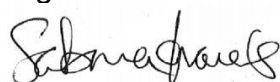


LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE Annual Report of the Cabinet Member for Jobs, Young People & Culture: December 2024	
REPORT OF Cabinet Member for Jobs, Young People & Culture	
FOR SUBMISSION TO Children, Schools and Families Scrutiny Committee	DATE 10 th December 2024
<p>SUMMARY OF REPORT</p> <p>The Cabinet Member for Jobs, Young People & Culture provides the Children, Schools and Families Scrutiny Committee with her annual report for discussion. The report gives an overview of our intervention approaches to address disproportionality, explores how we incorporate the voices of our residents into our work, evaluates our early intervention and prevention approaches, celebrates our vast culture offer, assesses how we respond to social inequality while also welcoming the inclusive economy and jobs portion of the portfolio.</p> <p>Local Government Act 1972 – Access to Information No documents that require listing have been used in the preparation of this report.</p> <p>Contact Officer: Hannah Bennai, Cabinet Officer, Corporate Services 5 Pancras Square, London N1C 4AG Telephone: 020 7974 1750 Email: hannah.bennai@camden.gov.uk</p>	
<p>RECOMMENDATIONS</p> <p>The Committee is asked to note and comment on the contents of the report.</p>	

Signed:



Councillor Sabrina Francis
Date: 26 November 2024

1. Purpose of the report

1.1. This annual report provides an overview of the activities and achievements of the Cabinet Member for Jobs, Young People & Culture over the past year. It summarises key initiatives and strategic priorities aimed at taking an early intervention and prevention approach to youth violence while addressing disproportionality. The report is presented to the Children, Schools and Families Scrutiny Committee to fulfil constitutional requirements for accountability and transparency, ensuring that stakeholders are informed of progress made in supporting jobs, culture and young people across the borough.

2. Introduction

- 2.1. This year's annual report highlights the significant contributions made in the Jobs, Young People & Culture portfolio. A central achievement has been the leadership on the Camden Youth Mission, which ensures every young person in the borough has access to the economic opportunities they need to build a safe and secure future, by guiding young people into successful academic and vocational pathways.
- 2.2. The portfolio celebrates rich arts, culture and heritage through working closely with community groups and major cultural institution. Our diversity is what makes Camden such a vibrant and exciting borough to live in and facilitating community access to our cultural assets, enriches the lives of all residents.
- 2.3. The recent addition of "Jobs" to the Young People & Culture portfolio includes supporting economic growth, employment and skills across the borough. The opportunity to take an active role in helping Camden residents, particularly those furthest from the labour market, into rewarding work has been welcomed. Over the course of the next year there will be a focus on increasing access to economic opportunity for our Youth Mission priority cohorts, as well as supporting new initiatives around work and health and the Council's refugee programme. The portfolio looks forward to further driving the Council's employment and skills programme, ensuring more residents gain well-paid, fulfilling jobs.
- 2.4. Efforts to reduce youth offending has been a priority across the portfolio, with a strong emphasis on early intervention, prevention and youth justice- helping to steer young people away from violence and crime. Through youth services and participation programs, services have worked together to focus on creating youth opportunities so that our young people can make a positive transition into adulthood work.

2.5. For years, austerity measures imposed by our previous government has impacted our most vulnerable communities the hardest. Now, with a new government, we see a renewed chance for growth, sparking a fresh sense of hope for the future. While we recognise that lasting change takes time, we will continue to strengthen and uplift our communities - working diligently to reach those in need of our support.

2.6. The portfolio's comprehensive nature encompasses a wide range of areas across the council, all with the central goal of addressing social issues that intersect various services. This report reflects the coordinated efforts to tackle these overlapping challenges by addressing disproportionality, incorporating the voices of our young people and families, encouraging early intervention/prevention, enriching our culture offer and creating an inclusive economy with fair access to jobs. This report covers the achievements and progress across the portfolio from November 2023 to December 2024.

3. Interventions and approaches to address disproportionality

3.1. It is essential we have interventions in place that address the disproportionate challenges we have in society. Without targeted intervention structural barriers and inequalities continue to limit fair opportunities, reinforcing cycles of disadvantage. Our policies serve as a strong foundation for advancing equitable access to healthcare, employment and social services.

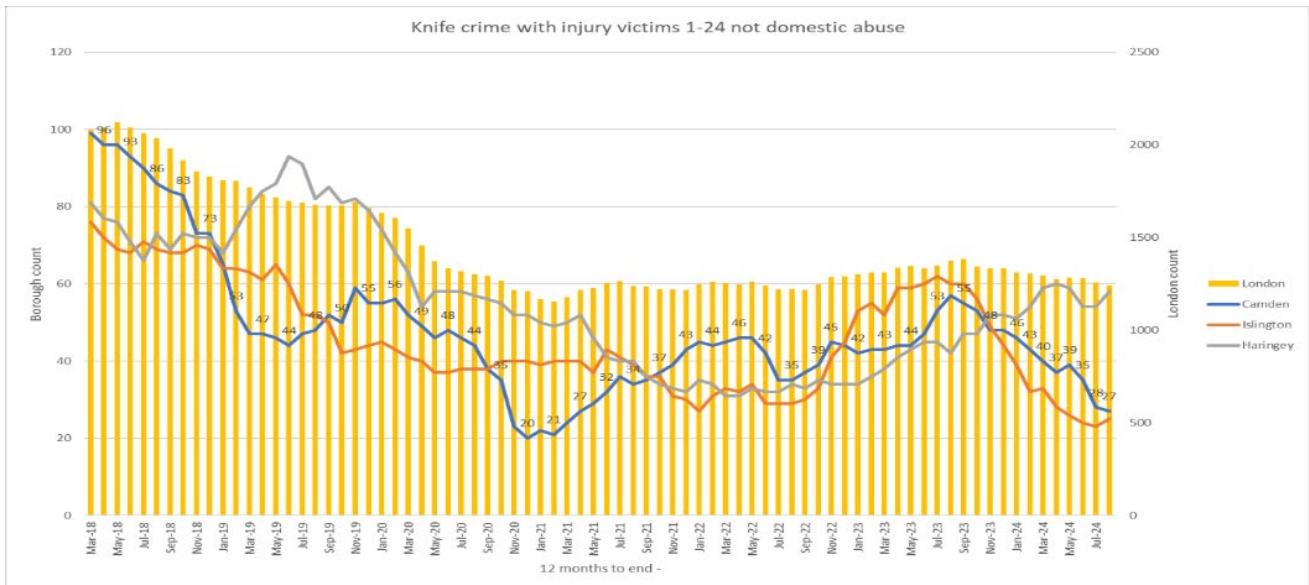
Youth Justice Plan

3.2. The Camden Youth Justice Plan details how the Service in Camden aims to prevent youth crime and reduce re-offending in Camden, while also supporting children into more positive activities and away from offending lifestyles. Addressing disproportionality within social constructs plays a significant role in the way we work and this year's disproportionality data shows an increase in the proportion of black children receiving out of court disposals. The latest report on disproportionality presented to the Youth Justice Service (YJS) Management Board (in March 2024) highlights the need to focus attention to managed moves and obtain data from schools on this. Exclusions in Camden have reduced significantly which is reflected in the low numbers (9) of children referred to the YJS Deferred Exclusion Programme. However, it remains that referrals come from the same few secondary schools and nearly all (8/9) referrals were for global majority boys. Strategic priorities such as the Youth Mission will support reducing our exclusion numbers, with its focus on all Camden children having meaningful Employment Training and Enterprise (ETE) in place. New members of the board linked in with education will be able to navigate and support work across Camden to better understand who those children experiencing managed moves are and how successful these are.

