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**AGENDA FOR THE ENVIRONMENT AND REGENERATION  
SCRUTINY COMMITTEE**

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Members of the Environment and Regeneration Scrutiny Committee are summoned to a meeting, which will be held in the Council Chamber, Town Hall, Upper Street, N1 2UD on **10 November 2022 at 7.30 pm.**

Enquiries to : Jonathan Moore  
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Despatched : 2 November 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**



<b>A. Formal Matters</b>	<b>Pages</b>
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	1 - 8
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To agree the minutes of the 6 September 2022 meeting.

The minutes of the 3 October 2022 meeting will be submitted to the next meeting.

5. Chair's Report
6. Order of Business
7. External Attendees
8. Public Questions

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

<b>B. Items for Decision/Discussion</b>	<b>Pages</b>
9. Scrutiny Review of Net Zero Carbon 2030 Strategy focusing on the Circular Economy and Green Jobs - Witness Evidence: Natural Environment	9 - 30
10. Q2 Performance Report (2022/23) - Inclusive Economy and Jobs	31 - 46
11. Q1 Performance Report (2022/23) - Libraries and Heritage	47 - 50
12. Workplan 2022/23	51 - 52

**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 23 January 2023

# Agenda Item 4

London Borough of Islington

## Environment and Regeneration Scrutiny Committee - 6 September 2022

Minutes of the meeting of the Environment and Regeneration Scrutiny Committee held at Council Chamber, Town Hall, Upper Street, N1 2UD on 6 September 2022 at 7.30 pm.

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

### Councillor Tricia Clarke in the Chair

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

Apologies were received from Councillor Zammit

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

None.

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

None.

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

RESOLVED: That the minutes of the meeting held on 25 July 2022 be confirm as an accurate record of proceedings and the Chair be authorised to sign them.

28      **CHAIR'S REPORT (Item 5)**

The Chair confirmed that an Officer will be attending a future meeting of the committee to present on how drought is affecting trees.

The Chair confirmed that the first meeting of the Informal working group will be held on 17 October 2022 and will feature officers discussing the Public Sector Decarbonisation Scheme.

29      **ORDER OF BUSINESS (Item 6)**

The order of business would be B5, B3, B1, B2, B6

30      **PUBLIC QUESTIONS (Item 7)**

To be taken with the relevant items.

31      **EXTERNAL ATTENDEES (Item 8)**

None.

32      **SCRUTINY REVIEW- GREEN ECONOMY AND PLANNING (Item B1)**

Karen Sullivan, Director of Planning, with Caroline Wilson Director of Inclusive Economy and Jobs, Cllr Santiago Bell-Bradford, Executive Member for Inclusive Economy and Jobs was present for discussion of this item and made a presentation to the Committee, copy interleaved. The following points were highlighted:

**Circular Economy**

- We will embed green/circular economy initiatives into our Local Economy Strategies across the borough, ensuring it is effectively promoted and local people and business 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.
- We will identify where procurement of targeted high spends 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.
- 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.
- 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 various sectors in the borough and recommend tailored approaches to strengthening green skills and jobs in these areas.

**The Contribution of Land Use Planning**

- All developments must adopt a circular economy approach to building design and construction in order to keep products and materials in use for as long as possible and to minimise construction waste.
- Buildings must be made from components and materials that can be re-used or recycled and building design must enable deconstruction to ensure the maximum value of building components can be recovered and re-used at the end of the building's life.
- Where demolition and remediation works are necessary materials must be reused and recycled.
- A minimum of 10% of the total value of materials used in the construction of both major and minor developments must derive from recycled and re-used products and materials.

- Circular Economy Statement submitted with the planning application and approved. Follows principles of GLA Guidance.
- Key commitments include:
  - Minimising the quantity of materials used e.g. by reusing building materials from the existing buildings.
  - Minimising the quantity of other resources uses e.g. water and energy.
  - Specifying and sourcing material sustainably.
  - Designing for reusability/recoverability/longevity/adaptability/flexibility.
  - Designing out construction, demolition, excavation and municipal waste.
- Pre-demolition Audit –95.5% of the building materials and 100% of materials for external areas will be recycled.

Members of the public asked about refurbishments, the council will be encouraging developers to refurbish rather than rebuild. But generally, developers are already minded to go down this route, as the economic and environmental concerns are getting stronger to use as much of the original site as possible. The historical element of sites is an area that is also considered.

The chair thanked Officers and Members for the presentations and welcomed members to raise issues and ask questions.

On the anchor institutions the council are currently working with, organisations like Arsenal Football Club, Whittington Hospital and local colleges play a large role in the circular economy and have the biggest potential to make the biggest difference. A task and finish group of these institutions has been set up to look at Net Zero Carbon.

On adult education, the council is offering many courses, via our partners in education, that are within the circular economy that can skill up adults looking to take on new vocations. Courses like bicycle repair and textiles are important, but also courses on English as a second language can be vital for community wealth building.

On working with larger employers based within Islington, the council is doing a lot of work to educate residents on how to pass on the plastic waste back to the business. This has worked well with the local markets in Islington, where residents are using more paper bags or reusable items and these initiatives should be levelled up to larger businesses.

On reusing building materials on brownfield sites, this will vary from site to site, based on what the is agreed for the materials for sites. But often, applications need to state what materials they are using, and the impact on the environment. Currently lots of sites are not just reusing materials, but reuse parts of the old structure, and incorporate it into the new design.

On the Holloway Prison development, it is a council agreement to use residents and local supply chains for developments, but the Holloway Prison development has

specific arrangements to ensure that local businesses are also involved in the events space on the site.

**RESOLVED:**

Members noted the presentations

**33 ANNUAL REPORT OF THE EXECUTIVE MEMBER FOR INCLUSIVE ECONOMY AND JOBS (Item B2)**

Cllr Santiago Bell-Bradford, Executive Member for Inclusive Economy and Jobs, with Caroline Wilson Director of Inclusive Economy and Jobs, was present for discussion of this item and made a presentation to the Committee, copy interleaved.

Cllr Bell-Bradford thanked Cllr Asima Shaikh, and officers for their work across the year.

