

Making Islington the best place for all young people to grow up

Response to Fair Futures Commission: A Future for Us

Voice | Influence | Change - Framework for Action

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This framework:

- responds to the Fair Futures Commission’s Calls To Action
- is based on the five Fair Futures Ambitions
- updates and replaces the [Children and Families Prevention and Early Intervention Strategy](#) until 2025
- tells you what we are going to do to deliver the Commission’s Calls To Action. The preference was for this framework to identify targeted and strategic initiatives rather than a long list of detailed actions.

The Fair Futures Commission

Islington Council is committed to making Islington a fairer place for all. At the heart of this mission is ensuring that everyone has the best start in life and is supported to achieve their dreams, regardless of their background.

Islington can be a fantastic place to grow up, but it can also be challenging. The Fair Futures Commission, chaired by young adults, Jermain Jackman and Kadeema Woodbyrne, took a radical look at how the council and its partners can help to change that.

We want all children and young people in Islington to start well and develop well. By 2025, Islington should be a place where:

- children and young people can achieve the very best wellbeing outcomes and have the resilience and creativity to thrive;
- parents and carers have the knowledge, skills and confidence to provide the environment in which children can thrive; and
- the community – made up of our residents, businesses, the state, charitable and community organisations - is the economic, physical and social infrastructure which supports children and young people to thrive.

The Fair Futures Commission was made up of academics, creative thinkers, local young people and residents. This gave us a rich mix of experts from a variety of fields and, more importantly, experts of lived experience. It explored practical solutions so that everyone - individuals, communities and organisations - can support, play a part and develop their role in making Islington a great place to grow up in, and therefore promote good social and health development in the early childhood, the middle years and adolescence/young adulthood phases of life.

The Commission's aim was to listen to the next generation and give them the power to shape the things that directly affect their experiences growing up. During 2017, Commissioners sought these voices with a series of events and discussions held in schools and youth hubs, and walks through the borough to see it through the eyes of children, young people and parents themselves. The Commission were particularly interested in the most vulnerable, the invisible and the voiceless. It heard incredible and hard hitting stories about the ups and downs of growing up in today's society. Over 200 individuals and organisations took part in the Commission's work over the year.

The Commissioners brought together children, young people, parents, teachers, the third sector, police, health partners and many more to share their experiences and knowledge. They then spent many hours boiling down the countless proposals and ideas which were submitted into the recommendations you see in the final report. Above all else though, they truly listened and heard what children and young people had to say about life in Islington. After carefully considering their findings and the feedback, the commissioners made a variety of recommendations to Islington Council and its partners.

The Council and its partners were asked to respond to the report, [A Future for Us](#), setting out how we intend to meet the recommendations. We welcome the focus on supporting children and young people, as they grow up, in a way that **prevents** challenges arising in the first place. One powerful lesson we have taken away from this Commission is that when those who hold power take the time to really listen to children and young people and to respond to what they have said, truly exciting things are possible. We look forward to working with young people, parents and partners over the coming months and years to implement our response to the Commission's report.

1. 21st century skills for growing up

FFC-01: Early Help 0-19

Corporate Plan Theme: **Children and Young People**

Fair Futures Commission Call to Action: We ask Islington Council, health care and early childhood services for a commitment to building on [Bright Start Islington](#) for children aged 0 – 5.

What we are going to do: Accept

The Council Executive will build on the Bright Start vision by ensuring all families, especially those with most to gain, have access through children’s centres and community venues to local, integrated early childhood services. These will build resilience and reduce stressors for families, ensuring all children have the best start in life.

We will also move towards a seamless early help 0-19 service for families that need extra support. Our early help approach and offer will be flexible and tailored to what works best for families with children aged 0-19.

Lead Council Member: Cllr Joe Caluori

FFC-02: Islington Play Offer

Corporate Plan Theme: **Children and Young People**

Fair Futures Commission Call to Action: We ask the Council and organisations working with young children for a commitment to building life skills in the primary school years and developed through play – in adventure playgrounds, parks, leisure centres and play streets.

What we are going to do: Accept

The Council Executive recognises play not only as an exciting and character building part of children’s lives but also as a protective factor in the early and primary school years which enables good health, social skills, confidence and other life skills. There are a range of play opportunities available for children, young people and families across Islington that are already taking place, both through direct work or contracts with the Council or through partner organisations across sectors.

We will develop better and coordinated marketing and communication activity to publicise the range of play opportunities available not only to families, but also to those who work with them and could signpost families to access play opportunities based on ages, stages and needs.

We will also identify what we need for both play and adventure play from 2019 that will ensure these meet the needs of children, young people and families, and attempt to co-produce this with families, providers, communities and councillors.

Lead Council Member: Cllr Joe Caluori

FFC-03: Islington Play Offer – Play Streets

Corporate Plan Theme: **Children and Young People**

Fair Futures Commission Call to Action: We ask Islington Council for a commitment to organise more Play Streets and broaden these out to schools and estates.

What we are going to do: Accept

FFC-03: Islington Play Offer – Play StreetsCorporate Plan Theme: **Children and Young People**

The council currently have 11 play streets operating in Islington and one more at consultation stage, which will give us a total of twelve. We have a play street operating at one of the primary schools. More promotion is planned for play streets through Islington nurseries and schools and by working with London Play. The school streets closures that are programmed for this year will also help the promotion of play streets by showing people the benefits of traffic free streets. We will also promote play streets with parents of schools involved in the school streets scheme.

Lead Council Member: Cllr Claudia Webbe

FFC-04: Staff Volunteering - 'community/real/goal model' rolesCorporate Plan Theme: **Children and Young People**

Fair Futures Commission Call to Action: We ask Islington Council to lead the way and use their staff volunteering programme to recruit staff to 'community /real/goal model' roles. Invite local businesses and community leaders to take part.