- 3.3. Camden youth Justice Service staff have received Adultification training, and a working group has been established. The Deferred Exclusion Programme (for children at risk of exclusion) is now available to all schools in Camden and aims to support this work. It is hoped that use of the programme will increase. The YJS aims to develop work with police colleagues and community monitoring group on use of stop and search, training police recruits, and building bridges between children and police.
- 3.4. Applying a responsive approach to how we engage children also has challenges with formal evaluations on our interventions. Our small numbers of children further compound this with aggregating quantitative data. The board review in May has led to linking in with colleagues in policy to help us understand how the breadth of qualitative feedback we have gathered can be harnessed to inform our developing evidence base in future.
- 3.5. Steps have been taken to capture progression and growth of all children who access paid work experience placements. We currently have children in placements at Life After Housous, Your Bike Project, Somers Town Museum, and 3 YJS children Honest Grind, some have earned AQA qualifications. At this time the small numbers make it difficult to draw conclusions, however we do know that following the work experience, 2 have secured long term employment, 1 continued his placement beyond his YJS order, 1 has secured an apprenticeship, 2 returned to full time education, 1 has been offered a contract, and none of the children completing Honest Grind Coffee project have re-offended to date.
- 3.6. The YJS has also been focusing on how we track and evaluate the impact of the work carried out. Feedback from end of order feedback questionnaires tell us that we are having a positive impact. 94% of children who completed it in 23/24 said they were *a lot less likely to re-offend*. Collating and analysing the impact of the paid work experiences will be a priority over the coming year.

Youth Safety Steering Group

- 3.7. Keeping our young people safe remains a key priority. Our work to implement the recommendations of the Youth Safety Taskforce continues and in the last year we have developed a Youth Safety Outcomes Framework and Action Plan, which has been refreshed and aligned with the outcomes framework for 'Good Life Camden'. The work focuses on the key overarching outcomes of a reduction in violence involving Camden's young people, an increase in young people feeling safe in Camden and an increase in trust between young people and those in positions of authority.



3.8. The above graph shows the number of victims of knife crime with injury aged 1-24, where the incident took place in Camden and was not flagged as domestic abuse. There were 40 youth victims of knife crime with injury (not domestic abuse) in Camden in 2023-24, a figure similar to that of the previous two years (43 in 2022-24 and 45 in 2021-22) and well below the highest recorded annual figure of 101 (February 2018). The most recent 12-month total (the year to the end of September 2024) is 27, showing how this figure has been decreasing in Camden over the past 6 months.

3.9. The Reducing Youth Violence and Exploitation (RYVE) Service works with a variety of partners across the borough, including the Metropolitan Police Service (MPS) Gangs Partnership Team, to understand the wider youth violence picture in Camden. Analysis has been used to support frontline professionals' understanding of risk, and inform the deployment of resources and continues to form the key part of the Serious Youth Violence (SYV) response in Camden.

3.10. Evolve is a specialist team that supports young people aged 17.5 to 25 where the current primary risk is youth violence relating to groups, gangs, exploitation and offending. The primary focus of the Evolve Team is to provide 1:1 case management support to young people, working with young people to explore their hopes and needs and support them on their journey of meaningful change.

3.11. Evolve has continued to take on new referrals in addition to supporting open cases. Reflecting on practice is an important part of Evolve's ongoing work to develop the service and best meet the cohort's needs. Case studies are used to understand any emerging themes for the cohort and identify areas of improvement in the response. Whilst there are some themes which are apparent across most of the cases, it is evident that a young person-led, and individualised approach to engagement and intervention is necessary when working with this group.

4. Children, young people's and families' voice

4.1. Creating spaces where our young people can thrive helps us to support them during the critical stages of their development. Creating these safe spaces for young people offers them a chance to learn, connect with others and explore interests that empower them to grow towards their full potential.

Youth Mission

4.2. Our Camden Youth Mission commits to creating a borough where our young people have access to economic opportunities that enable them to feel safe and secure. Part of this work has included prioritising care-experienced young people as one of the five key cohorts in the Youth Mission, recognising the significant challenges they face transitioning to adulthood, including securing housing and entering the labour market. In January 2023, Camden designated care-experienced individuals as a locally protected characteristic and in November 2024 commissioned Autonomy, through a procurement process, to scope out a Universal Basic Income (UBI) pilot for this group. This initiative is funded by the Mission Catalyst Fund.

4.3. Youth participation is a key focus of the Youth Mission, and Fitzrovia Youth in Action (FYA), have created a short film to address school attendance. The film emphasises the importance of regular school attendance and the negative impact absenteeism can have on future opportunities and personal development. It also highlights various challenges students face, such as financial hardships, special educational needs, and low self-esteem, which may contribute to irregular attendance. The project engaged students from Years 7 to 9 at Haverstock School, William Ellis School, La Sainte Union, Camden School for Girls, and Acland Burley in the scriptwriting and co-production process over the summer. FYA collaborated with these schools to organise workshops and assemblies, led by trained young people, to further explore the issue. These sessions included screenings of the film, followed by discussions that encouraged students to share their own experiences with school attendance. The project received partial funding from the Mission Catalyst Fund under the Youth Mission.

4.4. The Camden Innovate! Hackathon, hosted by the University of Arts London Creative Entrepreneur Society in collaboration with Camden Council, took place at the Crowndale Centre over two days in November. The event, aligned with Camden Council's Youth Mission, brought together a diverse group of young changemakers (18-25) to brainstorm, develop, and pitch impactful solutions to social and environmental challenges within the borough. Participants were encouraged to solve local issues through creative problem-solving. The hackathon focused on key areas highlighted in the Theory of Change. The hackathon provided an opportunity for young people to address real-world problems in their community while giving Camden Council valuable insights and

innovative ideas for potential implementation from young people in the borough. The project received funding from the Mission Catalyst Fund under the Youth Mission.

- 4.5. Our member sessions help us explore the ways in which we reach our We Make Camden Youth Mission. Our March 2024 session focused on two critical areas a deep dive into the experiences of children and young people in the youth justice system and care-experienced individuals, where participants with lived experiences shared their journeys and discussed how the Youth Mission could better support them. In June 2024, the We Make Camden Kit was held in partnership with Camden Giving at the Euston Skills Centre, where grantees showcased their projects to senior council officers and looked at ways of progressing their projects.
- 4.6. Building on our Community Wealth Fund, an investment initiative offering repayable loans, equity finance, and business support, Camden plans to establish long-term and regular participation from individuals with lived experience, with a youth panel being recruited to co-design the investment process and their involvement. This initiative is set to launch in January 2025.

Swiss Cottage Children Library Update

- 4.7. When we started to plan the refurbishment of the children's library our first priority was to ask the children what they thought we should do. We did this by running workshops with Jan Kattein Architects where the children made architectural models of their dream library, which are exhibited in display boxes in the main entrance lobby to the library. The children told us that while books were still important to them, reading is only one of the ways they engage with stories. The new children's library will have just as many books as before, but it will also have a storytelling stage, a story jukebox, a poetry wall and a story making area. A new library space for young people will have comfortable chairs, study booths and tiered seating for performance, Funding for this redesign came from a bequest and £180,000 of local Community Infrastructure Levy (CIL) funding. The library will be completed in February and launched in early March at a celebration of Swiss Cottage Library's sixtieth anniversary year.

5. Early Intervention and Prevention

- 5.1. Ensuring youth safety through early intervention and prevention is essential to fostering a supportive and secure environment for young people. By proactively creating positive spaces we improve the overall living experience within the borough-offering safe, constructive outlets for creativity. These spaces create enriching experiences to empower our youth to thrive within Camden.

Youth Hubs

5.2. Our Youth Hubs offer a safe and supportive environment for our young people.

They help to identify issues early on and provide targeted support to prevent any escalation. By engaging youth in positive activities and offering guidance, the hubs work to steer young people away from potential involvement in crime or other harmful behaviours.

5.3. There are three council run youth hubs in the Borough, they are Somers Town Youth Centre in the South Locality; Kilburn Youth and Family Hub in the North Locality; and Highgate Fresh Youth Academy in the Central Locality. Multi-disciplinary youth practitioners based within the hubs offering a wide range of support services to young people including open access and targeted one to one support. The plan for these youth hubs is to act as one stop shop for young people to where they can access youth activities, substance misuse service, family and targeted case work, connexion and career information, advice and guidance. The three youth hubs offer a range of term time afterschool, evening and holidays programme. Activities on offer varies according to the needs of young people attending each of the hub. Youth hubs offer a safe space for young people to socialise, make friends and access trusted adults who can offer information, advice, support and guidance, create opportunities for young people to gain skills, knowledge and confidence.

5.4. Programme of activities includes: Each hub is aligned with local area youth partnerships which aims to bring together local youth service provider to deliver a coordinated offer to young people. Going forward the three youth hubs to be aligned with the Camden Family Hubs, offering a network model of family hubs services across Camden for those aged up to 25 years old with Special Educational Needs and Disabilities (SEND) needs.

