**London Anchor Institutions’ Network (LAIN)**

**Steering Committee Paper: Summary of proposed programme metrics**

**21 February 2023**

The impact of LAIN can be measured in several ways. Through the working groups, we have been developing and defining a series of programme metrics that enable us to track the impact the network is having on our headline goals. The working groups are at different stages in this. Below is a summary of the key measures that are currently being considered and reported.

Whilst there is no formal reporting requirement of anchor institutions for the programme, tracking this information more systematically will enable working groups, the steering committee and the programme as a whole to have a clearer picture of what is being achieved at the aggregate level. It is therefore proposed to agree a core set of metrics with standardised definitions and time periods (financial year) to support this, as well as to make reporting more streamlined.

The approach

Organisations across the network are very different in their scale and nature, and they have different priorities and areas of focus within the programme’s headline goals. It is therefore understood that not all core metrics will be applicable to all organisations. Alongside this numeric information, it will therefore also be important to keep collecting narrative information from members about actions being taken and progress being made, not least to continue enabling peer-to-peer learning and support across the network.

In addition, individual stories of the human impact of the work of anchor institutions are also critical to communicating the value of this work, and the LAIN programme team will continue to work with communications and other colleagues across the network to gather and share these.

Proposed metrics

**Hiring and Skills**

Overall goal: Support ‘good work’ and take steps to make our workforces representative of London’s communities

Key deliverables:

* Help more Londoners from target populations into good work (including London Living Wage (LLW) paying apprenticeships)
* Make progress in closing our gender, ethnicity and disability pay gaps

Progress measures:

* No. of LLW apprenticeships in the last financial year (ideally broken down by target population with the aim of being representative of London’s working age population)
* No. of supported internships in the last financial year
* No. of people from target populations recruited in the last financial year
* Amount in £x of Apprenticeship Levy pledged in the last financial year
* Gender pay gap narrowed over the past financial year OR published for the first time
* Ethnicity pay gap narrowed over the past financial year OR published for the first time
* Disability pay gap narrowed over the past financial year OR published for the first time
* Achievement of Disability Confident or the next level of the scheme
* Achievement of London Living Wage accreditation (and no. of staff whose pay is uplifted as a result)
* Achievement of Good Work Standard accreditation

**Mentoring Young People**:

Overall goal: Improve life chances and opportunities for disadvantaged young Londoners through quality mentoring in line with the London Recovery Programme’s New Deal for Young People mission

Key deliverables: Work in partnership with the voluntary and community sector and youth support organisations to identify, train and match mentors with young people most in need.

Progress measures:

* No. of mentors identified in the last financial year
* No. of mentors completing mentoring training in the last financial year
* No. of mentors matched with mentees in the last financial year

**Procurement**

Overall goal: Support inclusive economic growth by buying a greater share of our goods and services from London-based micro, small, medium-sized and/or diverse businesses

Key deliverables: Increase the proportion of goods and services to be purchased from micro, small and medium-sized enterprises (MSMEs) and diverse-owned businesses in this financial year (distinguishing between direct spend and tier 1 spend).

Progress measures:

* Overall spend amount and proportion - where possible, broken down as follows:
* Direct spend and tier 1 spend
* Spend with micro and small businesses
* Spend with diverse-owned businesses
* Spend with VCSEs
* Spend with London-based MSMEs
* No. and £ of contracts reserved for MSMEs in this financial year
* No. of MSMEs that contracted for goods/services in this financial year (where possible, broken down as above)
* No. of London MSMEs reached through market engagement/ supplier readiness activities this financial year (where possible, broken down as above)
* No. of procurement staff who completed e-learning module this financial year
* Steps taken to change procurement process to reduce barriers to MSMEs and diverse-owned businesses [a qualitative measure]

**Green New Deal**:

Overall goal: Lead London’s net zero efforts by accelerating estate decarbonisation

Key deliverables:

* Decarbonising our estates
* Ensuring a robust and trained workforce to meet decarbonisation needs

Progress measures:

* Net zero targets in place (plus any interim targets)
* Sqm of estate identified for decarbonisation (and by when)
* Sqm of estate retrofitted in the last financial year
* Tonnes of CO2e savings achieved in the last financial year
* No. of projects put forward to the regional estate decarbonisation pipeline in the last financial year
* No. of applications submitted for decarbonisation funding in the last financial year
* Amount of decarbonisation funding secured in the last financial year
* No. of staff who have done carbon literacy training over the last financial year
* No. of staff who have done environmental sustainability training over the last financial year

The steering committee is asked to:

* Provide feedback on the proposed approach set out in this paper
* Note the draft measures above and provide any feedback ahead of further discussion with working groups