The Chair thanked Cllr Bell-Bradford for the report and the Q1 Performance Report and welcomed members to raise issues and ask questions.

On the inclusive economy project, this a mixture of funding around the council and GLA to ensure that the local markets across the whole borough have stalls on the market that are still accessible and affordable for all residents.

On childcare bursaries, the budget has been increased this year and this can be used for several different schemes, like training, and the cost will not be capped. The uptake for these bursaries has not been as strong as it should be, so the promotion around the bursary needs to stronger.

On using council sites as warm rooms during the energy crisis, the council is currently developing its communications campaign around this, to work out how to roll out safe, warm spaces for residents to use.

On schemes that support residents' costs from job hunting, the council works with a number of organisations that provide clothes for interviews and also the council can provide funding for travel for interviews and other costs.

On apprenticeship targets, the council will be looking at the different barriers that are in place right now for those looking to get into training and apprenticeships, as well as a bold strategy to meet larger targets of those taking up the roles.

Apprenticeships will all have green accreditation attached to them. The new targets will look at the different demographics of those who take up the apprenticeships.

**RESOLVED:**

Members noted the report.

**34 Q1 PERFORMANCE REPORT (2022/23) - ENVIRONMENT & TRANSPORT (Item B3)**



Cllr Rowena Champion, Executive Member for Environment, Air Quality and Transport was present for discussion of this item and made a presentation to the Committee, copy interleaved.

Members of the public asked about reporting on the reduction of carbon emissions. Cllr Champion stated that this was a very hard area to report on but officers confirmed that the council is working with other authorities to establish protocols on reporting on this data.

The Chair thanked Cllr Champion for the report and welcomed members to raise issues and ask questions.

On the lack of progress on recycling rates, Islington has a very ambitious target on recycling, and this will take a lot of effort to see improvement. But the council is rolling out food waste recycling schemes to the estates across the borough and more funding has been secured for officers to do more engagement on food waste. Data collection needs to be improved, as it hard to report on if improvements are being made, but officers will hopefully be able to report on this soon.

On the commercial waste strategy, the council has recently completed the commercial waste strategy and it will outline how commercial waste collections will be improved with new technology and incentive schemes to businesses. A new key member of staff has been recruited to work on this new area of the strategy.

On the SHINE service, SHINE is an important service at the council and should present their work to the committee. Action: SHINE to attend a future committee meeting.

On cycle hangers, the council is seeking to roll out a greater IT system to support the cycle hanger placement and allocation to residents. This will take some time and will be a large amount of council work, but it could have a great impact on cycle parking within the borough.

On council buildings and energy certificates, with the energy crisis coming in the autumn, council officers will on the ground, across the borough to ensure energy efficiency.

On Bright Sparks and furniture, currently Bright Sparks works with council bulky waste collections to ensure any good furniture is collected and reused rather than going to waste.

On cycle danger on the roads, measures the council is taking to lower car use in the borough will help make roads safer for cyclists and those on foot. The local traffic neighbourhoods are ensuring minor roads are becoming safer and despite increase road use post the pandemic, work is being done to decrease overall car usage. This should help cyclists feel safer commuting across the borough.

**RESOLVED:**

Members noted the report.

**35** **Q1 PERFORMANCE REPORT (2022/23) - EMPLOYMENT AND SKILLS (Item B4)**

This report was taken with B2.

**RESOLVED:**

Members noted the report.

**36** **MENSTRUAL WASTE (Item B5)**

Matthew Homer, Waste Strategy Manager was present for discussion of this item and made a presentation to the Committee, copy interleaved. The following points were highlighted:

- 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.

Helen Lynn, Women's Environmental Network to present on the work of Women's Environmental Network on Environmenstrual Campaign. The following points were highlighted:

- People who menstruate use on average more than 11,000 disposable menstrual products in their lifetime.
- Generating 200,000 tonnes of waste/year
- Takes 100's of years to decompose
- Up to 90% of pad can be plastic
- Tampons shed 9.4 billion microplastic pieces/ tampon
- Plastic waste kills 1 million seabirds, 100,000 sea mammals, marine turtles and fish each year.

Cllr Finn Craig gave a presentation on menstrual waste and the actions the council could take to tackle this issue including greater work in schools within the borough.

The chair thanked the speakers for the presentations and welcomed members to raise issues and ask questions.

On measuring the successes of an engagement campaign, there has been an over 11% rise in the use of reusable menstrual products within the last year. The council is not currently tracking engagement of its own campaigns.

On the successes of working with parents' groups, getting the message out is very important about the Environmenstrual Campaign, and it has been a slow but increasing progress, year on year.

On the cost-of-living crisis and menstrual products, councils around the country should be using their budgets to provide more affordable menstrual products, or at the very least, hosting discounts on menstrual products that are environmentally minded

**RESOLVED:**

Members noted the presentations

**37      WORKPLAN 2022/23 (Item B6)**

**RESOLVED:**

Members noted the workplan

The meeting ended at 21:59

**CHAIR**

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# Net Zero Carbon Natural Environment Greenspace Scrutiny Report

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Environment and Regeneration Scrutiny Committee – 10 November 2022

Agenda Item 9

# Scope

- How the Greenspace Team and partners (Dept for Climate Change & Transport, Housing and other LBI teams) will be working together to support the delivery of the Net Zero Carbon Agenda.
- High Priority projects and initiatives that will support the delivery of LBI Net Zero Carbon targets
- Key deliverables for 2022/23
- Key Risks and Challenges for Delivery

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# Sections

- **Scope** – what we are focusing on today
- **The Net Zero challenge** – what we are trying to address through Net Zero Carbon ambitions
- **Our objectives** – how we are addressing the challenges
- **Our Priorities** – Our focus aligned with Vision 2030 and Biodiversity Action Plan
- **Our risks and challenges** – For delivery
- **Greenspace Targets** – What we aim to deliver
  - **Deliverables** – and what we want to achieve in the next 12 months
  - **Achievements** – What we have done so far?
  - **Circular Economy** – how we are embedding circular economy principles in our work, including plans for a green skilled workforce.
  - **Reduction in Pesticide Use** - What we are doing so far