- Youth Forums: We have run successful youth forums that allow young people to be directly involved in decision-making about our activities and events.
- Stop & Search Youth Advisory Group: Young people across Camden are involved in making decisions about safety, including stop-and-search policies, while also developing peer-led education programmes.
- Workshops & Information: Around substance, relationship and sexual health, mental health, knife crime, self-defence, bike maintenance, music production, online safety, rights and responsibilities as well as well accessible information to ensure young people's ideas are heard and responded to and getting them involved in during decision-making processes.
- Health and wellbeing: Sport and physical activities such as basketball, football, gym/ keep fit, circuit training, cooking, food hygiene, first aid course.
- Homework club: Safe space for young people to use for homework, especially for those young people residing in overcrowded household and those requiring additional tuition.
- Trip and Residential: Exposing young people to new experiences and opportunities to work together as team thereby building and enhancing

communication and teamwork skills, appreciation for countryside and environment.

- Volunteering: creating pathways for young people to gain experience by offering volunteering opportunities within the hubs.

Youth Justice Service

5.5. Strengthening our prevention approach remains a priority within the YJS. The increased focus on short term voluntary interventions has required staff to think differently about engagement and outcomes. Success will see children being identified earlier to engage in support that will divert them from Youth Justice Services. Confident and skilled staff teams will be able to engage children meaningfully in both voluntary and statutory interventions. The YJS has reflected, learned and adapted whilst implementing Turnaround, our programme aimed at taking an early intervention approach to improve the outcomes for children on the cusp of entering the Youth Justice System. The overall goals of the Turnaround programme are to:

- Achieve positive outcomes for children with the ultimate aim of preventing them going on to offend
- Build on work already delivered and ensure all children on the cusp of the Youth Justice System are consistently offered a needs assessment and the opportunity for support
- Improve the socio-emotional, mental health and wellbeing of children;
- Improve the integration and partnership working between YOTs and other statutory services to support children.
- Turnaround in Camden is a voluntary Early Help programme delivered by the Youth Justice Service (YJS).

5.6. Some initial tweaks in engaging families at the first step has led to considerable uplift in uptake to engage. The focus over the next 12 months will be how to evolve our voluntary support for children at point of arrest. This will be determined following analysis of Turnaround and Engage data, arrest analysis and wider themes. It is important to retain capacity and the skillset to deliver voluntary interventions for children at the earliest point. Ultimately, successful engagement at point of arrest is likely to support reduction in remands or custody if assurances can be made that the child can and will continue to engage with support as part of a bail package or sentence.

Youth Safety Steering Group

5.7. Similarly, our Youth Safety Steering Group also plays a critical role in preventing youth crime by bringing together key partners, professionals, and young people themselves (peer advocates) to address the underlying causes of violence and criminal behaviours. This group operates as a forum where community leaders, law enforcement, youth workers, educators, and health professionals collaborate on strategies that promote safety and well-being among young people. Following a decision made in November 2023, we have refreshed the approach to the Youth Safety Taskforce and in May 2024, held our first workshop style session.

This session brought together partners from a range of diverse perspectives, including a focus on data, and lived experience through our peer advocates attending. These workshops bring together partners twice a year, and the Youth Safety Steering Group has the option to call a special meeting if needed. Quarterly highlight reports on progress are also produced and distributed to the panel.

Youth Activities

- 5.8. Arranging youth activities provides a positive outlet for young people, keeping them engaged with the community. These programs foster personal development, build life skills, and create a sense of belonging. By offering structured and meaningful opportunities to our young residents from an early age, we are encouraging our youth to make positive choices so they can build brighter futures.
- 5.9. The libraries support work experience and Duke of Edinburgh placements throughout the year. One example included a young person who was neurodivergent who's placement at Swiss Cottage resulted in them writing an article for a local magazine about their love of libraries and books. Students from the American Institute for Foreign Study who spend time in the UK supported projects in several libraries and students from University College London also supported the Summer Reading Challenge in 2023. One young person who approached us and showed us her digital art was encouraged to exhibit it at Swiss Cottage. Young people regularly come in to Swiss Cottage Library to play the piano.
- 5.10. Camden Local Studies and Archive Centre recently partnered "Tracking the Heritage", a heritage project involving you people, funded by the National Lottery Heritage Fund- an elevated park and greenway which will run alongside the disused section of the old North London railway line between Kings Cross and Camden Town. The project aimed to give local young people the opportunity to explore the heritage of the area around the proposed highline introduce them to archival research. A workshop was held in our archives centre in which the young people worked with a selection of our historical resources. The archives centre is currently hosting a display featuring the unique projects the trainees researched and created to bring to life Camden Town's history.
- 5.11. Young Camden Foundation held regular Young Ambassador sessions at Swiss Cottage Library over a six-month period including sessions to build confidence and develop social media skills; storytelling and public speaking and CV building.
- 5.12. Earlier in the year, Cllr Aref-Adib presented the findings of his work in Opening up access to sport for young people. This was an important piece of work which set out some excellent recommendations for sport and physical activity opportunities for young people that need scaling, while acknowledging some

challenges in the current facilities and offer to support young people to be active. Officers are working on delivering the recommendations accepted by Cabinet and will update the committee in 2025. Examples of positive outcomes to date include relaunch of the Camden Active e-newsletter, now reaching 100 sport partners monthly, Camden Active Mark scheme planned for relaunch early 2025. Active for All disability taster day reached over 200 disabled citizens, carers and stakeholders, aligned with the Paralympics in Paris and attended by a Team GB Olympic athlete. Pilot specialist Rebound Therapy trampolining sessions for SEND children and children with complex needs at Talacre Sports Centre established summer 2024. Successful introduction of the new Street Tag app with Camden schools – promoting movement and community engagement.

5.13. The Council provides a wide range of opportunities for activity by young people, from the free Multi-use Games Areas, skatepark and Green Gyms in our parks, to classes and sports facilities in our formal leisure facilities – accessible at concessionary rates for Camden Young People. There are also many other facilities in the borough that can benefit young people, the independently chaired Pro-Active Camden provides a core of linking up these offers. The last few months have seen a culmination of sports activity with 50 young Camden people representing the borough at the London Youth Games, achieving Camden's best ever result. We have also had 52 runners take part in the Inter Borough Challenge with four 1st places in the 12 races on the day – narrowly losing out on the top spot by a single point.

5.14. Schools provide an excellent back bone for providing activities for young people, but we have heard that there is need outside of the school terms and into the evenings. The Council provides holiday activities and has developed the Friday Night Project which takes place at Talacre Community Sports Centre each month opening the doors for free for 12 to 17 year olds from youth clubs in an informal competitive tournament.

Camden Integrated Youth Support Service

5.15. Integrated Youth Support Service (IYSS) is at the centre of working with secondary school aged children and for those up to the age of 25 for young people with special educational needs, disabilities, and those involved in serious youth violence. The service offers a wide range of projects, services and opportunities to young people in the Borough from universal to targeted and specialist interventions.

5.16. Through the network the council run youth projects such as youth hubs, detached youth projects, the Count Me In Inclusion project, Summer University, as well as the voluntary sector youth organisations; youth projects across Camden offer a safe and secure space for young people to socialise, partake in a variety of positive activities that aim to build confidence, resilience, life skills and prepare them to engage in education, training, employment, volunteering opportunities, decision making and involvement in their local communities.

