

Resident Impact Assessment

Inclusive Knowledge Economy (IKE) – a four borough partnership, led by Islington Council to unlock Knowledge and Tech jobs for local residents

Service Area: Planning and Development

1. What are the intended outcomes of this policy, function, etc.?

- 1.1 Islington residents who are underrepresented in the Knowledge, Creative and Tech sectors, from diverse, disadvantaged, working class backgrounds and furthest from accessing the labour market, will be trained, coached and actively facilitated to take advantage of the range of employment opportunities in these sectors.
 - 1.2 Strong connections between the four partner boroughs, Capital Enterprise, and local Knowledge and Tech employers will be leveraged to enable this access through a number of different initiatives including the 'Growing the Middle' Skills Development Programme, apprenticeships, internships and work experience placements.
 - 1.3 Residents will also actively understand what's involved in starting up a Knowledge or Tech business and will be empowered to take this further through business and finance management training, structured networking, mentoring, and participation in pre-accelerator programmes.
 - 1.4 Micro and small businesses in Islington will be actively introduced to each other and to large, anchor institutions across the four boroughs to stimulate more B2B trading and supply chain activity that will mean Islington's local economy is more resilient to external shocks.
 - 1.5 New genuinely affordable workspace, equipped with the latest fibre optic digital connection capabilities will be made available for local small businesses, and for residents on the programme as they develop their careers in Knowledge and Tech.
 - 1.6 A vigorous programme of knowledge transfer will cement Islington's status as a pathfinder in developing new, flexible apprenticeship models, innovative business support and employment training for disadvantaged residents and will integrate this into the council's approach to extracting social value from genuinely affordable workspace.
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2. Resident Profile

2.1 The four borough, 'An Inclusive Knowledge Economy (IKE) project will unlock opportunities for people living in all parts of the borough. The table below includes key demographic and socio-economic indicators at borough level based on the 2011 Census data¹.

Measures		Islington
Resident population (16-64 years)	Total	176,744
	Female	87,316
	Male	89,428
	Young population (16-24 years)	29,418
Ethnic group	BAME	31.9%
	White	68.2%
Religion or belief	Christian	40.2%
	Muslim	9.5%
	Other	3.7%
	No religion	30%
	Religion not stated	16.6%
Socio-economic indicators	Employment rate	67.5%
	Self-employment rate	12%
	Unemployment rate	7.6%
	Economically inactive (long term sick or disabled)	5.4%
	No qualifications	12.3%
	Level 4 qualification or above	32.5%

3. Equality impacts

- 3.1** IKE will deliver positive socio-economic impacts overall, for residents and local businesses, and will contribute towards:
- the upskilling of residents and their seizure of opportunities for good work and career progression in Knowledge, Creative and Tech industries;
 - the enhancement of local economic cluster activities;
 - the development of the borough's business support offer for entrepreneurs and existing small businesses;
 - the creation of affordable hubs that residents can use as possible workplaces.
- 3.2** The fundamental thread tying together beneficiaries of the community engagement and talent and entrepreneurship components of IKE, will be residents from

¹ Data source available at <https://www.nomisweb.co.uk/census/2011>

disadvantaged socio-economic backgrounds who are struggling to get good work. A focus will be those who are underrepresented in Tech and Knowledge jobs including, but not exclusively BAME, people with a disability, and women. The creation of new affordable workspace across the four boroughs will also benefit local businesses and start-ups. This section of the Resident’s Impact Assessment summarises the employment support and affordable workspace initiatives and considers the potential impacts that they may have in relation to the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3.3 The council officers implementing IKE are also considered as part of this RIA, however, there were no impacts found on the assessment of this group.

3.4 IKE Participants and Affordable Workspace Users

3.4.1 Context

3.4.2 Project participants drawn from disadvantaged backgrounds in more deprived areas will benefit from access to events that will promote jobs and opportunities in Tech and Knowledge. Residents who are successfully motivated to take things to the next level will participate in activities such as start-up weekends, structured networking, mentoring, paid community apprenticeships, and pre-accelerator training. Workspace users will benefit directly from access to services provided at the workspace, including support for micro and small businesses renting the space, for example to access local supply chains, to get investment ready, and to take advantage of IT, HR and finance training, networking. The wider community will also be able to use the space for employment training and other suitable purposes.

3.4.3 Positive impacts

Protected Characteristic	Specific positive impacts
Age	The events management and follow up recruitment processes to join the IKE programme will ensure the advancement of equality of opportunity for those who may be discriminated against because of their age.
Disability	IKE has been designed to ensure the advancement of equality of opportunity for those who may be discriminated against because of a disability. The council will monitor regularly the correct implementation, compliance and continuous improvement of this measure through the monitoring arrangements agreed with the delivery organisation.