# The Net Zero Challenge – why is this important for a low carbon Islington?

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Declaration of a climate emergency (2019) -Increased Flooding Risk across the borough and increased Urban temperatures contributing to droughts and impacts on Biodiversity

Drive to reduce Carbon emissions to meet Local and Government targets and to improve air quality for residents

Need for adaptation and resilience to reduce the impact on wildlife, and species across the borough

Increase and improve Green Spaces across the Borough , to improve community health and well being (LBI is densely populated with limited space per head). Increasing Greenspace will contribute to the ability to plant trees, improve water quality and increase biodiversity



# Our Objectives

- Develop and deliver a programme to support Greening initiatives across the borough, including:
- Delivering in line with the 2020 Environment Bill, Vision 2030 Strategy and Biodiversity Action Plan
  - **Tacking Biodiversity Loss**
  - **Reducing the impact of Climate Change**
  - **Reducing Environmental Risks to Public Health**
- Scoping and gathering base-line data to support the delivery of quality projects
- Deliver the first year of Islington Greener Together Programme and first schemes on the ground
- Delivering our tree planting programme

## Our Objectives (cont)

- Commission and establish the Greener Together Champions programme to provide support, training and build capacity for those communities managing and maintaining the new green spaces
- Develop a new financial model, which encapsulates the holistic value of multiple ecosystem services, to enable Environmental, Social and Governance (ESG) and other types of investment, to accelerate the delivery of green infrastructure in the borough
- Define, Specify and implement best working practice and a cross borough collaborative approach to green infrastructure; improve skills and development training for staff in the delivery of green infrastructure across the borough
- Development of an Urban Forest Management Policy.
- Deliver the first year of the Islington Greener Together programme and first schemes on the ground

# Our Priorities (2022/2023)

## Greener Together programme

- Delivering approved greener together projects with housing and highways
- Development of a pocket park framework

## Tree Canopy Cover

- Increase Tree Planting and plans to combat drought impact through adaptations

## Parks & Biodiversity and Engagement with Nature

- Increase Food Growing in Communities
- Promoting the Benefits of Green Spaces for healthier Communities
- Education programmes



# Deliverables

Deliverable	22/23				23/24				24/25
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Onwards
<b>Greener Together</b>									
Islington Greener Together First Year Delivery									
Private Finance Model for Green Investment & Pocket Park Framework									
Green Infrastructure Strategy									
Establish Greener Together Champions Programme including Tree Warden Scheme									
<b>Tree canopy cover</b>									
Urban Forest Management Policy									
Private Tree Planting Initiative (timeline TBC)									
Launch online donations for Tree Planting									
<b>Biodiversity and engagement with nature</b>									
Apply Planning Policy to Protect and Enhance Biodiversity									
Review Biodiversity Action Plan									
Nature Education Programme 22/23									
Deliver targeted biodiversity improvements to increase accessibility to nature									

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# Greenspace targets

## We aim to:

- increase canopy cover by protecting our trees and open spaces and increasing our woodland
- increase the quantity of green infrastructure in the borough (quality parks and open spaces)
- engage more people/young people in caring for the natural environment
- increase local composting facilities
- enhance the borough's biodiversity
- improve the borough's resilience to climate change
- increase local food growing opportunities
- increase accessibility to nature.



# Greenspace Targets 2022 -2025

26 per cent canopy cover by 2025, and 27 per cent by 2030

Replace every tree lost and deliver an overall net gain of at least 600 trees every year by 2026

1000 square metres of new greenspace by 2026

20 Greener Together Champions in the first year

30 new Public Realm Green Infrastructure Schemes delivered per year

45 per cent of parks with a Friends of Group (currently 43%)

5 per cent Increase in entries into Islington in Bloom per year (30% increase in 2022)

10 per cent increase in volunteer hours per year (currently 13,129 hours per year)

12 Green Flags or Community Green Flags Parks (currently 10 sites)

Development of 1.5ha of pocket parks (supporting new green spaces)

# Achievements So Far

## Greener Together Programme

- 38 approved Greener together projects
- NEIRF funding for development of pocket park framework
- Future Parks Accelerator funding to accelerate urban greening
- TfL funding for Greening Cally

## Trees Service

- 701 trees planted 21/22
- Grant funding for Tree officer post obtained
- Tree Donation process being launched with Trees for Streets

## Biodiversity & engagement with nature

- Exceeded target of 250m squared additional habitat space for wildlife in parks
- Access to nature – 13,000 volunteer hours in parks
- Education awareness – 14,000 young people attending education events



# Examples of our Bio-Diversity Work and Engagement with Nature – Myawaki Forest



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# Wray Crescent

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# Bennett Court



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# Islam Nature Walk



# School Children on Big Cities Butterflies workshop & Pond Dipping



## Example of a Tree Pit



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## Big City Butterflies Men's Shed at Kings Square



# Key Risks and Challenges

## Mitigations

### Greener Together

1. Engagement: Lack of our capacity for consistent engagement with communities and inability to build trust.
2. Lack of potential maintenance budget sources for new green infrastructure (council and community).

### Parks Services

- Page 25:
- Potential lack of support from the Islington community for leaving areas of greens space wild to improve biodiversity. (A large number of people still want manicured spaces).
  - Lack of maintenance capacity for new green infrastructure (council and community).

### Trees Service

1. Funding to buy, plant and maintain the numbers of trees required for the canopy cover and tree number targets
2. Finding enough space to plant the additional trees on public land due to the limited space and density of the borough

2x Project Support officers to increase capacity  
Greener Together  
Champions training

Engagement with Housing, signage and biodiversity campaign  
Greener Together  
Champions Training

Seeking additional grant funding  
Collaborating with Transport on Liveable Neighbourhoods to create space for planting

# Embedding Circular Economy Principles

- Working with our community partners and friends of groups to create more food growing opportunities in our parks, estates and in peoples own gardens.
- All green waste collected in the borough is recycled and used to create compost. We are also looking to develop more local compost facilities (put in a picture).
- Moved away from traditional bedding displays to a model of reusable plants.
- Decarbonising fleet/plant.
- Urban Cultivate project, creating new clusters of space for urban agriculture, using leftover white space.