What we are going to do: Accept

There are several organisations in Islington that offer and have experience of mentoring children and young people. This includes the BIG Alliance, Islington Aspires, Friendship Works and Chance UK. Together with these organisations, the council's Home and Communities and Strategy and Change teams will co-ordinate the 'community /real/goal models' mentoring opportunities and put in place a pro-active campaign to encourage Islington Council staff to volunteer for these.

Lead Council Member: Cllr Kaya Comer-Schwartz

FFC-05: Vulnerable AdolescentsCorporate Plan Theme: **Children and Young People**

Fair Futures Commission Call to Action: We ask Islington Council and other public and community organisations to explore a co-ordinated way to support young people to build their abilities and tackle past experiences. This should empower them socially, emotionally and develop their thinking and reasoning skills. Train those who work with young people about mental health first aid, and ways that respond to children and young people's past negative experiences and events

What we are going to do: Accept

At the same time as the Commission, the Council's Children's Services Scrutiny Committee conducted a review on the co-ordination and join up of services for vulnerable adolescents. Overall the Committee was impressed with the wide range of support services available for vulnerable adolescents.

However, further improvements could be made which are related to a greater strategic join-up between services; working differently by adopting new practices, such as trauma informed and contextual safeguarding approaches; closer work with the Police around domestic violence and the sharing of intelligence; making the most of existing resources; and communicating more effectively with young people and the professionals that support them.

Implementing the action plan in response to the scrutiny committee's recommendations will be done in partnership with other public and community organisations.

Lead Council Member: Cllr Joe Caluori

Fair Futures Commission Call to Action: We ask the Government to make learning about money, healthy relationships, the political system, physical and emotional health, cultural awareness and personal safety statutory. Time should be set aside in every school's timetable and in youth work services.

What we are going to do: -

Personal, social, health and economic (PSHE) education is a school subject that supports pupils to be healthy, safe and prepared for life. It covers a range of pressing issues facing children and young people, including relationships, mental and physical health, online and offline safety, financial literacy and preparation for adulthood. Although the relationships and health aspects of PSHE education [will be compulsory](#) in all schools from 2020, we agree with the Fair Futures Commission that there is still a case for all aspects of PSHE education to be compulsory.

The council will continue to work with our school community to influence good quality RSE, RE and PSHE and publishing information about their PSHE programmes as part of our responsibilities to improve public health and safeguarding outcomes for children, young people and families.

We will also engage with the PSHE Association who continue to campaign for statutory PSHE.

Lead Council Member: Cllr Joe Caluori

Fair Futures Commission Call to Action: We ask Islington Council, organisations such as the National Citizen Service, universities, housing and schools to work together and pledge practical ways to teach Islington's young people how to live independently and prepare for managing a home and their money.

What we are going to do: Accept

The council will embed this within [Summervarsity](#) and within support for young people such as children in our care and those with special educational needs and disabilities (SEND).

We will plan how independent living skills could form part of an introductory meeting for those young people signing their council home tenancy. We see this as a way to build a trusted relationship with young people and young adults and encourage their involvement in the community.

The Council Executive will also ask the revised Children's Trust Board to co-ordinate this commitment with other organisations such as NCS, local universities, housing and Islington schools.

Lead Council Member: Cllr Joe Caluori; Cllr Diarmaid Ward

Fair Futures Commission Call to Action: Support young people to have the skills and understanding about mental health and asking for help. Develop ways that empower children and young people to manage their feelings and emotions: create safe and clear spaces for friends to flag when a young person they know may be struggling. This could also be for young people to go for support to manage their emotions and feelings. Make this a youth-led approach similar to You're Welcome for health services. Spaces could be in schools, pop-ups in youth hubs, businesses and Islington Council buildings.

FFC-08: Transforming social, emotional and mental health - youth led spaces for self-management

Corporate Plan Theme: **Healthy independent lives**

What we are going to do: Accept

The Islington Clinical Commissioning Group Board and Council Executive recognise that services to support social, emotional and mental health are largely traditional in the way they are offered to children and people. We want to make sure that there are opportunities for young people to support with their skills and understanding of mental health, get help, support each other and prevent further challenges.

By 2020/21, Islington will have an offer that supports all children and young people in the best possible way. The system will exist beyond traditional health settings with a strong focus on early intervention and prevention.

We will move from the traditional service offer and have a single point of access for all Child and Adolescent Mental Health Services (CAMHS). No family or young person should be turned away and they will be able to access information and advice at a minimum in places and spaces where they feel comfortable. For those who do not require a CAMHS intervention, there will be sign posting to other services and support. We will need to work schools, youth hubs and other services to make this happen.

Lead Council Member: Cllr Janet Burgess

FFC-09: Transforming social, emotional and mental health - social prescribing and 'Five Ways To Wellbeing' offer

Corporate Plan Theme: **Healthy independent lives**

Fair Futures Commission Call to Action: a) We ask the Islington Clinical Commissioning Group to consider linking young people to social action by using social prescriptions together with medical approaches to mental health. For example, a doctor would signpost a young person to community activities, group or services to help them improve their mental health.

b) Develop ways that empower children and young people to manage their feelings and emotions: connect children and young people to the following 'Five Ways to Wellbeing' opportunities:

- i. Connect - see friends, talk to family, get involved in a youth group;
- ii. Keep learning and be creative - read or learn a new activity for fun, join a library, draw, paint, act, play;
- iii. Be active - walk, cycle, play sports, swim, dance;
- iv. Take Notice - mindfulness meditation, yoga;
- v. Give - volunteer, get involved in community or youth-led activities or campaigns

What we are going to do: Accept in principle

Together with the Islington Clinical Commissioning Group, the council will explore a social prescribing model for children and young people with the aim of embedding and connecting this to local 'Five Ways to Wellbeing' opportunities. This would need a seamless 'Five Ways to Wellbeing' offer to support children and young people to manage their emotions and feelings, developed in partnership and connected to our new approach to accessing support for social, emotional and mental health needs.