- 5.17. In 2023-24 over 3,700 young people accessed youth projects across the borough, with attendance of over 45,000. Youth Services are helping young people's progression by offering opportunities for accredited out of school learning, as a result, over 1,000 achieved accreditation via their engagement in youth projects. Accredited Outcomes achieved, include Duke of Edinburgh Awards, AQA Awards Units on areas such as Weapons Awareness, Bike Maintenance, Art & Design, Music and Hair Dressing, Volunteering and Food Hygiene, First Aids certificates.
- 5.18. In 2023-24 a high proportion of the young people who attended youth projects (3,714 people attended the service) 1,248 (33.6%) were classified as having a White ethnicity which is an increase on last year with only 929 (26.02%) young people. 758 (20.41%) were classified as Black or Black British, this is a slight decrease on last year's where it was 933 (26.13%) young people. 470 (12.65%) were classified as of being Mixed ethnicity which is a slight increase from last year's 384 (10.75%). Lastly, 395 (10.64%) were classified as Asian Ethnicity, slight decrease from last year's 360 (10.08%).
- 5.19. In 2023-24, 1,997 males and 1,694 females accessed youth projects across the borough. This year has seen a 14% increase of females accessing youth projects in comparison to last year where the number stood at 1,481. This increase could be attributed to focusing on setting up girls and young women only sessions to encourage greater participation amongst young women.
- 5.20. In addition to open access universal youth provision, we also offer more targeted support, recognising that some young people require more intensive support due to their vulnerability and exposure to risky behaviour in the community. The Youth Early Help team is offering targeted one to one support to these Young People and their families which form part of IYSS early intervention and prevention offer included the following:
- Engage Youth Diversion Programme: Aims to deter young people from further offending and into positive activities by providing appropriate and targeted intervention for them at a "teachable, reachable" moment when they are detained in police custodies in Camden and Islington and the community when released from custody. The team develop trusted relationships, carry out direct work with young people (separate to the criminal investigation) signpost and facilitate the introduction of children to targeted interventions within the local area; support parents/guardians, as they are fundamental to providing stability, care and support for young people to make positive life choices. In 2022/23 of the 77 children who have no prior youth justice outcome (YJ), 65 (90%) have not received any youth justice outcomes following their involvement with ENGAGE. This shows the early intervention is working well as 90% children remain free of youth justice outcomes.
 - FWD - Young People's Substance Misuse: FWD is a specialist, young people's substance misuse service (8-25 yrs old inclusive of SEND). FWD offers

information, advice, guidance and tailor-made support and interventions targeted at children and young people who are using or at risk of substance misuse or who may be affected by parental and peer substance use. In 2023 – 24, 117 young people were referred for Tier 3 intervention. Overall, more males accessed FWD services between the ages of 15 and 25yrs. This is with the exception of those aged between 13 -14 years where 88% were females accessing Tier 3 intervention. For all Tier 3 referrals, 49% of young people were white and 36% of a global majority background with 12% not stated or unknowns. As a result of FWD intervention, 45% young people reported at planned closure as drug free; and 35% reduced their consumption and become more occasional users. Furthermore, the average reduction for alcohol use in Camden was 53% compared to the national average of 24% and for cannabis use, average reduction for Camden was 65%, compared to the national average of 25%. In regards to health and wellbeing outcomes, at discharge stage, in Camden young people happiness scores improved by 11.11% compared to a national rate of 18.96% and 28% of Camden young people reported feeling less anxious compared to national scores of 25%.

- Family/Case work: In 2023/24, Youth Early Help (YEH) services processed 1,077 referrals via Multi-Agency Safeguarding Hubs (MASH). The top five presenting needs identified amongst young people were mental health issues 20%, parenting issues 10%, Children missing education 8%, drug misuse 7% and young people exhibiting problematic behaviour 7%. Of these 67 family closures, 28 (42%) successfully completed their programme which is a reduction compared with the previous year when 62% of young people successfully completed their programme. 22 (33%) of the 67 cases closed were stepped up to social services due to escalating needs. YEH monitor young people offending 12 months following their involvement with YEH. In 2022/2023, 195 children were supported via casework. Of the 195 young people engaging with the service, 5 (2.6%) went on to offend, which means 190 (97.4%) did not offend. This illustrates that Camden's continued investment in early intervention and prevention is helping children and young to stay safe, succeed in education, training or employment, refrain from offending and live healthy fulfilling lives.

6. Culture Offer

- 6.1. Culture plays a vital role in embracing the vibrancy and identities that come together to make our borough, Camden. Through celebrating and promoting our diverse cultures, we create a sense of belonging and unity for our residents, while also attracting visitors and fostering community pride. This is why we have held numerous cultural events throughout the year to showcase our local talent and keep culture at the heart of our development and growth.
- 6.2. Light Up Kilburn took place from the 9th – 25th February along Kilburn High Road. Delivered by the culture service with support from One Kilburn and Brent Council, the festival featured awe inspiring illuminations which lit up buildings such as the Kiln Theatre, TRAIID the Gaumont State Building and Beit Alwarded Café over three weekends. The final evening saw the community

come together through a light inspired parade along the High Road which ended at Kilburn Grange Park with light installations, pop up performances and a creative night market attracting an audience of over 1000 people. Eight Kilburn based artists were commissioned to deliver light artworks and workshops from a shortlist of 97. Residents, school children and communities from both Brent and Camden were invited to participate in free workshops and activities attracting an audience of 251 of which 171 were young people from Kilburn Schools. The final weekend saw an increase in footfall of 30% on the previous Saturday evening and the previous year.

6.3. Windrush Pitt Lecture was Camden's second year delivering a Windrush programme which included The Pitt Lecture, The Homecoming and the Windrush flag raised at the Town Hall. The Pitt Lecture took place on the 17 June at the British Library. Hosted by Brenda Emmanuel OBE, this year's event explored equality for young people in care, with a keynote delivered by poet, playwright, and broadcaster Lemn Sissay and a panel discussion with Lavinya Stennett CEO of The Black Curriculum who both shared personal reflections on their experiences of growing up as Black children in the UK care system. Emelia Kenlock gave personal and insightful reflections on Lord David Pitt's legacy through the eyes of her father, Neil Kenlock OBE, a celebrated photographer who documented the lives and experiences of the African and Caribbean communities in Britain during the 70s and was honoured to have photographed Lord Pitt at his home. It was a deeply moving and personal account of the UK care system and how young people in particular Black children's experience the care system. The discussion also covered the importance of teaching Black history in the curriculum, particularly for those young Black people in care (who may be placed with white families) to understand better colonialism and the contributions of the black community to the UK throughout history.

6.4. The Homecoming Celebration took place on the 22nd June at Talace Town Green for the 2nd year. This was a one-day free event to celebrate the borough's Windrush story and showcase Camden's Caribbean heritage, culture and communities. The line up included Aitch B, Omar and Marla Brown, as well as performances and DJ set from the Apex Project young people. The service worked with Camden Black History Group, Grass Roots Arts, Black Owned London, The Apex Project and Talacre Playcentre to produce the Homecoming event. The Windrush programme attracted an audience of over 2500. Feedback and support from the community for the Homecoming Celebration has been positive (*'Amazing! Every year please. Organisers were brilliant!' – Camden resident*) and the service are developing plans for 2025. Funding has been secured from Local CIL for two years which comes to an end in 2026. After this additional funding will need to be secured in order to make it sustainable.

6.5. Pride On The Square The London Pride organisers had historically worked with the service over the last few years to curate the Family Zone in St Giles Garden. However this year the organisers made the decision to move the Family Zone to another London location. As a result of this the service delivered a family zone programme, in collaboration with Almacantar and Central District Alliance, in St Giles Square on Saturday 29 June to compliment the London Pride celebrations. Gospel Oak based Mother Canteen were invited to curate a Queer Arts and Cultural Market and programme which included a mixture of queer makers/artists a large collage of chainmail and collaborative artworks and pop-up performances. The event was designed to be lowkey and a 'quiet space' against the backdrop of the wider Pride March and attracted an audience of up to 1000 throughout the day.

6.6. Beyond The Bassline: 500 Years of Black British Music documents is a new exhibition at the British Library which is a musical journey of the Black diaspora in the UK. As part of the Living Knowledge Network (a UK-wide partnership of national and public libraries), Camden Libraries hosted local exhibitions, and the culture service curated three events across June and July to complement the exhibition. This included:

- **Holborn Library:** Gary Crosby's Mingus Moves, a sextet featuring Gary Crosby on Bass and chat performing some of the music of Charles Mingus, curated by Tomorrows Warriors who started out at the Jazz Café 27 years ago
- **Pancras Square Library:** Can you See The Bassline? A discussion exploring the impact of Black Music on multicultural UK which was chaired by Erica McCoy – DJ, Producer and Radio Host, with panellists Buskin from Heartless Crew, Titania Altius – Head of Membership at PPL Music Licensing and Aniefiok 'Neef' Ekpodom – author of 'Where We Come From: Rap Home and Hope in Modern Britain is a social history of British Rap. There were also performances from young people from the Apex Project.
- **Kilburn Library:** Kilburn based Lin Kam Art delivered 'The Future of Sound System Culture' a workshop which explored the future of sound system culture through the intersection of community, creativity, and innovation all set against the backdrop of Kilburn's vibrant musical history rooted in Black music.