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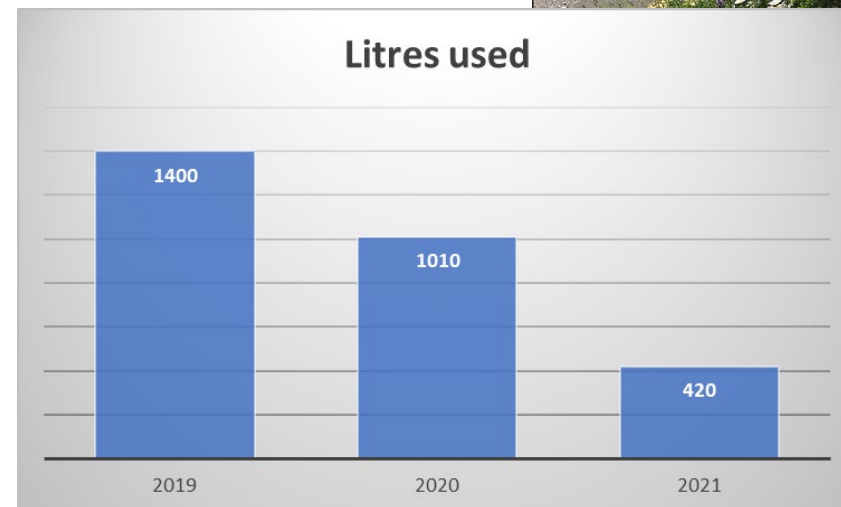
# Green Jobs and upskilled Green workforce

- Development of Apprenticeships – creating a pipeline of potential new staff (currently have 8 Apprenticeships)
- Development of New Green Skilled Jobs i.e
  - Solar panel installer
  - Heat pump specialists
  - Renewable energy engineer
- We are focused on addressing this challenge in two ways:
  - Delivering high quality apprenticeships to create our own pipeline potential new staff (currently we have 8 Apprentices)
  - Working in partnership with the Parks for London **GREEN SKILLS HUB** to develop employment pathways and training programs to meet the current and future needs of the industry.
  - Up skilling of our Residents and Workforce – There is a real skills and resource issue in our area. We have an ageing workforce a lack of clear pathways into the industry for young people.
- In addition:
  - We are considering new procurements to ensure upskilling of our residents and workforce.
  - Providing volunteers opportunities for local people where they will begin to leave new skills. Providing local people with new volunteer opportunities to enable them to learn new Green skills.
  - Creating the Greener Together Champion programme

# Reduction in Pesticide Use Across the Borough

- We no longer use glyphosate in our parks and open spaces unless we are treating invasive species such as Japanese Knotweed.
- Spraying of pavements is minimised through targeted spraying technology which only sprays weeds and reduces drift risk.
- All tree pits in the borough are no longer sprayed and we are encouraging residents to plant them up.

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Thank you  
&  
Questions ??

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

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

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Environment and Regeneration Scrutiny Committee	Thursday 10 <sup>th</sup> November 2022	All

<b>Delete as appropriate</b>		Non-exempt
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## SUBJECT: Inclusive Economy & Jobs Quarter 2 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 second quarter of 2022-23 (1st July to 30th September 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 2 (1<sup>st</sup> July – 30<sup>th</sup> September 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 2 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 2 with **1,443** unemployed Islington residents supported into paid employment exceeding the profiled target of **1,000** and on track to meet the year-end target of **2000**. This result reflects the embodiment of the Islington Working Partnership, the Islington Anchor Institutions' Network and council contractors who have all 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.

Employment Support is delivered in Islington by a wide range of services. The Council's iWork service offers 1-2-1 tailored coaching and mentoring support. This direct delivery represents 10% of the total outcomes in quarter 2. The service also supports the Islington Working partnership through our networks to broker jobs, source candidates and share best practice. This has created a strong commitment to local recruitment for a wide range of local community stakeholders.

#### **iWork Employment Support – Case Study 1**

The council's iWork service has been delivering a European Social Funded (ESF) programme to support residents into work called Connecting Communities. The programme has brought in additional funding to our employment services providing a significant participant budget, so that clients can access financial support to assist their journey into employment. Monthly travelcards, work clothing and food vouchers are available as is IT equipment, allowing clients to independently apply for jobs.

As part of this, iWork has spent approximately £8,000 in local businesses as opposed to on-line purchases with larger organisations and multi conglomerates. This has strengthened internal partnership working and actively supports local businesses.

#### 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 **234** parents of children aged 0-18 into employment exceeding the profiled target of **232** by **1%**. We anticipate that by the year-end we will be able to achieve our annual 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. This presents a challenge for reporting as 90% of employment outcomes are received from partners. Some partners have raised concern that collecting data on parental status could be seen as discriminatory. 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.

A recent report in the Guardian showed that the number of people who aren't working because of caring commitments is the highest since May 2020, with the last year marking a sustained increase in stay-at-home parents and carers after three decades of decline. Figures show that 43,000 women have dropped out of the workforce to look after family in the last year, a 3% increase on the previous year and part of a sustained shift after decades of decline, according to the most recent [UK labour market figures](#) from the Office of National Statistics (ONS).

Whilst the council is doing all that it can to address the needs of working families, in terms of a commitment to flexible working and our offer of support with childcare costs for new workers, we have more to do to ensure that parents can access sustainable careers with employers who allow the flexibility needed to deal with childhood illnesses and school holiday demands. We already do this through our Caterlink contract and will continue to identify other similar flexible opportunities.

#### 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 **228** 18- to 25-year-olds into employment exceeding the profiled target of **224** by **2%**

These outcomes are reflective of all young people supported into work through a 'Team Islington' approach with the majority via our network of youth providers. London Councils has convened a working group to look at how local authorities can collaborate to improve the employment offer for young people, including workstreams linked to local partnerships, co-location, data sharing and the creation of additional pathways in positive and sustained employment outcomes The Islington Aspire network of youth providers is due to meet in Quarter 3 to review the local offer and consider innovation around youth engagement, including use of the LBI Youth Employment Hubs and businesses partnerships to attract young residents.