Lead Council Member: Cllr Janet Burgess

FFC-10: Transforming social, emotional and mental health - staff training in schools and youth settings

Corporate Plan Theme: **Healthy independent lives**

FFC-10: Transforming social, emotional and mental health - staff training in schools and youth settings

Corporate Plan Theme: **Healthy independent lives**

Fair Futures Commission Call to Action: Develop ways that empower children and young people to manage their feelings and emotions: training for staff in schools on how to identify and support children and young people to manage their emotions and feelings.

What we are going to do: Accept in principle

The council will co-devise training opportunities with the school community and commissioned youth hubs on how to identify and support children and young people to manage their emotions and feelings. An example of this is our recent approach to trauma-informed practice in schools. The Children's Health Commissioner will assess whether this could be included in the overall approach for transforming social, emotional and mental health services.

Lead Council Member: Cllr Janet Burgess; Cllr Joe Caluori

FFC-11: Nature for Wellbeing

Corporate Plan Theme: **Healthy independent lives**

Fair Futures Commission Call to Action: Develop ways that empower children and young people to manage their feelings and emotions: create a calm and peaceful reflection space in a local park for young people and families when faced with difficult and challenging times such as bereavement.

What we are going to do: Accept in principle

The council will build on the example of this at Cornwallis Park and start discussions on how this could be developed further to support bereaved young people and families. We are also working with Sunnyside Community Garden and the Morris Foundation to create a memorial garden at Sunnyside.

Lead Council Member: Cllr Claudia Webbe

FFC-12: The Young and The Digital: online and digital support offer

Corporate Plan Theme: **Healthy independent lives**

Fair Futures Commission Call to Action: a) Develop ways that empower children and young people to manage their feelings and emotions: explore how digital technology can support young people to manage their feelings and emotions.

b) We ask Islington Council and NHS services that support young people, parents and carers to explore tried and tested digital technology as part of the service or support offer for them. Enable young people, parents and carers to:

- use technology such as Skype for follow up appointments, advice and guidance in circumstances where a young person or parent do not have to be seen or examined. This excludes social care where a child must always be seen
- use online peer support so that they can support others who are going through the same challenges.

What we are going to do: Accept in principle

The council and local health organisations agree to include a digital solution as part of the redesigned social, emotional and mental health pathway.

Over a six-month period, a project in partnership with the Good Things Foundation tested what part digital can play in supporting young people aged 11 – 18 with mental health needs, as part of the NHS

FFC-12: The Young and The Digital: online and digital support offer

Corporate Plan Theme: **Healthy independent lives**

Widening Digital Participation Programme. This included young people with low level needs and those with severe and complex needs.

As a result of this project and the insights gathered through the Fair Futures Commission, a joint CCG and council team will lead on:

- developing local pages for children and young people under NHS GO to enable easy access to information, advice and guidance around issues to do with emotional health and wellbeing
- procuring a tried and tested online counselling solution, as part of 'goal focused, evidence informed and outcomes focused intervention'.

Further learning will help to support other local services with the opportunities that the digital landscape can provide as part of a service or support offer.

Lead Council Member: Cllr Janet Burgess

FFC-14: Supporting young council employees' emotional health and wellbeing

Corporate Plan Theme: **Well run council**

Fair Futures Commission Call to Action: In organisations, consider mental health awareness training for staff who manage young people such as apprentices and young adults.

What we are going to do: Accept

To ensure employees at Islington Council who manage young people (aged 16-24) can support their emotional health and wellbeing, First Aid Mental Health Awareness Training will be made available to all managers. This training will be promoted from January 2019 across all media channels, as well as by HR colleagues as they advise managers of their responsibilities. Consideration is being given to whether it should be added to the list of mandatory courses for new managers.

The council's internal Managing an Apprentice course will be adapted to include content on communicating with young people.

Apprentices will also be encouraged to develop their communication skills during their mentoring and review meetings, as well as to attend courses to improve their communication and confidence, for example Courageous Conversations and Confident Communication.

The objectives are:

- i. to improve the range and effectiveness of managers' communication skills so they are able to communicate well with young people;
- ii. to give managers an understanding of the mental health issues that young people face so that they are able to support them in the workplace; and
- iii. to improve the confidence and ability of younger employees to communicate effectively.

Lead Council Member: Cllr Andy Hull; Cllr Janet Burgess

FFC-15: One Place

Corporate Plan Theme: **Well run council**

Fair Futures Commission Call to Action: Review [lzyy-info](#) for what's needed for an online 'one stop shop.'

What we are going to do: Accept

There is consistent feedback from young people that they know that there are a lot of things available for them to do in Islington, but they don't necessarily know where to find out about what's on offer. We want more young people to know what is available to help them with this. The council will:

- Work with the Islington Youth Council to review Izzy-Info
- Deliver an internal comms campaign to ensure that all opportunities for young people provided by the council or commissioned partners are promoted
- Ensure information is provided on digital notice boards in the youth hubs and on council housing estates
- Ensure that other relevant online content developed by council services or partners, such as health and children's social care, is linked effectively in one place

By doing this, young people (13+) will know where to find information and what is on offer to them.

Lead Council Member: Cllr Joe Caluori

Fair Futures Commission Call to Action: We ask schools for a commitment to opening up school buildings as a resource for young people to use when the school day finishes or during the school holidays. Some schools do this already and could support other schools to make it happen.

What we are going to do: -

Schools are at the heart of local communities. The council will explore with schools about opening up their facilities to the public after school hours, making best use of the great facilities we have. We will start by sharing the practice that already exists within the school community.

Lead Council Member: Cllr Joe Caluori

Fair Futures Commission Call to Action: We ask the Council and other organisations – like the police and schools - for a commitment to empower young people to support each other. This may help young people who got through their challenges to support others in similar situations.