6.7. South Asian Heritage Month took place from the 18 July – 17 August 2024. The theme this year was 'Free To Be Me' which we marked through a partnership with the Old Diorama Arts Centre and Remix Dance to present a programme of South Asian Dance within the annual Regents Roots Festival on Saturday 3 August which was attended by an audience of 1000 throughout the day. Three community dance projects showed the mix, the range, the styles and the

representation of South Asian Heritage through dance, the programme included:

- 'Place Where We Live: A Dance Theatre Celebration of Home' saw the return of Anusha Subramanyam & Prathap Ramachandra collaborating with local residents;
- Absolute Bollywood choreograph Remix Dance for a high-energy fusion set; and
- Birmingham-based Sonia Sabri Company worked with local families and renowned Euston dance theatre The Place to create a short version of their well renowned piece, Mughal Miniatures.
- We also contributed to the Camden Mela and Henna Womens Group programmes.

6.8. Representing Bloomsbury Toolkit Launch was where our Culture Service produced a toolkit; a comprehensive guide covering all aspects of developing and delivering projects which address the interpretation of statues and memorials to assist colleagues across the sector. The council is sector-leading in this approach and took the opportunity to official launch of the toolkit in July at the Building Centre, attended by an audience of 37 from sector partners. The toolkit has been shared across the UK, to other local authorities, the Greater London Authority (GLA), Arts Council England, English Heritage, Historic England, Heritage of London Trust, Chief Cultural & Leisure Officers Association and the Local Government Association.

6.9. Inverness Street Bloc Party 2024 saw the 30th anniversary of UK House and Garage, a genre which has grown out of the Windrush generation through Reggae and Jungle. Camden played a huge role in the development of the UK House and Garage movement; Ms Dynamite on the queens of Garage hails from Kentish Town, whilst Camden Palais (now Koko). This year the Inverness Street Bloc Party was a celebration of 30 years of UK House and Garage and the role the borough has played in developing the genre. The culture service commissioned BBC 1xtra and north London based Heartless Crew, one of the pioneers and leading musical acts in the UK House and Garage scene to curate this year's event. The event ran from 12-7pm and featured performances from Shelly Nelson and Elisabeth Troy, along with DJ sets from Martin Lerner and Heartless Crew. Despite the adverse weather conditions, the event attracted an audience of over 1000 throughout the day.

6.10. Love Camden Amplify was held to celebrate the Paralympic Games the Culture Service worked in partnership with the Sport Service, London Inclusive Sports Academy (LISA), and Grow London Local (GLL). This took place at Swiss Cottage Open Space on 1st September and showcased young people from I Can Dance, interactive workshops from Be The Band and a variety of sports - boccia, Walking Football, Boxing pad work and games. The event attracted an audience of 250, most of which were families.

- 6.11. This years' Black History Season builds on the quality and breadth of the 2023 programme with artistic interventions from the boroughs black artists as well as artists across London. A strong film programme has emerged, partnering with Garden Cinema, Everyman Cinema KX, Labtech, Curzon Cinema and Film Africa. A cross council working group have steered the programme and we have worked with cultural, commercial and CVS organisations on developing the programme. In total there are 40 events across the season with the majority being delivered by the council in partnership with cultural organisations. Key academic cultural and commercial organisations such as SOAS, British Museum, Samsung KX, Coal Drops Yard and Labtech, Everyman Cinema and Garden Cinema have collaborated with the council to provide spaces for artists to platform their work. The programme includes a range of talks, Black history walks, supper clubs, Explore Africa workshops in libraries and a host of high profile artists/lecturers which include Olivette Otele, Mykaell Riley, MC Buskin, Eddie Kadi and Kabaka Pyramid.
- 6.12. The season launch took place on Friday 4 October 2024 at Coal Drops Yard and Samsung KX in Partnership with Black Owned London and their second BOLOFest. This year the programme has teamed up with the Black Curriculum as charity partner, donating income from events to support Black futures. To date the programme has raised just over £1800 and attracted an audience of over just under 1000. To date we have engaged an audience of just under 21000 in the Love Camden Cultural Programme and created over 200 paid opportunities for local artists and the creative sector.
- 6.13. The Cultural Learning Education Fund established in 2023 following the announcement from the Arts Council England on their investment programme (which saw the redistribution of funding outside of London) along with the cost-of-living crisis, which both had an impact on the culture sector. This funding programme enabled local arts and cultural organisations to deliver free learning programmes for children and young people in the borough. To date 17 projects have been funded in rounds one and two with four completed across both rounds. The final round launches on the 6th January 2025 with grant announcement confirmed in March 2025. In total £199, 785 has been allocated across both rounds with £100, 215 available for round 3.
- 6.14. The Camden Spark STEAM work experience took place in between 8 – 12 July. Supported by Camden Culture service, 23 Year 12 students had the opportunity to participate in work place activities at Universal Music, The Roundhouse, Celebro Media, London Film School, ATG Phoenix and the October Gallery. Feedback was positive with 59% of students feeling more confident about entering the world of work having completed work experience.
- 6.15. Film Fixer (Camden Film Office) Film Fixer lead the film service on behalf of the council. Following on from the impact of the writers strikes on filming, Camden has continued to be one of the busiest boroughs in London in 2024 with 700

shoot days. The borough hosted key shoots such as the new Bridget Jones sequel that filmed across Hampstead in Vale of Health and Haverstock Hill, Apple TV series *Slow Horses* featuring Gary Oldman using such locations as Red Lion Square, Chalcot Crescent in Primrose Hill, Lincoln's Inn Fields and Kentish Town and hosted 10 commercials and 10 stills shoots for brands like Dominos Pizza, Knight Frank, Costa, National Express, Disney, NME, Abercrombie & Fitch, Asda, Jo Malone and others.

- 6.16. Set Ready is a Film Fixer initiative where they leverage their position as Camden's film service provider to secure paid work placements on shoots in the borough. The course is entirely free and provides entry-level opportunities to those aged 18+ who want to get into the film industry. Film Fixer have between 20-25 places to offer, and they then go on to find them paid Location Marshal placements on professional film sets in London. The course runs twice a year, the June course saw a cohort of 10 Camden residents (between the ages of 19-54) the next course is November 2025.
- 6.17. The Culture Service Apprenticeships have appointed two level 3 apprentices to provide busy support to the events and arts services. Both apprentices are born and raised Camden residents are between 19–22-year-olds. This is their first step into the local government arts and culture sector; and are positively contributing to the delivery of the cultural programmes and administration of the service.
- 6.18. The Artist Network currently has a membership base of 226. Two networking meetings have taken place this year with a third planned for December 2024, it is an opportunity for grass roots artists to connect and collaborate.
- 6.19. Love Camden Advisors recruited from our resident communities in the Spring as a forum to help shape and develop the cultural offer of the borough. All ten members live in the borough and represent the following neighbourhoods: Highgate, Tufnell Park, Kentish Town, Chalk Farm, Kilburn, Somers Town, Euston, Regents Park, Holborn and Covent Garden, King's Cross, Bloomsbury They have settled well as a group, bringing enthusiasm and ideas, attending events across the cultural programme, contributing significantly to the cultural strategy consultation and featuring in promotional content. Other Camden cultural organisations have requested access to the group for their own consultations and community outreach.
- 6.20. Community Festival Grants The community festivals grants programme awarded 67 grants to community organisations to deliver festivals in their neighbourhoods between April – December. These include Camden People's Theatre: Tolmer's Square Variety Spectacular in Regents Park, Kindle Corner: South Asian Heritage Storytelling for all in St Pancras & Somerstown and York Rise Street Party: Highgate.

6.21. The Culture Strategy Update The existing Cultural Framework was developed in 2019 and expires in 2025. The service has used this opportunity to develop a new 5-year Cultural Strategy for 2026-2031 and have been in a period of engagement with residents, cultural sector young people and schools to help shape the strategy. From July to December, 120 Surveys completed online, 21 cultural organisations participated in the sector online session 30 participated in the Disability Oversight Panel and 165 in in person conversations. Three emerging themes of Creative Growth, People and Place and Pathways are emerging with Inclusion, Health and Sustainability as the golden threads. The service is aiming to publish a first draft in January with the final draft in June and cabinet approval in September 2025.