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 **234** residents with a disability/long term health condition into employment exceeding the profiled target of **200** by **17%**.

The Council in collaboration with London Metropolitan University has commenced a research project to gain greater insight into unemployment among residents with disabilities or long-term health conditions. Currently, the data available on employment/ unemployment for this cohort is provided at a national level and we are often unable to see detail about the categories of disability, the kinds of jobs being secured and the extent to which support programmes are useful for disabled residents. The research project will segment the general 'disability and long-term health condition' category and allow us to see in greater detail the employment circumstances of sub-groups within this category and, in turn, allow us to provide more targeted support.

**Mental Health Working by Hillside Clubhouse – Case Study 2**

(Client name changed to preserve anonymity)

Devon has been a client with Mental Health Working Islington (MHWI) for the last 3 years. He suffers with severe depression, anxiety and has regular panic attacks. He struggles with literacy (could be dyslexic but has no formal diagnosis), inter-personal relationships and communication. He had been unemployed for 3 months (when referred) after having been in his previous job for eight years. The loss of this job had a detrimental effect on his mental health, confidence, and self-esteem.

The combination of his mental health issues and lack of inter-personal skills made it difficult for the MHWI Employment Specialist (ES) to support Devon at first. When Devon was referred to MHWI, he was being supported by three other employment services in Islington, all of whom were struggling to understand and support his complex needs. The issues that arose frustrated Devon even further. Despite facing many barriers and a regular breakdown in communication, Devon continued to engage well with MHWI. The more his ES got to know and understand his personality, the more comfortable he became with the team and vice versa.

After more than a year of one-to-one employability support and job searching, Devon finally secured a temporary role as a Maintenance Assistant in April 2021. This gave him a tremendous sense of self-confidence and motivated him to be positive about his future. Since securing this first role, MHWI has supported Devon into a further five jobs (although he is looking for permanent work all his roles so far have been temporary – contracts of two to six months) in facilities and maintenance. As a result of the support from MHWI, he has not been without work for more than a couple of weeks in the last 18 months.

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 **745** residents from Black Asian and Minority Ethnic residents into employment exceeding the profiled target of **480** by **55%**

The Council in collaboration with London Metropolitan University has completed a research project on employment among Islington's Black, Asian and Ethnic minority communities. The research made recommendations for the targeting of support at communities and these recommendations are being addressed. Through the Islington Working Partnership the Council is encouraging other employment support services in the borough to use the research findings to support better targeting of their own support. To monitor this, we have asked larger employment support services to give us greater detail on the ethnic breakdown of the residents they are supporting into work. This will be reported in Quarter 3 2022-23.

An outreach worker has been employed specifically to strengthen the relationships with voluntary and community organisations that support Black, Asian and Minority ethnic communities and to connect residents from these communities to the range of employment and training provision that's available in the borough.

The Council continues to convene the Black, Asian and Ethnic Minority and Refugee Employment Forum. This meets twice a year and brings together up to 20 voluntary and community sector organisations for dialogue and information sharing on available services.

#### 4.6 **Corporate Indicator JM1e - Council Contracted Suppliers**

We continue to work closely with contractors to capture employment outcomes. This year we have established a social value officer working group, who are looking at each contract presented to identify meaningful opportunities for social value. These will not always be employment outcomes as we also focus on inspiring our young people to better understand the full range of local careers available. However, there is always a push for local jobs and apprenticeships, and through this work we have seen additional apprenticeship and job opportunities coming through to iWork to promote and being placed on our e-bulletin. We are keen to promote the iWork partnership with clients direct ltd plus who provide payroll services under the Matrix temping contract. To date we have placed 16 residents into entry level roles. This could be doubled if more council recruiting managers were aware of our service and we are working closely with colleagues in Human Resources to ensure this happens more systematically.

#### 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) Number of London Living wage entry level jobs achieved through the Islington Working Partnership**

Performance has been strong in Quarter 2 with **238** Islington residents achieving paid employment paying the London Living wage, exceeding the profiled target of **200** by (19%).

#### **JM2b - Number of employers achieving London Living Wage accreditation**

256 employers in Islington are now living wage accredited drawn from sectors listed from highest to lowest in the table below.

<b>Sector</b>	<b>Number of Businesses</b>	<b>Sector</b>	<b>Number of Businesses</b>
Charities	65	Wholesale	4
Consulting	23	Recruitment	4
Media and Communications	22	Cultural	3
Public Sector (inc Local Authority)	16	Health	3
Tech and Telecoms	16	Cleaning	3
Retail	11	Banking	3

Schools	11	Hospitality	3
Social Enterprises	9	Other Third Sector	3
Religious	8	Property	3
Finance	7	Engineering	2
Construction	7	Higher Education	2
Other Services	6	Housing	2
Law	6	Manufacturing	2
Caring	5	Trade Unions	2
Professional	4	Training	2

Although it is likely that all living wage employers are not accredited, the list shows clearly that more work is needed to raise living wage payments for residents and workers in the borough who work in foundational sectors, a disproportionate number of which are likely to pay less than the living wage including hospitality, security, and cleaning. We are also continuing to monitor the impact of increased costs for businesses to see if this has a negative effect on the number of businesses signing up to formal accreditation.

#### 4.9 **JM3 - Number of Islington residents supported into apprenticeships**

An Early Careers and Talent (ECT) Strategy is being developed to help provide direction for how we work with both internal and external partners to better promote ECT activities within the council and the borough. To support our Internal activities, we are also developing a work experience placement approach to provide clarity and direction on a diverse range of ECT activities. We particularly want to promote the recruitment of external apprentices and the provision of work experience placement for schools, young people, adults, those from our priority groups.

#### 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 Council's 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 - £15,850** 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 £15,850. 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 once again this quarter which have all been well attended. 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 – £190,981** 13 residents completed Level 1 Stitching and Level 2 Pattern Cutting Course. There has been a significant increase in the social value delivered, due to the realisation of outputs that had not previously been recorded. We are working closely with Fashion Enter to continue identifying missed opportunities and continue the community opportunities that have been generated from the site.

