

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

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

Annual Report Outline

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1a) Islington's Economic Context

April 2021 – March 2022

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

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



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

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



1b) Community Wealth Building Framework



Definition and Purpose

- Community Wealth Building is rooted in Islington's corporate ambition to make the borough a **more equal place** where everyone, whatever their background has the opportunity to reach their potential and enjoy a good quality of life
- Delivered through a **sustainable, inclusive, and locally-rooted economy, where wealth is fairly shared**; people are supported into and progress in **well-paid, secure jobs**; and assets and resources within the local economy create prosperity and opportunity for all
- Community Wealth building is the means to achieve this, developing local assets, re-directing wealth back into the local economy, placing control and benefits back into the hands of local people
- The case for an ambitious strategy with tangible targets was clear before Covid, the challenges and lack of opportunity faced by too many of our residents and businesses have been exacerbated by the pandemic, but we must build back better.



Strategic Framework

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

Economic Wellbeing

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

Inclusive Economy

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

Progressive Procurement

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

Enabling Assets

Developing accessible, affordable assets for the benefit of all

Green Economy

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

Equalities

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

Anchor Institutions

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



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Inclusive Economy & Jobs Highlights 2021-22

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



Inclusive Economy & Jobs Highlights 2021-22

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



Underpinning equalities and the green economy

Chapter One

Progress on Equalities in Employment

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



Equalities in action – The Inclusive Entrepreneurship Programme

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



Progress on Embedding the Green Economy

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



Library of Things

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



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

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



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Reducing freight delivery emissions - Islington Cargo Bike Scheme

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



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Islington Construction Business Directory

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



The screenshot shows the 'Construction Services' page of the Islington Business Directory. The page has a green header with navigation links: 'Health and care', 'Young people', 'Families', 'SEND/Local Offer', 'Community connections', 'Things to do', 'My shortcut (0)', and 'Add/update listing'. Below the header is a search bar with the text 'Find Your Islington' and a search icon. The main content area is titled 'Construction Services' and includes a sub-header 'A directory to help you find a wide range of construction services based in Islington'. Below this is a large image of a construction worker using a power drill. The page features a grid of 12 service categories, each with an icon and a text label:

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

Next steps for the green economy in Islington

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



Youth Employment and Progression

Chapter Two

Youth Progression in 2021-22

- Found suitable education or training places for 97.3% of 16 & 17 year olds (year 11 and 12 leavers) by the end of September against London average of 96.6%
- Reduced the percentage of 16–17-year-old residents with a NEET or Unknown destination by 0.2% on the previous year.
- Supported 23 schools with World of Work activities; creating 5,314 pupil experiences
- Part of Team Islington getting 341 18-25 year olds into paid employment
- Secured 27 internships for 18-24 year olds at risk of becoming long term NEETs
- Set up a new mentoring programme for care experienced young people interested in future employment in the Health and Care sector.



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

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

Arts & Media School Islington Careers Adviser



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Next Steps for Youth Employment Services

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



Adult & Community Learning (ACL)

Chapter Three

Adult & Community Learning in 2021-22

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



Next Steps for Adult & Community Learning

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



Adult Employment Support Good Quality Work Facilitating Growth Sector Opportunities

Chapter Four

Adult Employment Support in 2021-22

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



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

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

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



Case Study: iDeaf Employment Service

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



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



Good Quality Work



Promoting Good Quality Work in Islington

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



Growth Sectors

Health and Social Care

Construction

Technology



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Growth Sectors Focus for Islington Residents

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



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

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



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



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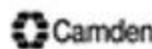
Case Study: Women into Construction

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



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

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



Case Studies: LIFT Changing Experiences

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



Next steps for LIFT

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



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Next steps for Adult Employment and Growth Sector Support

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



Local Economies - Town Centres, High Streets and Markets

Chapter five

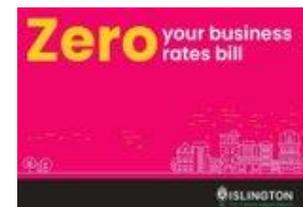
Town Centres, High Streets & Markets

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



Next Steps for Town Centres, High Streets & Markets

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



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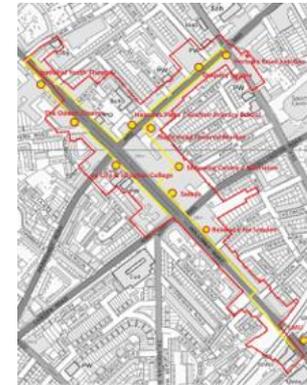
Nag's Head