Libraries

6.22. To address reading inequalities, Camden Libraries are developing a Reading Strategy, Camden Reading Together, for all ages to develop the literacy levels of people living in Camden. The Reading Agency have been commissioned over the last year to work with the Library Service and other stakeholders to develop the strategy and corresponding delivery plan which will include auto enrolment of Primary aged children and baby packs to be given out by Registrars. Packs included a welcome letter, my first library card, joining form for the library, library welcome guide and a booklet on 'Developing reading skills for babies and pre-school children'. Early Years Team will be also adding a leaflet on their offer Camden Kids Talk: Ten Top Tips and QR code. The Libraries team are also discussing with BookTrust about a leaflet promoting their programme - which libraries are already delivering and it will highlight the Book Trust offer Book Trust are contributing to the Libraries' reading strategy Camden Reading Together.

6.23. Camden Libraries are the only London Borough that are a member of the Living Knowledge Network coordinated by the British Library. Camden Libraries benefit from a strong professional network through this work and receive exhibition panels to tour around the borough linked to the temporary exhibitions at the British Library. So far Fantasy and Beyond the Bassline have featured. To accompany the Beyond the Bassline exhibition there were events including a Black Music Panel Discussion at Pancras Square, Lin Kam Art Presents: The Future of Sound System Culture at Kilburn Library, and 'An evening of Jazz curated by Tomorrows Warriors' at Holborn Library. Feedback from those that came the Jazz evening was that they really valued the 'free' concert which would normally cost anywhere from £30 upwards at an event venue.

6.24. Camden Libraries were successful in their bid to host Black British Ballet funded by the National Lottery Heritage Fund and managed by Libraries Connected and featured an Island Movements performance as part of the Bloomsbury Festival in October 2024, following the success of the 2023 Bloomsbury Festival.

- 6.25. For the launch of the Summer Reading Challenge, an event took place in July at the British Library. 213 children and 26 teaching staff attended the event. It was a fantastic day, the children had a wonderful time, they very much enjoyed the authors and the Beyond the Baseline tour before the event started. We also had excellent feedback from Teachers and the library team.
- 6.26. The performance data for libraries shows an increase in visitor numbers, physical book issues, and digital resource use. Camden had the highest percentage of adults who had engaged with a library between May 2023 and March 24 than any other London Borough and second highest in the Country. Physical book issues increased by 2% between 2022/23 and 2023/24; number of new library members increased by 11% between 2022/23 and 2023/24; physical visits to libraries increased by 15% between 2022/23 and 2023/24; and use of the digital library increased by 35% in terms of loans of e books and number of uses of the range of digital resources such as Pressreader to access newspapers online.
- 6.27. The libraries have a building programme in progress. In the last year Highgate Library has benefitted from £1.7m investment for decarbonisation. West Hampstead will also benefit from the programme from November. Swiss Cottage Children's Library will be redesigned during November to February and has been funded from a bequest and local CIL funding and will help celebrate Swiss at Sixty, the sixtieth anniversary year of the library. Holborn Library will be refreshed through S106 and local CIL funding to improve ventilation; shelving; furniture and open up spaces to allow for different community partners to use the space in a creative way that aligns with the library vision. Kilburn Library has been awarded £499,999 in the third round of the Libraries Improvement Fund administered by Arts Council England and supported by Department of Culture Media and Sport (DCMS) and a further £1.2m capital investment will add to this investment. The works are planned for 2025.

7. Responding to Social Inequality

- 7.1. Acknowledging the realities of social inequality is central to the Jobs, Young People and Culture so that we can address disparities and ensure everyone has the support their need to survive. We believe that by working together we can break barriers and create a borough where everyone has the chance to succeed. Through targeted programs and community support, we have been building a Camden that hopes to see a more equitable future for all.

Youth Justice Service

- 7.2. The YJS recognise the importance of a home feeling safe and welcoming if the child is to want to spend time there. Simple things such as new bedding and curtains, a painted room have made a big difference in some cases. We had a mother write to complement our YJS case manager who came to decorate her son's room and buy some personalised items for his room. The effort made

had a profound impact on the family and the trust built as a result has been instrumental to navigating some very difficult conversations with the family since. Other simple strategies such as feeding the children at appointments, or having chargers means they know they can eat if they want to, are not expected to engage when hungry or irritable and can give their phone a boost whilst attending. The Service has invested in a range of vouchers to support families in practical ways, to buy food, household items and essential equipment, e.g. heaters, blankets and furniture. Other ways intended to support financially, such as home improvements have been beneficial to building trust with families and making homes more comfortable.

- 7.3. The new reception space has a food share that children and parents can access when they attend appointments. This support is available to all children and families who have interventions with the YJS. Connections and advice about wider food share initiatives for residents in the borough are available. Progress is being made to have an up-to-date overview of support available for families in Camden which all parents and families can access as part of the assessment. Whilst this is all available online, it is recognised some families need information to hand before they look further as to what is available.

8. Inclusive Economy and Jobs

- 8.1. A key priority within this portfolio is ensuring our residents have equal access to jobs, fair wages and the opportunity to grow. By supporting diverse hiring, providing skills training, and investing in local businesses, we create a workforce that benefits from varied talents. This approach not only helps reduce economic disparities but strengthens our communities by creating stable, meaningful jobs for all. The Council is overseeing the delivery of three crucial strategic initiatives aimed at fostering and guiding inclusive growth in Camden: Knowledge Quarter Strategy (KQ2050), the Evening and Night-Time Strategy, and our Affordable Workspace Strategy.

KQ2050

- 8.2. KQ 2050, which was co-produced with the Knowledge Quarter partnership, was published in May 2023 to set out a vision and principles vision for inclusive growth of the Knowledge Quarter area. It recognises the need to balance a focus on supporting economic growth and innovation with securing solutions to the social and environmental impacts of development. It is the framework for collaboration and action towards our shared vision and achieving that balance and is influencing the Councils emerging approach to partnership working. A communications campaign is being developed with the knowledge quarter to promote key asks – diversity of leadership, local recruitment and STEAM engagement – to members of the Knowledge Quarter partnership.

Evening and Night Time (ENT)

- 8.3. Developed through extensive public engagement in 2022 and 2023, including a 3-session Citizens' Assembly, the Evening and Night Time Strategy was agreed

by Cabinet in Feb 2024. The Strategy establishes a vision to make Camden a welcoming, safe and inclusive place to spend time in the evening and night-time. It will sit alongside the refresh of Camden's Statement of Licensing Policy to provide a coherent framework for management and inclusion in Camden after 6pm.

- 8.4. One of the first actions being delivered is the development of a Licensing Charter to sit alongside Licensing Policy and to provide advice and guidance on how to meet the highest standards of regulatory compliance and excellent venue management. Input has been sought from licensees, through the business improvement districts and from both LABS (Camden Market) and Shaftsbury Capital as key stakeholders in our two largest ENT hotspots. Main feedback is around practical support to meet standards and emphasising existing best practice accreditation rather than developing new 'Camden standards'. The charter will be launched alongside the refreshed Statement of Licensing Policy.
- 8.5. The second action being taken forward is the piloting of a night market on Inverness Street in Camden Town. The planned pilot will take place in February half-term, 2025, and will be family focussed with craft activities alongside arts and crafts stalls, fresh produce and youth led live performances.

Affordable workspace

- 8.6. Camden's affordable workspace strategy was published in October 2023. Substantial progress has been made in implementing the planning and development related actions of the strategy, in particular new draft policy content in the new Draft Local Plan – including the introduction of a payment in-lieu model to seek cash where it is agreed that delivering affordable workspace is either unviable or not the optimal outcome, and where funds could make a difference elsewhere in the borough. Finally, in response to the significant growth of life sciences real estate demand in Camden and Central London, a multi-borough partnership has been sharing issues on how affordable space for life sciences is delivered through development and Camden is leading a research piece to understand demand profile and specific affordable property needs.