What we are going to do: Accept in principle

The Executive endorse the spirit of this recommendation and would like to include this commitment in the Islington 'Pledge/Guarantee' for Children and Young People (see page 25).

Lead Council Member: Cllr Joe Caluori

2. 21st century skills for work and the future of work

FFC-18a: Experiences of the world of work: 100 hours by age 16

Corporate Plan Theme: **Jobs and money**

Fair Futures Commission Call to Action: We ask Islington Council, schools and businesses to develop great experiences of the world of work. All Islington young people would benefit from at least 100 hours experience of the world of work by the time they reach the age of 16. Work experience should be a priority.

What we are going to do: Accept

The Council Executive commit to enabling 100 hours' experience of the world of work for every young person. This is part of [Islington Council's corporate plan](#).

The council will co-devise the 'world of work' (WoW) guarantee with the school community, young people, businesses and youth and community partners. We will start by convening existing partners to collate and widely promote current activity as a coherent offer, available to primary and secondary schools. A menu of current WoW opportunities will be shared with schools from by early 2019.

By March 2019 we will have:

- Mapped provision and potential partners
- Identified gaps
- Solicited new pledges from businesses to begin to address gaps
- Created a WoW strategic communications plan
- Established methods of embedding 100 WoW in schools
- Identified opportunities for young people to access WoW activity outside of school
- Agreed measures to track progress
- Devised a plan to substantially increase work experience

Lead Council Member: Cllr Asima Shaikh

FFC-18b: Experiences of the world of work: work experience

Corporate Plan Theme: **Jobs and money**

Fair Futures Commission Call to Action: We ask Islington Council, schools and businesses to develop great experiences of the world of work: improve work experience placements by

- clarifying what meaningful work experience is .g. the core set of non-industry specific outcomes and skills to be achieved through work experience placements
- providing guidance for employers on offering meaningful and structured placements
- using role descriptions for work experience placements
- coupling work experience with the specific options that students and young residents pick
- developing flexible models of work experience placements e.g. not only traditional one week blocks - one day/week, offered as part of the curriculum, done during the school holidays

The approach should be accessible to young people either living in Islington and/or studying in Islington schools.

What we are going to do: Accept

As a key theme within the offer of 100 hours' experience of the world of work, a plan to substantially increase work experience will be prepared by March 2019 and will include:

FFC-18b: Experiences of the world of work: work experience

Corporate Plan Theme: **Jobs and money**

- An audit of current opportunities
- Consultation with a reference group of employers, young peoples and schools
- The Council leading by example by launching its own work experience programme
- Work experience embedded in the Council's role as an economic agent
- The local public sector called upon to follow suit
- Targeted employer engagement to generate work experience as part of a wider pledge to WoW.
- Production of a how to guide to assist schools and employers with limited track record of providing work experience.
- A sustainable approach to brokering and promoting work experience

Lead Council Member: Cllr Asima Shaikh

FFC-19a: Culture, Creativity, Digital and STEM Business talent and mentoring networks

Corporate Plan Theme: **Jobs and money**

Fair Futures Commission Call to Action: We ask Islington Council and its partners to build on business talent and mentoring networks for young people. These should be for young people who do not have access through their family or social connections.

What we are going to do: Accept

Business mentoring programmes are currently delivered in all mainstream secondary schools, and the BIG Alliance are a key provider of this. Our strategic partnership with the BIG Alliance will enable a commitment the programme engaging with some of our most disadvantaged groups of young people, including children in care and those on free school meals, while bespoke programmes with the Pupil Referral Unit and Samuel Rhodes School will be launched in the Autumn term of 2018.

We will map other mentoring schemes between schools, youth providers and business volunteers as part of our wider strategy for 100 hours' experience of work, to be complete by end of 2018. We will also use our leverage through council contracts, planning agreements and Genuinely Affordable Workspace provision to increase business and mentoring networks targeted at young people who do not have access.

Lead Council Member: Cllr Asima Shaikh

FFC-19b: Culture, Creativity, Digital and STEM Business talent and mentoring networks: Digital businesses

Corporate Plan Theme: **Jobs and money**

Fair Futures Commission Call to Action: We ask Islington Council to create a connection with digital businesses of all sizes, including in Tech City, so that Islington young people access opportunities and support.

What we are going to do: Accept

We concur that this is a sector that is difficult for local young people without networks or connections to access. We will devise a plan to engage the local tech sector to develop young talent on its doorstep. We have begun building links with the sector through organisations such as Capital Enterprise, while Soapbox, the council's commissioned youth hub on Old Street, offers young people in Islington the chance to explore tech, gain skills and access opportunities. Work is underway with Soapbox to:

- plan further outreach activities across the borough in 2018/19

**FFC-19b: Culture, Creativity, Digital and STEM
Business talent and mentoring networks: Digital
businesses**

Corporate Plan Theme: **Jobs and money**

- engage young people onto a Digital Pathways programme that provides routes into apprenticeships, running until June 2019

We will also use our leverage through planning agreements and the council's Genuinely Affordable Workspace programme to create insight, work experience, mentoring and employment opportunities. The first Genuinely Affordable workspace developments will be launched in the heart of Tech City in early 2019 and in Finsbury Park from 2020.

Lead Council Member: Cllr Asima Shaikh

FFC-20a: Young entrepreneurs

Corporate Plan Theme: **Jobs and money**

Fair Futures Commission Call to Action: There should also be a better focus on encouraging young people into other routes for work, such as turning their innovations and ideas into their own business.

What we are going to do: Accept

As part of the development of the Employability and Skills strategy, and the Inclusive Economy Strategy, a programme of work will be devised to support self-employment, targeting young entrepreneurs. This will likely include: business start-up training; financing; mentoring; and, development support. The programme will be defined by March 2019, with implementation in 2019/20, and over the duration of the two strategies.