**Outlandish - £354,849** An Islington resident recently started work with them. Founders And Coders is continuing to support and train individuals with another 10 started in September. This figure includes a



Tech for Better programme in July, which included 1533 hours of time in course delivery, facilitation, and development, with developer/programmer's time working full time to deliver a real digital product.

**Better Space – £41,547** 17 members with 40 ad hoc users and appointed 4 FTEs, two of whom are Islington residents. They have supported 2 Islington residents to gain employment through the Creative Start programme. Both residents are BAME. One of the candidates has a disability and has been supported by Better Space, by them meeting the cost of a note taker. The creative start programme was in partnership with the LIFT Programme.

#### 4.11 **JM6 Number of opportunities brokered through Inclusive Economy & Jobs**

Local Economy Officers working directly with businesses in our town centres and high streets have continued to broker opportunities for residents, including creating 100 hours of work opportunities from TFL/Network Rail at Finsbury Park Station and Quantum Physics opportunities with Cally business Quantum Motion, with many more in the pipeline.

The Local Economies team continues to engage and support businesses to lay the ground for more brokerage opportunities to arise. We have held a successful trial market at the Cally Clocktower in Caledonian Park, where 21 Cally traders were given the opportunity to promote their businesses by having a stall at the event. In addition, we have helped to further establish and grow business networking and business to business supply chains by engaging 20 new businesses to join the Caledonian Traders Association. This work has been well received, building collaboration and trust amongst local businesses, and laying the ground for more brokerage opportunities to emerge in due course.

The Local Economies team has recently been brought onto the Hanlon CRM system and will be reporting on brokered opportunities and businesses engagement from Quarter 3 onwards. Work is ongoing this quarter to test the agreed performance indicators, embed new processes, and undertake training to ensure that Local Economies Officers can more accurately record the impacts of their business interactions going forward.

#### **Inclusive Economy Team Brokering Jobs and Boosting Business in Bunhill – Case Study 3**

Town Square Spaces (TSS) successfully bid for the operator contracts of 3 spaces in Bunhill – White Collar Factory, 160 Old St, and 250 City Rd. A key social value output of this was to employ local people to manage the space. The Local Economies Officer (LEO) for the area linked TSS up with Islington's employment services to make sure the job post was prioritised on the employment bulletin, and that employment coaches knew about the role and put candidates forward. We also advertised the job through St Luke's community centre Job Club, where coincidentally, one of our employment coaches, who lived locally, was also very active... Here, she met Anna – a Bunhill resident who used the centre for family activities with her daughter. The employment coach mentioned the job to Anna and took her on as an iWork client and helped her apply for the job through iWork... She was successful in getting the job!

Since starting, Anna has run 2 Start Up Clubs helping 25+ local people to develop their business ideas - for which the local LEO and local councillor were on the panel. The LEO for the area has built up a relationship with Anna since she started and now has regular contact her – linking her up with local connections, referring potential tenants (3 of which are now members), supporting her start up club, involving her in events and meetings that broaden her local connections, and finally understanding any challenges or issues. Town Square are now hiring for an assistant for Anna and of course, hiring locally! LEO has helped ensure the job has been advertised locally – getting it on

the employment bulletin, pushing out to community centres to advertise, and asking the rest of the LEO team to push within their areas and through social media.

- 4.12 **JM7– Monetary value of the childcare bursary uptake with sub targets for types of outcomes**  
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.

Spend in Quarter 2 is £30,214.56. Within this period 43 applications were processed, 35 were for parents with employment outcomes and 8 to undertake training opportunities. 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 and benefit to parents/carers.

#### **Helping Parents to Get Back into Work: The Islington Childcare Bursary – Case Study 4**

The Islington Childcare Bursary scheme helps parents on low incomes to move into or remain in work by providing short term financial support towards the cost of childcare, which can be a significant barrier to employment.

“Getting the childcare bursary, which was processed at quite short notice, allowed me to continue with crucial work experience for my university course. I want to become a qualified early educator., I am Currently a full-time student at the London metropolitan, studying Early childhood studies., and as part of my course I must complete 260 hours in a childcare setting. My daughter is too young to be eligible for 30 hours at nursery, and whilst the free hours have allowed me to do the course, I wouldn't be able to do the work experience, and I have struggled to find appropriate part time work. In fact, due to my daughter having the same days at nursery as I have for university, I am limited to days I can work and already miss a bit of learning time due to drop off and pick up, I have asked the nursery if I could pay for breakfast club, but they explained they do not do that.

“I have applied for many jobs via indeed, I want to find work in a nursery as it will benefit my studying, I have finally been offered a job and they wanted me to start soon, without the help from the bursary I would have missed this opportunity as well.

Now I can continue my course and earn a bit of extra cash to get us a better Christmas”

#### **5. 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.’

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 2 runs from July to the end of September. This report focusses on the year-end numbers for academic year 21/22, the end of July. For the 21/22 academic year, we had 31 learners that progressed into work after leaving ACL. A full learner destination survey is currently underway and further information will be provided in the Quarter 3 report.

### 5.1 **Corporate Indicator JM8 - Number of Islington residents enrolled on an Adult Community Learning Course<sup>1</sup>**

Over the course of the academic year, the service enrolled 1257 learners, which represents an increase of 290 unique learners as compared to academic year 20/21. The reasons for increases in numbers are several, but mostly due to the increase in face-to-face provision and confidence that adult learners have to come back to the classroom.

Several key workstreams over the course of the year have helped increase engagement of learners who are hard-to-reach or those who need skills development.

The Essential Digital Skills Qualification was delivered for residents and Libraries staff with identified training needs in digital skills. A total of 23 Staff and 18 residents took part in the programme. Feedback has been very positive, with one learner saying, ‘The module “Being responsible and safe online” was especially beneficial for me. I have adjusted safety features in all my devices.’

The service contributed towards two significant Council-wide efforts in welcoming and integrating refugees within the borough. Through the supporting Afghan refugees programme, the service supported 27 number of learners with English language provision. In addition, with the arrival of Ukrainian refugees, the service delivered bespoke fast-track Functional Skills courses to 12 learners, enabling them to enhance their opportunities for next steps.