Good Work Camden

- 8.7. Camden Council directly delivers employment support to residents under the umbrella of Good Work Camden (GWC), the Council's flagship employment and business support programme. Good Work Camden includes neighbourhood based employment support, the Camden Young Talent Team (including Camden Apprenticeships) and the Euston Skills Centre. GWC also convenes the Employment and Skills Network and the Inclusive Business Network.

- 8.8. Neighbourhood Job Hubs. Since the start of 2024, through the neighbourhood job hubs 337 people have received one to one support and we have delivered 291 work, training or self-employment outcomes. In addition to the one-to-one support offered at our Job Hubs in Gospel Oak, Kilburn and Regent's Park. We have also developed a range of resources and workshops, such as a monthly CV surgery, Interview Practice sessions and employer insights sessions organised by our Employer Outreach Officers. We also offer specialist support and advice around applying for roles within the NHS.
- 8.9. Jobs & Skills Event 2024 In May 2004 we hosted our annual Good Work Camden Jobs & Skills Event. The event saw 50 stall holders, 32 employers and 18 local providers/community groups sharing live vacancies, training opportunities and additional services with the 270 residents in attendance.
- 8.10. Disability Job Hub Camden's Disability Job Hub was built on principles agreed by a group of disabled residents and on research completed by Camden Disability Action. The hub was launched in April 2023 and over 75 residents have been onboarded into Hub. 8 have been supported into paid employment, 7 have been supported into paid work experience placements and 10 have been supported into education and training, with many soft outcomes achieved as well, including comprehensive reasonable adjustments assessment, advice and guidance. The Disability Job Hub commissioned Purple Tuesday to deliver Disability Equality training to all Good Work Camden staff and also launched an 8-week Skills for Work training programme for our learning disability residents, led by the Learning Disability Work Ready Coach. Additionally, the first Camden Autism Pathways to Employment course, co-produced with Aspirations, took place in March 2024 and September 2024. This is a pioneering, free, five- week employability programme for autistic Camden residents, designed to create peer mentor opportunities and deliver employability support, and involved real employers in a mock job interview day and inclusive recruitment upskilling programme.
- 8.11. Refugee Support We provide specialist support to our refugee communities.
Recent highlights:
Education, training and work experience
- 2 Afghan residents have begun voluntary work to gain experience in their chosen fields, while 8 other Afghan residents have taken part in work experience schemes (including 3 with Camden).
 - 47 Afghan residents have been supported to enrol for new courses and training opportunities. Most have continued to progress to the next level in their English for Speakers of Other Languages (ESOL) classes this autumn and to work on qualifications in English and Maths, while a number have also completed qualifications in areas including First Aid and Food Hygiene.
 - 2 Ukrainian residents have been supported into education and training, including one who has begun a Masters degree in Marketing Management and

another who has started a construction skills qualification at the Euston Skills Centre.

Employment

- 24 Afghan residents have been supported into employment in a diverse range of areas.
- 4 Ukrainian residents have been supported into employment, with two of those being higher-level roles (eg Reporting & Insights Analyst, Property Valuer).
- 1 Afghan resident has achieved their Level 3 Business Administration apprenticeship and is now employed by Good Work Camden as a trainee Job Hub Adviser.

- 8.12. We are also now supporting asylum seekers who are currently residing at Camden's three contingency hotels. Since August 2024, 39 residents have engaged with our adviser, coming from 18 different countries. We are working closely with other teams in Camden, most notably Family Support and Adult Social Care, as well as the ESOL Information Service, to identify the right pathways for residents, in a very fast-moving and challenging environment. So far, 37 residents have been referred to ESOL classes, with 19 already enrolled.
- 8.13. Good Work Camden portal In September, we launched our "goodwork" website which features up to date news and events, plus access to a range of employment and training opportunities.
- 8.14. Employment and Skills Network Camden convenes a collection of local partners, colleges and specialised support organisations which make up our Employment and Skills Network. The aim of the network is to improve cross-referral pathways, share opportunities across the borough and build the capacity and capability of local employment support practitioners. The capability programme is designed according to feedback from members about support and training that would be useful to them. In October 2024, we held our first in-person forum since the pandemic, the focus was on Inclusive Recruitment and 16 members attended. Future sessions will include the impact of housing on employment, supporting carers and equality and diversity. Alongside this, we are working with Timewise to deliver training on negotiating flexibility with employers and we also aim to deliver modern slavery training in the new year.
- 8.15. Inclusive Business Network (IBN) continues to encourage and promote good work standards. The network has grown steadily over the past year, with 43 local organisations now members of the IBN. In 2024, the Network hosted quarterly training sessions on topics like flexible working, equality, diversity and disability inclusion. We recently trialled a reflection session following the delivery of diversity training, which helped participants deepen their learning and apply it practically. Following positive feedback, we'll be incorporating these reflection sessions regularly. In addition to training, members attend quarterly

meetings featuring inclusion discussions, service showcases, problem-solving clinics, and guest speakers.

- 8.16. Camden's free Human Resources (HR) support offer has been developed further over the past year, with surgery drop-in sessions taking place for IBN members. HR have also presented topics to the Network on key areas such as making reasonable adjustments in the workplace. Camden Carers Society will soon lead a session on supporting employees with care-giving responsibilities. A recent evaluation of the Network confirmed the importance of forging connections between employers and the Council, whilst underscoring the need for clear objectives to shape outcome measures. In line with these findings, the direction, resources, and scope of the IBN are currently under review to ensure alignment with core goals and to support future growth.

Good Work Camden Supporting the Youth Mission

Euston Skills Centre

- 8.17. In February we opened the new Euston Skills Centre (ESC), which serves as Camden Council's primary hub for construction training and job brokerage, now operating from a purpose-built facility at the former Maria Fidelis school site. Funded in part by HS2 assurance monies, ESC offers residents training in various construction fields through partnerships with the College of North West London, including Level 1 and Level 2 diplomas in Multi Skills, Carpentry and Joinery, Plumbing, and Electrical Installation. As an accredited Construction Skills Certification Scheme (CSCS) test centre, the ESC provides the training necessary for residents to earn a five-year CSCS card, a pre-requisite to work safely on site. The centre also offers weekly Level 1 Construction in the Built Environment courses, alongside specialist guidance on CV writing, job search, and interview skills.
- 8.18. The pause in HS2 works at Euston has limited employment and training opportunities arising on this development and has required a focus on active sites elsewhere including developing links to HS2 works at Old Oak Common. The service continues to support development sites across the borough working closely with developers and contractors around the delivery of their local employment obligations. Discussions with HS2 and partners have focused on exploring meanwhile uses. with the aim to host Department for Education funded Plant Driver Training Bootcamps went live in November 2024 and are delivered on HS2's siter.
- 8.19. GWC's Regents Park Job Hub is co-located at the ESC, offering additional support services for local residents pursuing employment and training. In partnership with Camden's Adult and Community Learning, the service facilitates ESOL classes, Digital Inclusion programs, and literacy and numeracy skills training. As a result, the centre now offers a comprehensive range of support services aimed at helping residents access valuable training and

employment opportunities. In line with the growing demand for sustainable skills, ESC has installed Green Skills Bays, where residents can train in emerging technologies such as Air Source Heat Pumps, Solar Thermal and Photovoltaic systems, and Electric Vehicle Charging. Camden aims to further develop its Green Skills training to prepare residents for future roles in sustainable construction and retrofit projects, ensuring that the ESC remains a key resource for workforce upskilling in line with evolving industry needs.

- 8.20. Supporting delivery of Camden’s Education Strategy ‘Building Back Stronger’, work is underway to develop an Opportunity Centre for young people located at ESC. Opportunity Centres are designed to facilitate inspiring learning beyond the school day. Due to go live in January 2025, discussions are taking place with Camden schools and young people to shape and inform what a vocational opportunity centre could look like and deliver.

Camden Apprenticeships

- 8.21. We have developed a robust approach to expanding apprenticeship and work experience opportunities, with a focus on both internal vacancies and partnerships with local businesses. Through a proactive “think apprentice” approach, we encourage apprenticeship consideration for internal vacancies, backed by an *Apprenticeship Pathway* model designed to transition apprentices into full-time positions where feasible. 150 people have been supported into apprenticeships by the service since January 2024. We have successfully created ring-fenced apprenticeships in partnership with suppliers such as Solace Women’s Aid, Wilson James, Sapphire Independent Housing, Lime, and Lambert Smith Hampton. Opportunities with University College London and the Francis Crick Institute have also been secured through planning obligations under s106. Further community outreach includes secondary school engagement and monthly information sessions to build apprenticeship awareness and interest among students and residents, supporting career readiness across diverse sectors, including construction and more.
- 8.22. This year, the Council has established a new work experience brokerage service to support residents aged 16+ in securing short-term placements within the council and with local businesses throughout the borough.