Lead Council Member: Cllr Asima Shaikh

FFC-20b: Young entrepreneurs: start up support

Corporate Plan Theme: **Jobs and money**

Fair Futures Commission Call to Action: We ask Islington Council to explore a model that could be used to offer start-up grants to young entrepreneurs. This could be similar to what is known as a corporate social responsibility or an incubator fund approach.

What we are going to do: Accept in principle

As part of the development of the Employability and Skills strategy, and the Inclusive Economy Strategy, a programme of work will be devised to support self-employment, including access to affordable finance. Officers will examine options for a dedicated funding stream to support young entrepreneurs. This will include engagement with a range of funders, and examine the potential for an incubator approach, throughout 2019/20.

Lead Council Member: Cllr Asima Shaikh

**FFC-21: Alliance for preparing young people for
work and the future of work**

Corporate Plan Theme: **Jobs and money**

Fair Futures Commission Call to Action: We ask Islington Council in conjunction with schools, further education, businesses, organisations such as the NCS and young people to form an alliance for preparing young people for work and future of work. This should champion and lead the way with turning information about the future of work into local action, creating opportunities for both young people who live and/or go to an Islington school and working differently to develop young people's employability and entrepreneurial skills. It could also oversee the approach to talent and business networks.

FFC-21: Alliance for preparing young people for work and the future of work

Corporate Plan Theme: **Jobs and money**

What we are going to do: Accept

In order to fulfil the council's commitment to ensuring young people benefit from 100 hours' experience of the world of work, we will play a convening role and bring together various partners to support their alignment with our shared goals. We already convene several existing networks covering careers and employability, including the schools' Careers Network, the Aspire Youth Employment Network, and the Pathways to Employment Partnership, and will apply a Team Islington approach to ensure provision is coordinated and of high quality.

Lead Council Member: Cllr Asima Shaikh

FFC-22: Careers education and advice in school inspections

Corporate Plan Theme: **Children and young people**

Fair Futures Commission Call to Action: We ask Ofsted to prioritise careers education and advice in school inspections. We suggest Islington Council arranges a roundtable with the Government's Chief Inspector of Education, other local authorities, schools and employers to discuss a way forward to achieving this.

What we are going to do: Accept

Following the recent recommendation from the [UK Parliament's Public Accounts Committee about Ofsted ratings for careers advice](#) and the DfE's plans for [careers education](#), the council's Children Employment and Skills department will propose a roundtable with Ofsted, other local authorities, DfE, schools and employers about prioritising careers education and advice in school inspections.

Lead Council Member: Cllr Joe Caluori; Cllr Asima Shaikh

FFC-23: Employers preparing young people for the world of work

Corporate Plan Theme: **Jobs and money**

Fair Futures Commission Call to Action: We ask Islington Council, businesses and young people to develop an Investors in Young People qualification for employers to encourage their contribution to preparing young people for the world of work. Actions could include incentives for employers who prioritise efforts to train and equip young people with skills for work

What we are going to do: Accept in principle

Building on the recommendations of the 2014 Employment Commission, the council devised the Islington Offer to businesses. We will refresh the Islington Offer to include a pledge by businesses to support young peoples' preparation for work. By March 2019 we will have identified the key features of this pledge and a communications plan that includes promotion to employers and recognition for those who support.

Lead Council Member: Cllr Asima Shaikh

FFC-24: Future world of work

Corporate Plan Theme: **Children and Young People**

Fair Futures Commission Call to Action: We ask Islington Council and schools to prepare young people with the skills they will need to secure jobs in the future, such as creativity, new ways of working and

decision making. Equip schools and young people with up to date information about the future of the world of work, so that this informs careers education and choices

What we are going to do: Accept

The council will utilise the Careers Network as a forum for sharing learning and practice across all schools, and CPD opportunities linked to Labour Market Information will continue to be a regular feature. An LBI task and finish group has been established to compile relevant resources for school staff, young people and parents which will be available by December 2018.

Alongside the commitment to 100 hours experience of the world of work, a further '11 by 11' entitlement will enable all children and young people attending Islington schools to benefit from 11 outstanding cultural experiences by Year 11. The 11 by 11 programme, delivered in partnership with schools and local arts and cultural partners, commences in September 2018.

Lead Council Member: Cllr Asima Shaikh; Cllr Kaya Comer-Schwartz

Fair Futures Commission Call to Action: We ask Islington Council and affordable workspace providers to test how affordable workspaces with childcare facilities for young parents or parents with children could work.

What we are going to do: Accept

The Affordable Workspace Strategy (AWS) will set out the strategy for delivering genuinely affordable workspace across Islington, initially over the period 2018 to 2021. Primarily, looking at the delivery through affordable workspaces secured from Planning S106 obligations, and securing external funding to deliver other models of affordable workspace elsewhere in the borough.

As part of the AWS objectives, the Inclusive Economy team will proactively research and test new workspace models that are inclusive of childcare facilities, and make recommendations on any changes required in the policy and implementation frameworks.

To date, the Inclusive Economy team has engaged with a number of childcare friendly workspace providers. These workspace providers have been added to the council's approved affordable workspace providers list and they are now able to access opportunities for bidding to operate new affordable workspace in the borough.

Lead Council Member: Cllr Asima Shaikh

3. A child-friendly place to live and grow

FFC-26: Local Plan: Child-friendly Place

Corporate Plan Theme: **Place and environment**

Fair Futures Commission Call to Action: We ask Islington Council to use the next version of the Local Plan to set out a vision and design for how Islington becomes a child-friendly place. This includes helping some of the recommendations in this section happen.

What we are going to do: Accept

Islington's current [Local Plan](#) contains a wide range of policies which, individually and cumulatively, contribute to making Islington a child friendly place. For example, our planning policies on maximising the provision of genuinely affordable housing for local people, improving open space and play space, reducing pollution and creating an inclusive environment, to mention but a few. We are encouraged that the Mayor of London's [new draft London Plan](#) supports the approach we have taken to date for child-friendly neighbourhoods, particularly children's play.

