health and social care. 3 participants completed 6 months employment this Quarter and 5 have remained in continuous employment (though in some cases with more than one employer) for a full 12 months. A further 26 young people have accessed a range of world of work experiences including mentoring, workplace visits and shadowing which will all contribute to their improved employability skills and subsequent chances of securing paid employment.

In Quarter 1 Your Choice project was launched which is a collaboration between youth employment and progression service and YJS. Funded by the Home Office and Youth Endowment Fund, the progress team has brokered 10 work experience placements for young people aged 16-18 at risk of engaging in serious youth violence. The project provides young people with paid work experience throughout the summer to keep them off the streets and actively participating in positive activity to keep them safe whilst promoting the value of earning a legitimate wage and giving them the opportunity to gain valuable employment skills which will support their future progression.

Case Study 1: Youth Employability and Skills Client, 24 years old

- AW was referred to the YES programme when he was 24 by his Young Persons Adviser (YPA), Independent Futures. AW is a care leaver and a bright young man who recently graduated with a 2.1 but had struggled to obtain a graduate role. After completing a 'Kickstart' placement with Outlandish, AW decided not to pursue working in this area and felt better suited to a career within Sales. He needed support with job searching and job preparation, but also lacked some confidence in his abilities. AW has had several barriers to overcome including moving away from his friend's circle to be able to focus on his career goals.
- AW was referred to the YES programme because his YPA thought he would benefit from the one-to-one information, advice and guidance on options and progression routes and pathways into employment and education
- After first contact with his EET an induction information advice and guidance intervention an agreement was made that AW would be supported to find employment within the corporate sector of sales/business and support with job searching, preparation including updating CV and obtaining new interview clothes.
- EET adviser referred AW to 'Suited and Booted' where a selection of interview clothes was obtained, an amended digital CV was sent to AW so that he could email out to employers/recruitment agencies. EET adviser also advised AW to apply for the Eagles CMS graduate scheme.
- Throughout this three-month period AW actively worked with his EET Advisor for several interventions and AW confidence and wellbeing dramatically improved. This week AW has just attended an interview with the Eagle CMS scheme and is awaiting the result. This story has demonstrated AW has positively progressed his journey from when he first joined the YES programme.

4.4

Corporate Indicator JM1c - Number of Islington resident Disabled people / those with long term health conditions supported into paid work through Team Islington activity

Council services and partners supported **126** residents with a disability/long term health condition into employment slightly exceeding the profiled target of **125**.

Performance further reflects the embodiment of the Islington Working partnership who have a focus on developing greater awareness of and expertise in supporting those with disabilities and long-term health conditions. The Work and Health Programme delivered by Ingeus is currently the largest employment support programme operating in the borough and focuses both on helping residents to get jobs and taking action to improve their health. In Quarter 1 the programme supported **44** Islington residents into work.

A specialist employment support service based previously in Adult Social Care has moved to the Council's iWork team and has already started to improve our collaborative working and broaden understanding of the adjustments needed to secure employment for these residents. 6 adults with a learning disability had interviews in Quarter 1 and we will be able to report on any subsequent outcomes in Quarter 2.

Work is underway with London Metropolitan University to undertake a research project to better understand the scale and nature of employment provision for residents with a disability/long term health condition. We know that Islington has a range of employment support provision for disabled residents, including the Work and Health Programme delivered by Ingeus. However, we want to understand the support provided by type of disability, so we can further map need and provide targeted intervention to address any gaps in provision.

Previous research highlighted that there was a gap in support for deaf residents. We responded by developing a partnership between the Council, DWP and the London Deaf Information Service. BSL Interpreters were able to provide support using virtual toolkits to provide a pathway to employment.

Case Study 2: iSet Client 25 years old, Global learning disability and ADHD

iSet contacted the Almeida on behalf of JW to discuss the kitchen assistant role that they were advertising, explaining he had a learning disability and enquiring if some adjustments could be made.

The Almeida encouraged JW to apply and agreed to offer him a task-based interview so that he could show them what he was able to do rather than explaining in the conventional question and answer format.

They were very impressed with his ability to observe the chef completing a task and then demonstrate it himself and recognised his potential. Although it was felt that the job, he applied for would not have been suitable, they instead created a four-week paid work placement (now extended to a fifth week) specifically for him, based around his strengths.