Care Experienced Internships

- 8.23. In September 2023, the Council launched a new internship program in partnership with Drive Forward. Six 18-month internship placements were created within Human Resources, the HS2 team, Strategy, Participation, and Refugee Support departments. These roles, accessible without formal qualifications, pay the London Living Wage, with an additional £3,000 provided per intern to help cover independent living costs—mirroring the government’s apprenticeship bursary initiative. They offer ongoing pastoral care and support to the interns, including employability training and access to a professional

mentor. Through close collaboration with key partners including the Department for Work and Pensions, Virtual School and Social Services the team works to address challenges the interns face. Additional guidance and training is offered including finance management, employability skills and managing a work-life balance. One of our interns has progressed into a permanent position with the Council.

Youth Pathway Finder

- 8.24. Camden's Youth Pathway Finder Project was launched as a pilot in September 2020 as a collaboration between Inclusive Economy and Adult and Community Learning. The project provides an individualised programme of learning and employment, targeted at a small number of young adult Camden residents aged 19-25 in danger of becoming victims and/or perpetrators of violent crime.
- 8.25. In the past year, the project has received referrals for 28 young people, bringing the total number supported into placements since its launch to 38. The range of placement opportunities has significantly expanded, with numerous organisations now offering roles in a variety of fields. Notably, 25% of the candidates supported by the project in the last year secured permanent full-time jobs, while 50% entered apprenticeships, traineeships or further learning. The remaining 25% continue to thrive in their placements.

Working with our Business Networks

- 8.26. Over the past 12 months, the Council has maintained and strengthened its contacts with business representatives through our Business Improvement Districts (BIDs) and Camden Place Board (consisting of BIDs and other business partnerships including commercial landlords). We have continued to work closely with our BIDs to support their day-to-day activities and as part of wider projects or collaborative pieces of work. We have supported the BIDs to engage with multiple Council services including Highways, Transport Strategy, Regeneration, Urban Design, Greenspace, Community Safety, and Planning.

Business Support

- 8.27. The Future Camden Fund (FCF), our small business grant and loan offer for businesses delivering social impact, opened for a second round at the end of 2023, with a decision making panel making the first three awards to Art School Plus (an Arts training provider and consultancy), Well Grounded (speciality coffee training provider) and Urmy Ltd (a decluttering and concierge service provider for neurodivergent people). They began their grant funded programme in 2024, all receiving a match-traded grant – where £1 of grant is made for every £1 of year-on-year income growth. A second FCF panel was held in September and a further 11 match-traded grant awards were provisionally made to a range of small businesses from fashion, health and beauty to retail, school and community engagement and consultancy services. Another panel will be held in November meaning a total of around £330,000 of grant has been issued this year. The Future Camden Fund encourages businesses that

typically struggle to access funding to apply, and 100% of grantees self-identify with underrepresented groups in business relating to disability, cultural background, sexuality and gender. Grant recipients benefit from wraparound business support and advice from Black Owned London and Action for Race Equality.

- 8.28. The LIFT programme in partnership with Islington, Hackney and Tower Hamlets councils was established to tackle the challenge of achieving inclusive economic outcomes for local communities– has over the last four years supported 2,463 local people from under-represented communities to engage with knowledge economy sectors: Health & Life Sciences, Tech & AI and Digital Creative industries. To date the programme has supported 57 Camden residents into high value jobs in these sectors delivered 29 apprenticeships, 203 work experience opportunities and 15 paid internships. The LIFT programme also provides enterprise support and 20 Camden start-ups (led by local people from under-represented communities) have been supported to secure £128,210 Investment in their ventures.
- 8.29. The Inclusive Health and Life Sciences Coalition (IHLS) joins together Hackney, Hammersmith and Fulham, Islington, Lambeth, Southwark and Tower Hamlets, Westminster and MedCity to deliver a stronger emphasis on Equity, Diversity and Inclusion (EDI) in the London Life Science sector. In 2024, the IHLS coalition has delivered a Life Sciences Pathways event in partnership with the Lord Mayor of the City of London. This event provided an opportunity for public sector leaders to engage industry in the challenges of creating employment and skills opportunities in the life sciences sector, generating commitment to work on apprenticeships, work experience and schools careers fairs. The Coalition is delivering a programme to encourage the development of more social impact businesses in the health and life sciences sector and on 11th November 2024, Camden's food mission team partnered with the project to host a Pitch Event for entrepreneurs in food and nutrition. Successful participants will receive expert support to help them develop investment pitches for their growth. In January 2025, the Coalition is planning a Primary School careers event (January 2025).
- 8.30. The IHLS coalition also secured £1.47m of UK Shared Prosperity Funding to deliver business support programmes that assist social entrepreneurs to access opportunities in the health and life sciences supply chain. The most recent round of the Social Business Accelerator programme saw 5 Camden businesses (out of 26 total across the eight boroughs) accepted onto the programme delivered by MedCity and the School for Social Entrepreneurs.

Communications Activity and Engagement

- 8.31. Earlier this year, a Business Support Hub was launched on the Council's website to enhance the visibility and accessibility of resources for local businesses. This new platform is complimented by a revitalised business

support newsletter, ensuring businesses can readily access essential resources and guidance.

- 8.32. A business support communications strategy is being developed, focused on targeted outreach to ensure that key stakeholders, especially underrepresented businesses, are well-informed about available support and opportunities from both the Council and external partners.
- 8.33. The Council is working with London & Partners to ensure that their GLL platform effectively signposts to Camden-based business support. We have also encouraged partners to register on the platform to promote their services, broadening the reach and impact of our support ecosystem. Grow London Local is the unified business support brand for London provided by London & Partners for the Mayor of London. Our partnership with GLL has expanded this year with the introduction of business support drop-ins at LABS and, previously, at West Hampstead Library, where Camden entrepreneurs can access guidance directly from the GLL business support team. Additionally, GLL have increased their involvement with local initiatives, such as One Kilburn, Good Work Camden's Jobs and Skills Event, and Camden's markets, helping to amplify business opportunities and build community connections.

Business Support Initiatives

- 8.34. In line with our commitment to inclusive support, we hosted the Camden Procurement Club in May, in collaboration with Newable as part of their UK Shared Prosperity Fund (UKSPF) Inclusive Supply Chain Programme. The event showcased the Council's business support initiatives and ambitions, providing insights into local government procurement and creating valuable networking opportunities for attendees.
- 8.35. In September, we launched the Inclusive Growth London Programme, delivered by Newable on behalf of Camden, Hackney, Tower Hamlets, and Westminster. This programme provides scale-up business support specifically tailored to micro and small female-owned and disabled-owned businesses with growth potential.
- 8.36. Utilising UKSPF funding, we have commissioned Rebel Business School to deliver a 12-month start-up / scale-up business support programme, launching in November. The programme will combine in-person sessions across Camden and virtual workshops, covering start-up essentials, growth strategies, and sustainable practices
- 8.37. Our ongoing collaboration with LABS has secured ten free six-month memberships for co-working space in Camden Town, providing local entrepreneurs with access to flexible and professional work environments. This is in addition to 18 desk spaces at the London School of Mosaic in Gospel Oak, secured through funding from the LIFT programme (above). We have also

secured 100 annual memberships for local resident entrepreneurs to access the members club to be opened by Il Bottaccio as part of the refurbished and commercially let Town Hall.

9. Finance Comments of the Executive Director Corporate Services

The Executive Director of Corporate Services has been consulted and has no additional comments to add.

10. Legal Comments of the Borough Solicitor

Legal Services have been consulted and their comments are incorporated in this report.

11. Environmental Implications

This report should contain no significant environmental implications for Camden.

12. Appendices

- Appendix 1 - Jobs, Young People & Culture Single Member Decisions
- Appendix 2 - Library Investment Breakdown