We are in the process of reviewing the Local Plan, and will look to refine and improve the relevant policies as far as is possible, as well as the plan vision, to reflect the goal of making the borough a child-friendly place to live and grow. The Local Plan review process is a lengthy formal process which will take a couple of years to complete. This will include consultation in a meaningful way with children and young people. It is anticipated that the new Local Plan will be formally adopted in the Autumn of 2020.

Lead Council Member: Cllr Diarmaid Ward; Cllr Claudia Webbe

FFC-27: Involving young people in major development projects

Corporate Plan Theme: **Place and environment**

Fair Futures Commission Call to Action: We ask Islington Council and private developers to consult children and young people at the earliest stages of the design, development and delivery of major development proposals including social housing. This includes the way consultations are managed and run to involve children and young people. It also includes feeding back about what has happened as a result of their views. The consultation design process timescales and methods should work for all.

We ask Islington Council and other social housing landlords to create a community feel and ownership of both place and the community with young people by involving them in the design of housing and other development projects.

What we are going to do: Accept

We will conceptualise and embed ways to involve young people in the design of housing and other major development projects. This is fundamental to ensuring they are involved in shaping the future of borough. The council's Planning and Development and Housing Services will work together over the next 6 – 8 months to develop an approach for involving young people in the development of large scale schemes. The method and forum for involving young people will need to be meaningful, cost effective and not result in delays in processing planning applications and/or the delivery of the projects. The New Homes Board will be involved in developing this approach.

Lead Council Member: Cllr Diarmaid Ward; Cllr Claudia Webbe

FFC-28: Child-friendly public spaces

Corporate Plan Theme: **Place and environment**

Fair Futures Commission Call to Action: a) We ask Islington Council to change the culture and design of park spaces to create a welcome and inclusive playable landscape that is child and young person friendly. Design public spaces in ways that include and benefit all residents.

b) We ask that community development approaches are used for spaces where there are conflicting uses by young and older residents. One part of the community's gain should not be the other's loss. Try to build shared ways for using public space across the young, very young, adults and older people.

What we are going to do: Accept

In consultation with partners, Islington Council's Greenspace and Leisure Team have now developed three new objectives with supporting actions and principles to transform the way they work with children and young people:

1. A new commitment and strategy for Parks & Leisure for Children and Young people
2. To ensure consultations for park and leisure improvements give a fair voice to children and young people
3. To change the culture and design of park spaces to create a welcome and inclusive playable landscape that is child and young person friendly

Lead Council Member: Cllr Claudia Webbe

Fair Futures Commission Call to Action: We ask Islington Council and its partners for a commitment to improve the basics of good quality surroundings including the visual appearance, safety, lighting and mix of use, particularly on Islington's estates, and in other parts of Islington.

What we are going to do: Accept in principle

As part of our Capital Programme, we will assess opportunities to improve the basics of good quality surroundings including the visual appearance, safety, lighting and mix of use, particularly on Islington's estates, and in other parts of Islington. This will be alongside our existing planned works.

Lead Council Member: Cllr Diarmaid Ward; Cllr Claudia Webbe

Fair Futures Commission Call to Action: We ask Islington Council to actively engage children, young people and families in planning the important transport and travel opportunities in Islington.

We ask Islington Council to create and consult children, young people and families on maps of walking and cycling routes. Take into account air pollution and road safety. Recognise the additional challenges posed by views about crime, gang lines, and other concerns. Where possible, try to design out and overcome these issues. Try to connect these networks to all schools, leisure centres and other key places for children and young people.

What we are going to do: Accept

We will seek external funding and Islington Council's Transport Planning team will actively engage children, young people and families in the consultation on Islington's new Transport Strategy. We will seek to ensure that this engagement continues for each scheme.

The Transport Strategy and its associated schemes will work towards goals such as improving road safety and improving air quality through reducing road traffic, and increasing personal safety by designing out crime. It will also seek to make the transport environment more accessible to all, including children and young people.

Consultation for the Transport Strategy and scheme delivery plan will start in late 2018. The final strategy will be adopted in Spring 2019.

Existing / planned work

The Council's Environmental Pollution team advises on clean air walking and cycling routes. In addition to creating healthy travel routes, the council is also committed to reducing transport-related air pollution, particularly in sensitive locations, such as schools. School Streets is a funded scheme where roads will be closed around schools to improve air quality around places where children and young people regularly spend time. The project is out for consultation already for one school. Pending the results, this will either start in September or will go out for consultation again, for a November start if it gets through the second round of consultation. Six more consultations are starting in September. The council is looking for more schools to join by the end of the financial year.

In preparation for the introduction of the Ultra-Low Emission Zone (ULEZ) restrictions on polluting vehicles, the environmental pollution team are not only publicising the changes, but are also doing work to promote ways people can take up active travel modes such as walking and cycling. This could be considered in relation to targeting parents who drive their children to school.

One of this year's Safer Routes to Estates schemes is centred around improvements to the access around the Rose Bowl youth centre, including increased lighting, gates, and reducing tree cover. For the next year's round of funding, the programme managers are committed to increasing the amount that children and young people are consulted on in the beginning stages where decisions are made about where there need to be local improvements in the first place.

The Traffic and Safety Team will continue to encourage schools to involve children and parents when maintaining School Travel Plans (STP) and to work towards the Transport for London STARS (Sustainable Travel Active Responsible Safe) accreditation scheme.

Potential work (subject to scoping and funding)

There isn't currently funding to expand the primary school clean air routes scheme to other schools. However, should funding or resources become available, the environmental pollution team will consider projects with other schools or key destinations for children, young people and families, to co-create routes with them that promote routes with cleaner air, taking into account road safety and crime. They may also look to secure funding for projects to further increase use of clean air routes over more polluted ones by making them more physically appealing with things like imaginative signposting and street art co-created with local primary schools.