Gender reassignment	No specific impacts identified for this protected characteristic.
Pregnancy and maternity	No specific impacts identified for this protected characteristic.
Race	<p>Islington has a higher proportion of residents from Black, Asian and other minority backgrounds in comparison with the London average. The selection criteria that will be used to evaluate the results of on the inclusion of Islington residents and non-residents benefiting from the programme and using new workspace that are from minority backgrounds.</p> <p>The Council will monitor regularly the correct implementation, compliance and continuous improvement of this measure through the monitoring, evaluation and reporting arrangements agreed with the appointed organisation.</p>
Religion or belief	The council expects that as a minimum, providers will be expected to match Islington's profile on religion or belief diversity in its beneficiaries profile.
Sex	Islington has a slightly higher proportion of women living in the borough than men. The selection criteria applied throughout IKE requires that the delivery partner and organisations selected to manage the workspaces monitor the participation of women in the programme. We will also monitor women's inclusion in sectors, such as Tech and sub-sectors where there is significant underrepresentation.
Sexual orientation	No specific impacts identified for this protected characteristic.
Socio-economic status	<p>Through the active implementation of intersectionally tailored community engagement, thought leadership and affordable workspace provision, IKE offers, training and career advancement that will assist residents from disadvantaged economic backgrounds in accessing employment and developing plans for start-ups or micro and small business growth.</p> <p>The support offer that the organisation/s managing the workspaces will develop and deliver in partnership with the four borough partners will help residents to access jobs and opportunities and local businesses to take the next step, as well on their inclusion in local supply chains created from new service provision. The potential impact of this is that residents looking to establish or grow their business in Islington could benefit from business support programmes and networking initiatives that are inclusive, regardless of their economic background or protected characteristics.</p>

3.4.4 Negative impacts

Protected Characteristic	Specific negative impacts	Mitigating actions
Age	No specific impacts identified for this protected characteristic.	
Disability	No specific impacts identified for this protected characteristic.	
Gender reassignment	No specific impacts identified for this protected characteristic.	
Pregnancy and maternity	No specific impacts identified for this protected characteristic.	
Race	No specific impacts identified for this protected characteristic.	
Religion or belief	No specific impacts identified for this protected characteristic.	
Sex	No specific impacts identified for this protected characteristic.	
Sexual orientation	No specific impacts identified for this protected characteristic.	
Socio-economic status	No specific impacts identified for this protected characteristic.	

4. Safeguarding and Human Rights impacts

4.1 Safeguarding risks for children and vulnerable adults

4.1.1 The community engagement and talent and entrepreneurship aspects of IKE delivered by Capital Enterprise in collaboration with borough employment support teams might include participants that are children (i.e. only for school visits) and vulnerable adults. The agreement that the council will sign with the appointed organisation/s requires these to be compliant with the Council's Safeguarding children and vulnerable adults' policies. These policies will be shared with the appointed workspace providers.

4.2 Human Rights breaches

4.2.1 The delivery of IKE will not pose any breaches of the Human Rights Act 1988. The agreement that will be signed with the appointed organisations requires these to comply with the act.

If potential safeguarding and human rights risks are identified, then please contact equalities@islington.gov.uk to discuss further:

5. Action

5.1 The implementation of IKE will be reviewed internally on a monthly basis and through the IKE Programme Management Board. The Board will monitor progress and ensure that the delivery of IKE continues to result in no negative impacts for direct participants, local businesses benefiting from new affordable workspace and other residents.

5.2 The RIA will be updated as action plans evolve with in line with any changes in strategy.

Action	Responsible person or team	Deadline
The council will mitigate any potential negative impact on local organisations that are already implementing inclusive Tech and Knowledge employment programmes for local residents by integrating IKE work into these existing programmes.	iWork	March 2019
Once workspaces have been identified and developed there will also be various forms of publicity and marketing about the new affordable workspaces that will be shared across various regional, sub-regional and local channels (newspapers, websites, other local authorities and think-tank organisations and employment cluster groups).	Inclusive Economy	October 2021
Existing workspace providers will be given the opportunity through this new procurement strategy to apply for any of the available opportunities.		

<p>The Council will also monitor closely the inclusion and positive impacts of residents with all of the nine protected characteristics in the activities and operation of IKE and the eventual operation of the affordable workspaces. This will be part of the partnership mechanism that will be established with the organisations engaging the community in the programme and managing the workspaces.</p>	<p>Inclusive Economy</p>	<p>Jan 2022 on</p>
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Please send the completed RIA to equalites@islington.gov.uk and also make it publicly available online along with the relevant policy or service change.

This Resident Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Staff member completing this form:

Head of Service or higher:

Signed: _____

Signed:  _____

Date: [Click here to enter a date.](#)

Date: 04/12/2019