The team at the Almeida filmed three videos showing him the tasks he would be doing in his role and the process of carrying out the tasks so that he could watch them prior to his first shift and between shifts as a refresher. They have supported him with patience and have encouraged him throughout his time at the theatre, ensuring he has been made to feel like part of the team.

JW has really enjoyed this opportunity and has grown in confidence over the weeks. He takes pride in his work and is excited to call me to let me know he is on his way to/or has just completed his shift. His mother has also noticed a difference at home and reports that he has started to prepare food for himself sometimes. There is no doubt that this has been a great experience for him and has had a positive impact on his self-esteem and wellbeing.

4.5

Corporate Indicator JM1d - Number of Black, Asian and Minority Ethnic Islington residents supported into paid work through Team Islington activity Council services and partners supported **412** residents from Black Asian and Minority Ethnic residents into employment exceeding the profiled target of **300** by **37%**.

This year we have set ourselves the ambitious target to support **1,200** residents from Black, Asian and Ethnic Minorities into employment and will now also monitor outcomes for the following specific subgroups, African, Caribbean, Turkish/Kurdish, and Bangladeshi. Targets for these groups were identified from the findings of a research project on Black Asian and Minority Ethnic communities in collaboration with the Council and London Metropolitan University. The research identified a range of recommendations including a focus on community outreach and engagement.

The Council's iWork service has recently appointed an outreach worker to work specifically with Black, Asian, and Minority Ethnic community groups to connect residents to the range of employment support provision available in the borough. The impact of this targeted intervention will be provided to committee in future reporting.

4.6

Corporate Indicator JM1e - Council Contracted Suppliers

We continue to work with our contractors to promote the benefits of local recruitment and to ensure full compliance with any contractual commitments to provide work for local people. In Quarter 1 we placed 13 clients into roles with our contractors and are working closely with our temporary agency so anticipate an increase in outcomes for Quarter 2 reporting.

Work is underway with council services to raise awareness of the Islington working portal. A benefit of contractors promoting their vacancies on the portal is the recruitment of residents to council funded roles. We are now capturing data from our contractors on their recruitment processes. In Quarter 1 contractors reported **65** residents recruited, bringing the total to **78** residents employed by Islington contractors, slightly exceeding the profiled target of **75**. We will continue to promote the benefits of local recruitment to contractors, and the importance of capturing the impact to our contract managers, and anticipate that we will be on target for the year

4.7

JM1 f and g - Percentage of Islington residents supported into paid work through Team Islington activity who are still in work at 13 weeks and 26 weeks

We have identified the issues of sustainment in work as a key measure in assessing the effectiveness of employment support services and have developed this *indicator* to track clients at 13 and 26 weeks which will be reported annually. This will also be rolled out and embedded across the Islington Working partnership.

4.8

JM2 a and b – Number of London Living wage entry level jobs achieved through the Islington working partnership

Performance has been strong in Quarter 1 with **139** Islington residents achieving paid employment paying the London Living wage, exceeding the profiled target of **125**. We continue to focus our brokerage service on employers who are paying the living wage and are working with partners to encourage this as a target for clients placed into work, so residents secure employment that supports the cost of living.

We anticipate that as more partners capture this data, and we continue to promote work with our supply chain and Anchor Institutions we will be on track to achieve the year-end target of **500**. The Council's iWork service is piloting a new in work support offer, which will support residents currently earning below the living wage to progress in employment through upskilling or moving to a new employer.

4.9

JM3 - Number of Islington residents supported into apprenticeships

The effects of the Covid-19 pandemic resulted in a decline in apprenticeships across London as employers were unable to support apprenticeship. This was due to a perception that in-work learning was a potential risk during lockdown and hybrid working. Numbers are slowly increasing and our strong performance this quarter reflects outcomes from City and Islington College.

We are also finalising a strategic framework to achieve the corporate goal of 1,000 apprentices by 2026. As part of this, we are identifying where we need to improve current delivery, and where there are opportunities to significantly uplift performance. These new working arrangements and processes will start to be in place by April 2023. We have profiled the target of 1,000 accordingly over the 4-year period of the new strategic framework, with greater numbers in Years 3 and 4.