In a joint piece of work with Camden and Islington ACLs, a member of Islington ACL’s ESOL team delivered on the Camden Summer University programme; an offer that was devised when Camden identified a need for young Ukrainian refugees to develop their language in a quicker, more intense way than is typical of ESOL classes – more akin to International English Language Testing Systems (IELTS) training. The feedback from the staff at Camden was positive, as was from the learners who attended.

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

The proportion of parents enrolled on Adult Learning courses stands at 50%, with 626 learners having enrolled. This was bolstered by an increased number of Family Learning courses that were delivered over the course of the year, with a total of 263 residents engaged in 21/22, compared to 143 in 20/21. Increased resident confidence, more venues opening and wider council-wide offers, such as the Bright Start summer offer and Soul in the City, have enabled this further engagement. Some of the ‘regular’ ACL provision that re-commenced over the course of the year includes:

- Family Numeracy for KS2 Parents
- Family Literacy for KS2 Parents
- Tie Dye Bags and Patterns
- Family Language.

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

The number of learners who have declared disabilities and long-term health issues was 260, representing 21% of the learner cohort. While this is below the target of 23%, the increase in enrolments of learners from this vulnerable cohort has been due to the increase in face-to-face

provision, as well as bespoke provision that the service has delivered to meet the needs of those with long-term health conditions. One of the exciting additions to the curriculum offer was the Volunteering in the Community course, developed with Islington Mind and delivered by Islington ACL as a subcontractor for the Workers Education Alliance. The learners engaged with all had pronounced needs and were from deprived postcodes.

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

The service continues to have a strong percentage of learners from black and ethnic minorities enrolled, with a total of 82% of the learner cohort. Courses have an even representation of learners from these backgrounds, but numbers were particularly bolstered by the fast-track Maths and English courses that were delivered for Ukrainian refugees and the integration programme for Afghan refugees that was delivered with other council services.

#### 5.5 **JM10 - Number of new businesses offering WoW activities**

There was 1 new business offering WoW activities in Quarter 2, which reflects the fact that Quarter 2 falls across the summer holiday period when there is very little activity taking place. There will be a significant increase in Quarter 3 and 4 in response to the targeted business engagement underway to attract growth sector organisations onto the menu – with particular focus on the creative industries and green skills.

There are also several new opportunities emerging through social value agreements with partners such as Marlborough Highways, the three new community broadband providers and Finsbury Park Leisure Centre development.

### **Implications**

#### **Financial implications:**

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

#### **Legal Implications:**

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

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

There is no environmental impact arising from monitoring performance.

**Resident Impact Assessment:**

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

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

**Conclusion**

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 2 2022-23

PI No.	Indicator	Frequency reported	Latest data for period	Q2 22/23	Q2 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 - Sep	1443	1000	2,000	988	↑
	a) Parents of children aged 0-18	Quarterly	April - Sep	234	232	580	223	↑
	b) young people aged 18-25	Quarterly	April - Sep	228	224	560	238	↑
	c) Residents with disabilities / those with long term health conditions	Quarterly	April - Sep	234	200	500	186	↑
	d) BAME	Quarterly	April - Sep	745	480	1200	491	↑
	e) Council Contracted Suppliers	Quarterly	April - Sep	153	120	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	<b>Annual Indicator</b>	Annual Indicator	80%	86%	Annual Indicator
	g) Percentage of Islington residents supported into paid work through team	Annual	Annual Indicator	<b>Annual Indicator</b>	Annual Indicator	80%	84%	Annual Indicator

	Islington activity who were still in work at 26 weeks							
JM2 a)	Number of London Living Wage entry level jobs achieved through the Islington working partnership	Quarterly	April - Sep	238	200	500	307	↑
b)	Number of employers achieving LLW accreditation	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3
JM3	Number of apprenticeships supported with sub targets for:	Quarterly	April - Sep	128	40	100	New Indicator	↑
a)	Council Apprenticeships	Quarterly	April - Sep	51	15	37	New Indicator	↑
b)	Number of Islington residents supported into Apprenticeships with an external employer	Quarterly	April - Sep	77	25	63	67	↑
d)	Percentage of Council apprentices who move on to further employment or training within 3 months of completing their apprenticeship	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3
JM4	Monetary value of social value derived through affordable workspace with sub targets for under-represented founders:	Quarterly	April - Sep	£781,228.58	£200,000	£500,000	£157,968	↑
a)	Women	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3

b)	Black, Asian & Minority Ethnic	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3
c)	Disability	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	To be reported from Q3
JM5	Number of Businesses that have been positively impacted by the Inclusive Economy and Jobs Directorate	Annual	April - Sep	Annual Indicator	Annual Indicator	TBC	Baseline Year	Annual Indicator
JM6	Number of opportunities brokered through Inclusive Economy & Jobs	Quarterly	April - Sep	To be reported from Q3	N/A	TBC	New Indicator	To be reported from Q3
JM7	Monetary value of the childcare bursary uptake with sub targets for types of outcomes:	Quarterly	April - Sep	£30,214.56	£64,000	£160,000	New Indicator	↓
a)	Number of recipients with an employment outcome	Quarterly	April - Sep	35	N/A	Baseline Year	New Indicator	Baseline Year
b)	Number of recipients with a training outcome	Quarterly	April - Sep	8	N/A	Baseline Year	New Indicator	Baseline Year
JM8	Number of Islington residents enrolled on an Adult & Community Learning Course with sub-targets for:	Termly	Autumn/Spring Term 2022-23 Academic Year	1257	TBC	1800	1256	
a)	Parents of children aged 0-18	Termly	Autumn/Spring Term 2022-23 Academic Year	626	TBC	45%	626	
b)	Residents with disabilities / those with long term health conditions	Termly	Autumn/Spring Term 2022-23 Academic Year	260	TBC	23%	260	



c)	BAME	Termly	Autumn/Spring Term 2022-23 Academic Year	1031	TBC	81%	1031	
JM9	Positive year-end destinations for learners with sub targets for:	At the end of academic year/term	Academic Year	Learner survey underway	Baseline Year	Baseline Year	New Indicator	
a)	Learners moving into paid employment	At the end of academic year/term	Academic Year	Learner Survey underway	Baseline Year	Baseline Year	New Indicator	
b)	Learners moving onto higher level learning	At the end of academic year/term	Academic Year	135	Baseline Year	Baseline Year	New Indicator	
JM10	No. of new businesses offering WoW activities with sub targets for	Quarterly	April - Sep	9	16	40	New Indicator	↓
c)	Further education	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	
d)	Black Asian and Minority Ethnic	Quarterly	April - Sep	To be reported from Q3	Baseline Year	Baseline Year	New Indicator	