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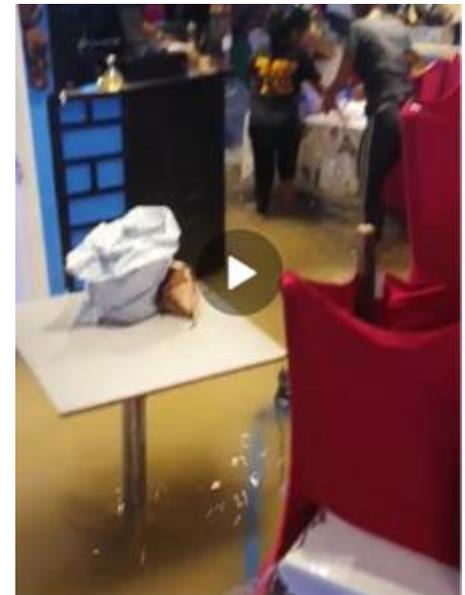
Nag's Head in 2021-22

- Supported crime and anti-social behaviour reduction with a new market trader pitch in Bowman's Mews to enable active management of the area and an Environmental Visual Audit of the Morrison delivery yard in October.
- Maximised uptake of grant and business support schemes through active promotion, interpretation and tailored support with applications.
- Proposed a community led food coop and café on the high street with the support of Manor Gardens Welfare Trust.
- Gained insights from the government's High Streets Task Force through a tour, a workshop and a multi-sector stakeholder group.
- Facilitated local resident participation in a new Holloway mural in the south of Nag's Head.



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

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



Next steps for Nag's Head

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



Finsbury Park



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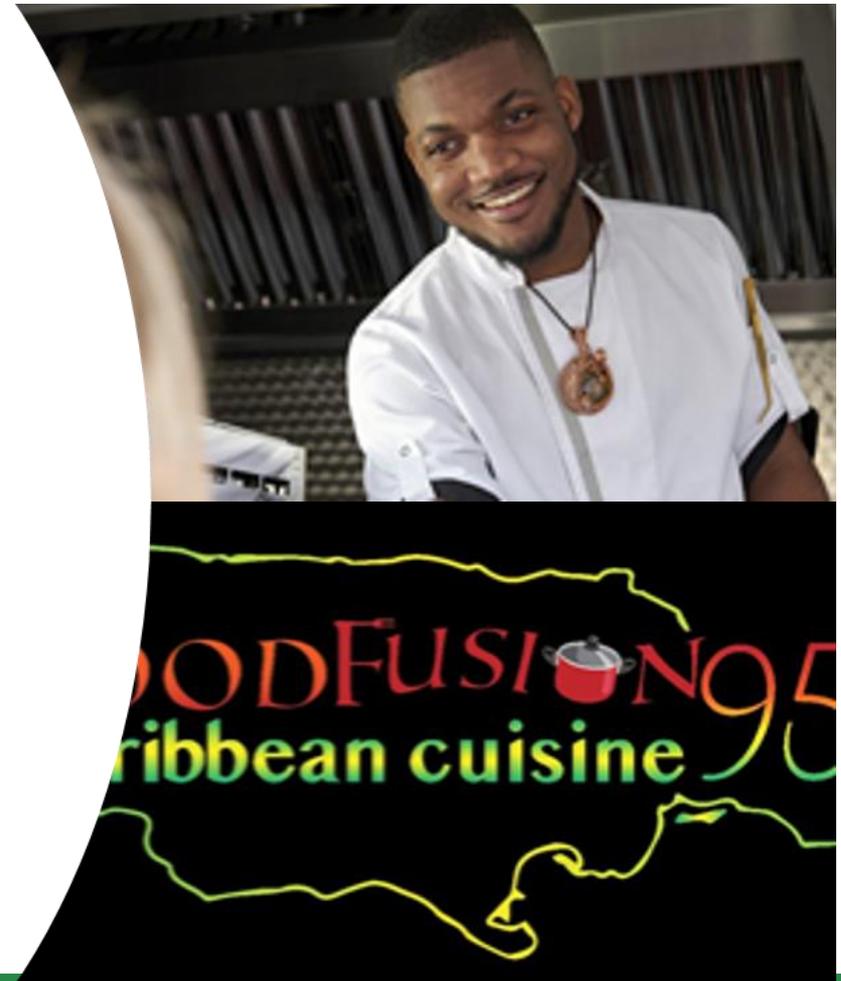
Finsbury Park in 2021-2