4.10

JM4 - Monetary value of social value derived through affordable workspace

This indicator relates to an estimation of the monetary value of the social value delivered by workspace operators participating in the Councils Affordable Workspace Programme. We have captured all outputs, whether quantitative or qualitative and assigned a monetary value where possible. The monetary value is calculated using the Social Value Portal's TOMs evaluation methodology.

Town Square - £13,000 While the operators at White Collar Factory (WCF) are fully operational, they are still in Year 1 and not yet required to formally report on Social Value targets. However, even in this 'building' stage, they have secured a financial equivalent of £13,000. They have hired 1 FTE Community Manager, an Islington resident who is actively working in the community to promote the space. They have run 4 workshops this quarter which have all been successful. Town Square is currently looking to recruit an additional person to support their Community Manager and is working with iWork to promote the opportunity locally.

Fashion Enter – £66,000 11 residents completed Level 1 Stitching and Level 2 Pattern Cutting Course. This has led to direct employment for 2 People. One has set up their own business and another secured work with another Designer. Another graduate, a Resident has been employed as a part-time cleaner at the Workspace. She will have continued access to educational opportunities at the Workspace.

Outlandish - £62,000 Two long term unemployed people gained employment. Outlandish has now recruited a resident who will start work in September. Founders And Coders is looking to hire another person to support their highly successful apprenticeship programme for Level 4 Software Developers. They are currently supporting a cohort of 28 people with another 10 to start in September.

Better Space – £37,000 Now have 117 members with 40 ad hoc users and appointed 4 FTEs, two of whom are Islington residents. They acknowledge they have had some challenges with uptake of attendance at events and have been focussed on strategies to improve memberships without comprising membership experience. At the Programme Review Meeting on 26th July the AWS Team discussed how SV Output can be improved. Going forward all providers will be required to report monthly this will enable the Better Space Team to determine if the additional strategies have had a positive impact.

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

4.9 The council has committed to £120k investment in childcare bursaries in budget proposals for 2022-23. The new scheme was launched in June. 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.

While performance in Quarter 1 is under the profiled target for spend, it is higher than last year's performance at the same period £4,010.95. With the additional budget allocated, we are now increasing its promotion amongst relevant partners, including our affordable workspace operators, as well as public communications. We anticipate this will increase as more Islington residents are supported to apply for the bursary in the coming months. In addition, we are monitoring whether any amendments to the scheme criteria might be advisable to increase reach.

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

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

5. Adult Community Learning operates over academic years, so performance is not measured by financial quarters, but by return figures at the end of each term. Financial Quarter 1 finishes at the end of June and Quarter two at the end of September. The end of July marks the end of the academic year and mid-September the beginning of the next. As a result, Quarter 1's report contains enrolment information for most of the academic year, bar July (August '21 to June '22).

Corporate Indicator JM8 - Number of Islington residents enrolled on an Adult Community Learning Course¹

5.1 For the reporting period, the service enrolled 1212 unique residents onto learning sessions or courses. Although this is short of the service target of 1800 unique residents on courses, it represents an improvement on last year's figures by approximately 33%. This increase has been due to several factors, which include the reopening of learning centres, such as Cat and Mouse; the delivery of a more substantive summer offer as compared to the previous academic year and increased confidence within the local population in relation to attending classes. Easing of social distancing restrictions has also enabled greater class sizes for face-to-face provision.

5.2 The service was due to recommence delivery in one of its key sites, the Arsenal Learning Zone, at Easter, following the space's usage as a testing centre for local people. This was delayed due to maintenance work that was needed, so classes are now scheduled to recommence there in September 2023. Continuing delivery at such a well-known local venue will result in increased enrolments and the trajectory of improved engagement will continue.

5.3 Over the course of the academic year, the service gradually returned to a delivery model that is more comparable, but not wholly, to the period prior to the pandemic. The lifting of social distancing in community venues, which has been piecemeal to date, will enable the service to have larger classes from September. In addition, the service will have phased back the vast majority of the ESOL, English and mathematics provision for the new academic year in September, retaining some provision where it is in the interests of learners for it to remain online. We are also exploring the opportunity for courses focussed on job opportunities e.g. ESOL for the health and social care sector.