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Libraries and Heritage

222 Upper Street, London, N1 1XR

Report of: Corporate Director of Children's Services

Meeting of: Environment & Regeneration Scrutiny Committee

Date: 10 November 2022

Ward(s): All

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## **Subject: Libraries and Heritage 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 Quarter 1 2022-23 progress against targets for those performance indicators that fall within the Libraries and Heritage outcome area, for which the Environment and Regeneration Scrutiny Committee has responsibility.

### **2. Recommendations**

- 2.1. To review the performance data for Q1 2022/23 for measures relating to Libraries and Heritage.

### **3. Background**

- 3.1. The performance measures covered by this report are based on the Corporate Performance Indicator set, which is refreshed annually. The 2022/23 Corporate Indicators for Libraries and Heritage have been selected so that they are aligned with the key objectives in the Service Plans developed for 2022/23.
- 3.2. Targets are set on an annual basis and performance is monitored internally, through Departmental Management Teams, Corporate Management Board and Joint Board, and externally through the Scrutiny Committees.

- 3.3. This report is currently structured using the outcome areas from the Council's Corporate Plan - *Building a Fairer Islington*. Although the 2021 Strategic Plan has been published, we are continuing to use the objectives performance for the following key outcome area of helping residents get the skills they need to secure a good job.

## 4. Outstanding issues and queries from Q4 2021/22 Performance Report

- 4.1. The Q4 2021/22 Performance report was discussed at the last Scrutiny Committee. There were no outstanding queries.

## 5. Quarter 1 2022-23 performance update - Help residents get the skills they need to secure a good job

- 5.1. Key performance Indicators relating to 'Help residents get the skills they need to secure a good job':

PI No.	Indicator	2020/21 Actual	2021/22 Actual	2022/23 Target	Q1 2022/23	On target?	Q1 last year	Better than Q1 last year?
5.4	Number of library visits	N/A	342,384 (Q3 & Q4 only)	800,000	185,321	No	N/A	N/A
5.5	Number of residents engaging with community activities	N/A	N/A	32,000	9,324	Yes	N/A	N/A

### 5.4 Number of library visits

- 5.2. The figure of library visits fell short of the quarterly target of 200,000 in quarter 1. Performance is building back to pre-pandemic levels. Libraries have been increasing activities and the offer to the public over the course of the Quarter and take up is increasing. Where some resources transitioned online over the course of the pandemic, a core of users have continued accessing them online which impacts on visit numbers.

During Quarter 1 West Library was closed for the whole of April for building works (including the installation of a lift) to a first floor office which has been converted into a Youth Employment Hub which has impacted visit figures.

The exceptional summer weather may also have had an impact on visitor figures. Alongside this there was an additional Bank Holiday closure for the Queens Jubilee which reduced Library opening hours.

We continue to promote Library services and run a range of activities. Our summer holiday activities programme was the largest programme for some years so are hopeful that visits will improve for quarter 2.

### **5.5 Number of residents engaging with community activities**

- 5.3. The figure for the number of residents engaging with community activities is above the target for Q1 which is 7,000.

All of the libraries offer a wide range of activities each week for adults and children. We restarted in person events in November 2021 and attendance has been gradually increasing. Our weekly Baby Bounce and Under-fives sessions are particularly well attended as well as our range of wellbeing and learning activities. We continue to promote them and anticipate that they will continue to be well attended.

## **6. Implications**

### **6.1. Financial Implications**

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

### **6.2. Legal Implications**

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

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

- 6.3.1. There is no environmental impact arising from monitoring performance.

### **6.4. Equalities Impact Assessment**

- 6.4.1. 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.

- 6.4.2. An Equalities Impact Assessment is not required in relation to this report, because this report is looking at historical performance information and does not relate to a new policy, procedure, function, service activity or financial decision. Where a new policy, procedure, function, service activity or financial decision is mentioned in the commentary within this

report, there should be a separate Equalities Impact Assessment for that specific development, rather than attached to the reporting on performance for any measures that this would affect.

## 7. Conclusion and reasons for recommendations

7.1. This report has presented a detailed narrative describing the performance of Libraries and Heritage services in Quarter 1 2022-23 and the outcomes achieved and any external factors that have affected these measures. Where performance is off target, a summary of the actions being undertaken to improve performance has been included.

### Appendices:

- None

### Background papers:

- None

### Final report clearance:

Signed by:

**Corporate Director of Children's Services**

Date: 1 November 2022

Report Author: Various – co-ordinated by Adam White, Head of Data & Performance, Children's Services and Burak Cingi, Data & Performance Officer, Children's Services

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## **Environment and Regeneration Scrutiny Workplan 2022/23**

### **10 November 2022 19:30**

1. Scrutiny Review of Circular Economy and Jobs – Evidence: Natural Environment
2. Q2 Performance Report (2022/23) – Employment and Skills
3. Q1 Performance Report (2022/23) – Libraries and Heritage
4. Workplan 2022/23

### **23 January 2023 19:30**

1. Scrutiny Review - Transport - to include Last Mile Deliveries
2. Q2 Performance Report (2022/23) – Libraries and Heritage
3. Q2 Performance Report (2022/23) - Net Zero Carbon Programme
4. Q2 Performance Report (2022/23) – Environment & Transport
5. Update on Urban Agriculture from Dr Daniel Evans
6. 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. New Library Model / Plan - TBC
6. 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 Meeting on the Climate Emergency

### **Date to be confirmed**

- Better Leisure

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