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



Case Study: Mentos Make Food Sensations in Finsbury Park

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



Next Steps for Finsbury Park

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



Archway



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Archway Achievements in 2021-22

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



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Next Steps for Archway

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



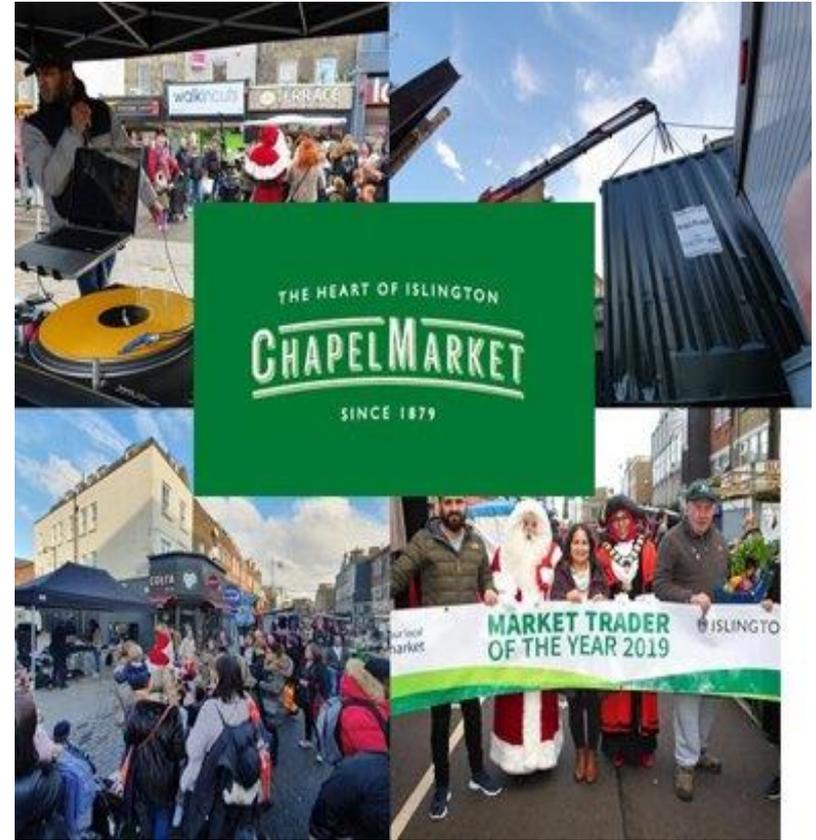
Chapel Market



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Chapel Market – Current Activities and Next Steps

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



Clerkenwell & Bunhill



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Clerkenwell in 2021-22

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



Bunhill in 2021-22

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



Case Studies: Bunhill and Clerkenwell

BUNHILL: Look Mum No Hands!

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



CLERKENWELL: Mint Memories

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



Caledonian Road – “The Cally”



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“The Cally” in 2021-22

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



Next Steps for the Cally

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

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



Business Support

Chapter Six

Building Back Islington Businesses Better

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



Low Traffic Neighbourhoods (LTNs)

Chapter Seven

Low Traffic Neighbourhoods in 2021-22

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



Case Study: Low Traffic Neighbourhood in Charlton Place

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



Affordable Workspaces

Chapter eight

Introduction to Affordable Workspaces in Islington

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



Affordable Workspace in 2021-22

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



Case Study: Affordable Workspace Outlandish Cooperative in Finsbury Park

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



Case Study: Fashion Enter – Finsbury Park Fonthill Road

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



Affordable Workspace in 2022-23

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