Following under-performance, it was agreed that an improvement plan would be instigated urgently. As part of this, in order to increase Adult Skills budget drawdown from GLA, the service identified

learners who needed learning support and delivered 1:1 session for which it can draw down funding. Also, curriculum teams placed a higher emphasis on exam preparation (for courses that can be exam-focussed) and entered more learners in for exams in summer. Progression within the curriculum has been looked at by the management team and improved for academic year 22/23 so that learners who have this potential are identified and prepared earlier. In addition, the service identified a need with Ukrainian refugees to quickly upskill before their progression onto further training and employment, so delivered ‘fast track’ courses in English and maths. These short courses have increased the number of learners taking exams, so maximising the service’s Adult Skills Budget drawdown.

The teaching and learning experience in the classroom continues to be good. In the spring learner survey, 73% of learners said that they enjoyed their learning; 70% said that the learning increased their confidence and 70% said that they learn skills to help in their day-to-day life.

The service commissioned the collection and analysis of destination data for learners who took part in substantial learning activities for academic year 20/21 as one of the impact measures of adult education. The response rate for this was 33% of 472 learners surveyed. The results indicated that 62% of the learners surveyed progressed on to either full-time or part-time employment or had continued with further education and training, demonstrating the impact of ACL courses on residents’ progression. Of those who said they were in employment, 75% stated that they were working for more than 16 hours a week as an employee. The service is commissioning another survey at the end of November for 21/22 leavers. Having the survey run at a closer time to learners’ completion should result in an improved response rate.

Corporate Indicator JM8a - Number of parents of children aged 0-18 enrolled on an Adult & Community Learning Course

5.4

Through increased presence at children’s centres over the course of the academic year, the service has improved the number of parents/carers who engaged with the provision, with a total of 597 for the reporting period. This improvement is due to the increased number of face-to-face classes in community venues and the increase in delivery of Family Learning events. The service has also delivered ESOL language classes for new refugees from Afghanistan and Ukraine, many of whom are parents. The service has planned an increased August ‘22 offer in partnership with Bright Start, which will increase engagement of parents in the new academic year.

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

5.5

The confidence of residents with disabilities and long-term health difficulties has been affected by the pandemic and the total of residents with disabilities and long-term health conditions is 248. One learner stated in the spring learner survey that they liked online learning as it “suits me best now as I am in the medically vulnerable group. Since the pandemic, I was advised to shield so I have remained cautious since”. For others, face-to-face provision has been more helpful, as learning is easier to access and engage with when done in-person. The service delivered the Volunteering in the Community programme at Islington Mind and a mentoring programme to 14 users at Hillside Clubhouse, 5 of whom will be mentoring other learners for English and maths.

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

5.6

82% of enrolled residents come from black, Asian, and ethnic minority backgrounds, translating to 996 unique learners. The service always performs strongly with these communities, and numbers

this year have been increased due to the ESOL provision that has been put on for Afghan and Ukrainian refugees and the Fast Track English and Maths courses for Ukrainians.

London Metropolitan University carried out some research to explore the subsections of Black and Asian minority ethnic skills and employment needs within the borough. The research recommended that employment and skills offer target communities from African, Caribbean, Turkish/Kurdish and Bangladeshi communities. ACL is working with colleagues from employment services to develop an outreach strategy that sees that these communities are targeted with the skills offer training.

5.7 JM10 - Number of new businesses offering WoW activities

In Quarter 1, 8 new businesses have offered world of work experiences. The industries covered range from construction, travel and sport to the charity and cultural sectors. Through our social value framework, Matrix SCM (the Council's new temporary worker provider) has also joined the WoW menu, offering young people invaluable insights into what recruitment professionals look for when reviewing CVs and during an interview and selection processes.

6. Implications

6.1 Financial implications:

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

6.3 Legal Implications:

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

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

6.6 There is no environmental impact arising from monitoring performance.

6.7 Resident Impact Assessment:

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

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

7. Conclusion

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

Date:

Signed by:

Stephen Biggs, Programme Director
of Community Wealth Building

Appendix A: Employment & Skills Dashboard Quarter 1 2022-23

PI No.	Indicator	Frequency reported	Latest data for period	Q1 22/23	Q1 22/23 Profile Target	Target 2022-23	Actual 2021/22 FY	On Target
JM1	Number of Islington residents supported into paid work through Team Islington activity, with sub-targets for:	Quarterly	April – June 22	820	500	2,000	988	↑
	a) Parents of children aged 0-18	Quarterly	April – June 22	122	140	580	223	↓
	b) young people aged 18-25	Quarterly	April – June 22	138	130	560	238	↑
	c) Residents with disabilities / those with long term health conditions	Quarterly	April – June 22	126	125	500	186	↑
	d) BAME	Quarterly	April – June 22	412	300	1200	491	↑
	e) Council Contracted Suppliers	Quarterly	April-June 22	78	75	300	180	↑
	f) Percentage of Islington residents supported into paid work through team Islington activity who were still in work at 13 weeks	Annual	Annual Indicator	Annual Indicator	Annual Indicator	80%	86%	Annual Indicator
	g) Percentage of Islington residents supported into paid work through team Islington activity who were still in work at 26 weeks	Annual	Annual Indicator	Annual Indicator	Annual Indicator	80%	84%	Annual Indicator

JM2 a)	Number of London Living Wage entry level jobs achieved through the Islington working partnership	Quarterly	April 22-Jun 22 (Q1)	139	125	500	307	↑
b)	Number of employers achieving LLW accreditation	Quarterly	April 22-Jun 22 (Q1)	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	New Indicator
JM3	Number of apprenticeships supported with sub targets for:	Quarterly	April 22-Jun 22 (Q1)	61	25	100	New Indicator	↑
a)	Council Apprenticeships	Quarterly	April 22-Jun 22 (Q1)	25	TBC	37	TBC	
b)	Number of Islington residents supported into Apprenticeships with an external employer	Quarterly	April 22-Jun 22 (Q1)	36	16	63	67	↑
d)	Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	Quarterly	April 22-Jun 22 (Q1)	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	New Indicator
JM4	Monetary value of social value derived through affordable workspace with sub targets for under-represented founders:	Quarterly	April 22-Jun 22 (Q1)	£178,000	£125,000	£500,000	£157,968	↑
a)	Women	Quarterly	April 22-Jun 22 (Q1)	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	New Indicator
b)	Black, Asian & Minority Ethnic	Quarterly	April 22-Jun 22 (Q1)	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	New Indicator
c)	Disability	Quarterly	April 22-Jun 22 (Q1)	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	New Indicator

JM5	Number of Businesses that have been positively impacted by the Inclusive Economy and Jobs Directorate	Annual	April 22-Jun 22 (Q1)	Annual Indicator	Annual Indicator	TBC	TBC	New Indicator
JM6	Number of opportunities brokered through Inclusive Economy & Jobs	Quarterly	April 22-Jun 22 (Q1)	To be reported from Quarter 2	N/A	Baseline Year	TBC	New Indicator
JM7	Monetary value of the childcare bursary uptake with sub targets for types of outcomes:	Quarterly	April 22-Jun 22 (Q1)	£18,674.46	£40,000	£160,000	TBC	New Indicator
a)	Number of recipients with an employment outcome	Quarterly	April 22-Jun 22 (Q1)	To be reported from Q2	N/A	Baseline Year	N/A	New Indicator
b)	Number of recipients with a training outcome	Quarterly	April 22-Jun 22 (Q1)	To be reported from Q2	N/A	Baseline Year	N/A	New Indicator
JM8	Number of Islington residents enrolled on an Adult & Community Learning Course with sub-targets for:	Termly	Autumn/Spring Term 2022-23 Academic Year	1212	TBC	1800	954	New Indicator
a)	Parents of children aged 0-18	Termly	Autumn/Spring Term 2022-23 Academic Year	597 (or 49%)	TBC	45%	420	New Indicator
b)	Residents with disabilities / those with long term health conditions	Termly	Autumn/Spring Term 2022-23 Academic Year	248 (or 20.5%)	TBC	23%	175	New Indicator
c)	BAME	Termly	Autumn/Spring Term 2022-23 Academic Year	996 (or 82%)	TBC	81%	859	New Indicator
JM9	Positive year-end destinations for learners with sub targets for:	At the end of academic year/term	Academic Year	New Indicator	Baseline Year	Baseline Year	New Indicator	New Indicator
a)	Learners moving into paid employment	At the end of academic year/term	Academic Year	New Indicator	Baseline Year	Baseline Year	New Indicator	New Indicator