Given that all these issues are cross-cutting, we will pull together a cross-departmental group to network and collaborate, and share their understandings of key routes and their knowledge of work that is currently ongoing or planned, in order to make the streets and access routes to key community destinations into 'Healthy Streets'.

Lead Council Member: Cllr Claudia Webbe

Fair Futures Commission Call to Action: We ask Transport for London and the British Transport Police to explore how young people can raise concerns about their safety on Islington transport routes.

What we are going to do: -

As part of our commitment to safeguarding, we will play a convening role and engage with Transport for London and the British Transport Police to stimulate a conversation about these organisations can take forward this recommendation.

Lead Council Member: Cllr Andy Hull; Cllr Claudia Webbe

Fair Futures Commission Call to Action: We ask services working with young people to explore how young people can communicate concerns about their safety in particular places and spaces in Islington. This includes identifying any themes regarding places where young people say they feel unsafe as a way to target interventions and/or ask professionals to explore this as routine when working with young people.

What we are going to do: Accept

Seeing Islington through the eyes of young people, understanding their lived experiences about safety in different places and spaces and co-producing solutions with them is central to creating a safer Islington to grow up in.

- **Safety in local neighbourhoods:** Building on the approaches used by the Fair Futures Commission, we will use a programme of creative neighbourhood walkabouts and safety mapping with children and young people so that they can show and discuss issues about their safety directly with us.
- **Safety in physical and social environments:** Council staff working directly with young people will be asked to regularly incorporate safety in different environments in their conversations with them. Similarly, services commissioned by the Council to work with young people will be asked to do the same and feed the themes back via the monitoring process for their contract.

We will collate the themes identified through these approaches and co-produce solutions with young people and others, regularly feeding into the Youth Justice Management Board and Islington Safeguarding Children Board.

Lead Council Member: Cllr Joe Caluori; Cllr Andy Hull

Fair Futures Commission Call to Action: We ask Islington Council and other social housing landlords to review signage on estates with children, young people and adults, such as the 'No Balls Games' signs. Use positive messages. Use the shared external environment and communal facilities to support health, play, physical activity and access to activities.

What we are going to do: Accept

We have put in place a cross-departmental project team who will work with the local community to alter or remove these signs. We will test the approach with young and adult residents on a Islington estate

and use this as an opportunity to connect young people and other residents to health, play, physical activity and other opportunities. In our convening role, we will work with housing association partners, via the Islington Housing Group, to support their alignment with this goal.

Lead Council Member: Cllr Diarmaid Ward, Cllr Janet Burgess

Fair Futures Commission Call to Action: We ask Islington Council and other social housing landlords to develop housing options and approaches for young people growing up in Islington, that allow them to pursue education and work whatever their background.

What we are going to do: Accept

We commit to 1,900 further genuinely affordable by 2022, including 550 new council homes and 50% genuinely affordable housing is required on all sites of 10 units or more. To support young people growing up in Islington remain in the borough, our [2018 housing allocations scheme](#) makes provision for the sons and daughters of council, housing association and private sector tenants living in the borough. Under the New Generation Scheme, young people can apply for a property as long as they have lived in Islington for at least three of the last five years with their parents in either a social or private tenancy.

We will continue to ensure that care leavers have a good range of options available to them. This includes making sure that they feel safe in their homes, are supported to move to independent accommodation when they are ready and can manage their tenancy.

Lead Council Member: Cllr Diarmaid Ward

Fair Futures Commission Call to Action: Develop ways to reduce the impact of overcrowding for children and young people on their long-term health conditions and their education and employability opportunities.

- Drying or communal laundry facilities or the design/redesign of flats to minimise the development of damp which affects conditions such as asthma

What we are going to do: Accept in principle

The lack of space can have negative health effects if people try to dry damp clothes in poorly ventilated rooms. We have now set up a pilot to test a drying/communal laundry facility on one of our estates. This will inform how this approach can be used for existing and future council housing developments.

Lead Council Member: Cllr Diarmaid Ward

Fair Futures Commission Call to Action: Develop ways to reduce the impact of overcrowding for children and young people on their long-term health conditions and their education and employability opportunities.

- Explore a fund to mitigate the impact of overcrowding for children, young people and families

What we are going to do: Accept in principle

The Council Executive would like to refocus its efforts on minimising the impact of overcrowding for its residents. We have started by reconvening an Overcrowded Housing Group to identify specific actions and opportunities that tackle overcrowding or can minimise its impact. As part of this, the group will examine the potential for different approaches including a fund.

Lead Council Member: Cllr Diarmaid Ward

Fair Futures Commission Call to Action: Develop ways to reduce the impact of overcrowding for children and young people on their long-term health conditions and their education and employability opportunities.

- Enabling access to good study space in places such as libraries, leisure centres and businesses

What we are going to do: Accept

The [inspiring approach adopted by Eurostar](#) which uses its Kings Cross headquarters and staff for study space and tuition highlights a low-cost approach to simultaneously support young people's education and address issues such as overcrowding.

We will ensure homework space and computers continue to be provided in all libraries. In our convening role, we will bring partners including businesses together to examine the potential for 'homework zones' to increase capacity and help businesses to support the community.

Lead Council Member: Cllr Asima Shaikh

4. Connected communities

FFC-37: Youth and Parent/Carer leadership and social action opportunities

Corporate Plan Theme: Well run council | Place leadership

Fair Futures Commission Call to Action: a) We ask Islington Council, together with schools, NHS and other partners to join up youth leadership and social action opportunities. It should be clearer for young people and parents/carers about how they can get involved. Monitoring of the social and employment skills they gain from their involvement should take place.

b) We ask Islington Council to create ways for children and young people to send ideas about making places better and safer on an ongoing basis. This could be crowdsourcing ideas and similar to platforms such as [Fill That Hole](#).