b)	Learners moving onto higher level learning	At the end of academic year/term	Academic Year	New Indicator	Baseline Year	Baseline Year	New Indicator	New Indicator
JM10	No. of new businesses offering WoW activities with sub targets for	Quarterly	April 22-Jun 22 (Q1)	8	8	40	New Indicator	↑
a)	Primary School age	Quarterly	April 22-Jun 22 (Q1)	New Indicator	Baseline Year	Baseline Year	New Indicator	New Indicator
b)	Secondary School age	Quarterly	April 22-Jun 22 (Q1)	New Indicator	Baseline Year	Baseline Year	New Indicator	New Indicator
c)	Further education	Quarterly	April 22-Jun 22 (Q1)	New Indicator	Baseline Year	Baseline Year	New Indicator	New Indicator
d)	Black Asian and Minority Ethnic	Quarterly	April 22-Jun 22 (Q1)	New Indicator	Baseline Year	Baseline Year	New Indicator	New Indicator

Menstrual waste

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Action taken 2018-2022

Recycling Team

September 2022

Agenda Item B5

Waste reduction and action plan 2018-22

- Commitment:

“A significant source of marine plastic is single use products containing plastic that is flushed down the toilet. These include nappies, wet-wipes, period products and incontinence products. We will take action to prevent these items from being flushed, by promoting reusable alternatives and highlighting the issue through communications.”

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Action taken - summary

- Social media unflushable and anti single use plastic campaigns. 2020 and ongoing.
- Bid proposal for Cally future neighbourhoods fund. 2021.
- Promotion to schools of plastic free period products and training. Ongoing.
- Promotion of discounts on reusable period products. Ongoing.

Social media

- Promotion of plastic free period products ongoing
- Environmenstrual week in October 2020
- Plastic free July annually
- How can we create safe healthy menstruation for all (WEN) 2020

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Cally Future Neighbourhood Bid 2021 (unsuccessful)

Part of the bid focussed on promoting reusable plastic free period products and consisted of:

- Targeted promotional campaign and social media advertising.
 - Events and demonstration workshops.
 - £25 voucher towards reusable period products
- To be delivered in partnership with Women's Environmental Network (WEN) and a Real Nappies for London and a recruited outreach worker

Promotion to schools

- CS online is the council's main communications channel for schools comprising of a dedicated recycling/waste reduction page and twice weekly email bulletins.
 - Government's period poverty funding (April 2019). The government provides money to all schools to spend on period products (April 2019)
 - Rethink periods – training for teachers (also listed on teacher resources page) (April & November 2019 and ongoing)



Agenda Item B6

Workplan 2022/23

6 September 2022 19:30

1. Scrutiny Review- Green Economy and Planning
2. Annual Report of the Executive Member for Inclusive Economy and Jobs
3. Q1 Performance Report (2022/23) – Environment & Transport
4. Q1 Performance Report (2022/23) – Employment and Skills
5. Menstrual Waste
6. Workplan 2022/23

3 October 2022 19:30

1. Scrutiny Review- Council Buildings and Homes
2. Q1 Performance Report (2022/23) – Libraries and Heritage
3. Q1 Performance Report (2022/23) – Net Zero Carbon Programme
4. Executive Member for Environment and Transport - Annual Performance Report
5. Workplan 2022/23

10 November 2022 19:30

1. Scrutiny Review- Natural Environment
2. Q2 Performance Report (2022/23) – Environment & Transport
3. Q2 Performance Report (2022/23) – Employment and Skills
4. Dr Dan and Urban Agriculture
5. Workplan 2022/23

23 January 2023 19:30

1. Scrutiny Review- Transport
2. Last Mile Presentation
3. Q2 Performance Report (2022/23) – Libraries and Heritage
4. Q2 Performance Report (2022/23) - Net Zero Carbon Programme
5. Workplan 2022/23

20 February 2023 19:30

1. Scrutiny Review- Draft recommendations
2. North London Waste Authority Presentation
3. Q3 Performance Report (2022/23) – Environment & Transport
4. Q3 Performance Report (2022/23) – Employment and Skills
5. Workplan 2022/23

27 March 2023 19:30

1. Scrutiny Review – Final report

2. Q3 Performance Report (2022/23) - Libraries and Heritage
3. Q3 Performance Report (2022/23) Net Zero Carbon Programme
4. Workplan 2022/23

18 April 2023 TBC

1. Special Public Meeting

Speakers to be confirmed

- North London Waste Authority
- Better Leisure