What we are going to do: Accept in principle

Both the Council Executive and ICCG Board recognise that public, resident and user involvement is a crucial part of the services we design, develop and deliver. We agree with the spirit of this recommendation and would like to engage with other partners such as Healthwatch about what we can do together.

A programme of work will be devised to develop and/or support

- a central online 'opportunities' point for young people or parents to register for these opportunities e.g. the use of the council's website to facilitate this
- equal access to opportunities for children, young people, parents and carers to creatively get involved at different levels (from being a young advisor, parent champion, on a school council or youth councillor to responding to consultations, designing new services and involvement in focus groups).
- monitoring the social and employment skills that young people, parents and carers gain from their involvement
- appropriate reward and recognition for children, young people, parents and carers in line with the framework created for adults
- opportunities to crowdsource ideas with children, young people and families using digital and online platforms
- publishing consultation and engagement results and guidelines on techniques

Lead Council Member: Cllr Joe Caluori; Cllr Andy Hull

FFC-38: People as partners

Corporate Plan Theme: Well run council | Place leadership

Fair Futures Commission Call to Action: We ask Islington Council, together with schools, NHS and other partners to join up youth leadership and social action opportunities. It should be clearer for young people and parents/carers about how they can get involved. Monitoring of the social and employment skills they gain from their involvement should take place.

- a commitment for new policy and commissioning projects to include co-production in either the development or delivery of services particularly children, young people or parents/carers with 'hidden voices'.

What we are going to do: Accept in principle

The Executive and ICCG Board agree with the spirit of this recommendation and would like to explore modelling genuine co-production with children, young people and parents/carers - particularly those with 'hidden voices' in an open and transparent way, and then spreading this way of working throughout our organisations. We will start by testing this on the development of community space in North Islington over the next 7 – 8 months.

Lead Council Member: Cllr Andy Hull; Cllr Kaya Comer-Schwartz

Fair Futures Commission Call to Action: We ask Islington Council and NHS commissioners to consider social action as part of future contracts for services. For example, reserve part of the budget to fund youth peer support or parent champions.

What we are going to do: Accept in principle

The Executive and ICCG Board agree with the spirit of this recommendation and will start by piloting an approach on a future joint commissioning contract.

Lead Council Member: Cllr Andy Hull

5. Alliances for ambitious and fairer futures

FFC-40: A revised and stronger Children's Trust Board

Corporate Plan Theme: Well run council | Place leadership

Fair Futures Commission Call to Action: Build on the leadership that looks out for children and young people's interests, responding to what matters to them and improving their futures. The Islington Children's Trust Board should evolve to:

- Organise opportunities, ideas and resources from different people, places and organisations
- Take forward these recommendations
- It should lead the Guarantee and health and wellbeing investment and priorities for children
- Hold an annual Fair Futures Summit. This should check in on children and young people's experiences and what they need, progress on these recommendations and the future for learning, life and work skills.

What we are going to do: Accept

Both the Council Executive and ICCG Board endorse the spirit of this recommendation to evolve the statutory Children's Trust Board with a clearer purpose. This could be an opportunity to steer and drive action on the wider determinants of health that relate to the local, bi-borough and STP health and care investment and priorities for children and young people.

By March 2019, the council will use its convening role to bring a range of organisations and the community together to be an advocate for children and young people and a vehicle for making Islington the best place to grow up in. It will programme manage the implementation of the agreed Fair Futures Commission recommendations and report back to children and young people on progress.

Further to the approach taken by the Fair Futures Commission, the revised board will regularly listen to children and young people, their families, and frontline practitioners about their experiences. It will work to understand the challenges faced by children, young people and families. Using this understanding, the council and its partners will continue to co-create aligned, joint or integrated solutions that benefit the children and young people's outcomes and organisations in Islington.

Lead Council Member: Cllr Joe Caluori

FFC-41: The 'Islington Guarantee/Pledge/Entitlement' for young people

Corporate Plan Theme: Well run council | Place leadership

Fair Futures Commission Call to Action: We ask Islington Council and its partners to develop and communicate an 'Islington Guarantee' or 'Promise for Young People' for those living and/or studying in Islington. It should be from birth to adulthood. It should set out the life and work skills, outcomes and support young people can expect or are entitled to at different stages of their lives.

Actions could include: linking to a concessions card which includes discounts or access to local attractions, culture, leisure including cinema, sport, libraries, museums, etc .

What we are going to do: Accept in principle

The Council Executive will ask the revised Children Trust Board to bring this and other pledges together, build the delivery into existing partnership groups and ensure that young people review its effectiveness and report their findings to all senior leaders. This also responds to a recommendation from the Council's Children's Services Scrutiny Committee's [report](#) on co-ordinated and joined up services for vulnerable adolescents.

Lead Council Member: Cllr Joe Caluori

Fair Futures Commission Call to Action: We ask Islington Council and its partners to build on strengthening partnerships for young people using health or social care services, such as those with learning difficulties or disabilities, to help their independence.

What we are going to do: Accept

The ICCG will work with Islington Council and other partners to ensure that young people are supported in a seamless way with their education, health and care through to young adulthood. We will start by strengthening our joint commissioning arrangements and, where feasible, working through our bi-borough and our partnerships with neighbouring boroughs to develop solutions.

Lead Council Member: Cllr Janet Burgess

Keeping us accountable to you

The revised Children's Trust Board will programme manage the implementation of the agreed Fair Futures Commission recommendations and report back to children and young people on progress.

Each response has a lead councillor from the Council Executive. Members from Islington Council's or CCG senior leadership teams are responsible for making the changes happen. Together, the lead councillor and senior leader will mobilise other key leaders and stakeholders, advocate for the changes and embed in their part of the council or CCG.

Through our existing arrangements with them, the Youth Council will be able to take part in feedback from the political and senior leaders involved in implementing the Commission's recommendations.