



Notice of KEY Executive Decision containing exempt information

This Executive Decision Report is part exempt and Appendix A, is not available for public inspection as it contains or relates to exempt information within the meaning of paragraph 3 of Schedule 12A to the Local Government Act 1972. It is exempt because it refers to information relating to the financial or business affairs of any particular person (including the authority holding that information), and the public interest in maintaining the exemption outweighs the public interest in disclosing the information

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|---|---|
| Subject Heading: | <i>UKSPF People and Skills Grant Acceptance</i> |
| Decision Maker: | Kathy Freeman Section 151 Officer & Strategic Director of Resources |
| Cabinet Member: | Cllr Graham Williamson, Cabinet Member for Development and Regeneration |
| SLT Lead: | Sandy Hamberger |
| Report Author and contact details: | Amanda Montague 01708433394 Amanda.montague@havering.gov.uk |
| Policy context: | Havering Corporate Plan |

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| Financial summary: | <p>The total funding that will be allocated to Havering through UKSPF will be £2.24m.</p> <p>This funding is divided into three categories,</p> <p>Community and Places (£1.15m), Supporting Local Businesses (£0.372m) and People and Skills (£0.72m).</p> <p>The funding under the People and Skills strand will be drawn down from the GLA by Local London. £594280 will be delegated by a grant agreement to the Council to fund the Havering Works Brokerage project and enhance the Work and Health programme</p> |
| Reason decision is Key | Expenditure or saving (including anticipated income) of £500,000 or more and affects more than two wards. |
| Date notice given of intended decision: | 22/6/2023 |
| Relevant OSC: | Place OSSC |
| Is it an urgent decision? | No |
| Is this decision exempt from being called-in? | No |

The subject matter of this report deals with the following Council Objectives

People - Things that matter for residents x

Place - A great place to live, work and enjoy

Resources - A well run Council that delivers for People and Place.

Part A – Report seeking decision

DETAIL OF THE DECISION REQUESTED AND RECOMMENDED ACTION

The Section 151 Officer is requested to approve:

1. Agreeing and accepting a grant funding agreement (GFA) with Local London to deliver a People and Skills project funded through UK Shared Prosperity Fund (UKSPF) at a cost of £594,280. The contract is for a total of 18months from September 2023 until March 2025.

AUTHORITY UNDER WHICH DECISION IS MADE

1) Part 3 of the Constitution; Section 3.10.3

S151 Officer Functions

(m) To accept grants and the terms and conditions thereof for and on behalf of the Council.

STATEMENT OF THE REASONS FOR THE DECISION

The UKSPF is part of the government Levelling Up agenda and provides £2.6 billion of funding for local investment across the UK to be spent by March 2025. The government's stated aim of UKSPF is to:

- Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging
- Spread opportunities and improve public services, especially in those places where they are weakest
- Restore a sense of community, local pride and belonging, especially in those places where they have been lost
- Empower local leaders and communities, especially in those places lacking local agency

The Greater London Authority was designated the lead authority to manage UKSPF in London and was allocated £144,444,970 to be spent over a three-year period from 2022 to 2025. The GLA have experienced some slippage with the programme, though the contract will still be for three years from 2022, which will allow for any activities relating to the programme undertaken by the other local authorities within GLA in 2022 to be backdated.

The funding is divided between three different categories, £62m towards supporting local businesses, £40m for Communities and Places and £38m for People and Skills. Projects that will be funded through the People and Skills category of UKSPF will not begin until 2024 and activities to be funded through this category will not be considered until next year.

The funding will be allocated directly to Havering and did not involve a bidding process. The GLA divided the funding between the different local authorities using a formula that was agreed between each individual borough leader and London Councils. The formula that was used to agree the division of the funding allocations was stipulated as 50% need and 50%

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population. The criteria that was used to define the level of need includes the general deprivation of an area, the GVA per resident, household income, proportion of the working age with qualifications at NVQ level 2 or below and the average unemployment rate over the last four quarters.

The GLA is passporting the UKSPF People and Skills Strand funding to the Sub Regional Partnerships in London to manage, this is Local London for Havering. The joint committee have now approved Local London's delivery plan for the investment of £7.93 million across Local London's boroughs for the UK Shared Prosperity Fund, People and Skills strand.

The delivery plan agreed is based on the following split by priority groups as determined in the London Investment plan,

| Priority Groups | Allocation | £ | Overview Descriptions |
|---|------------|------------|--|
| Local employment support for vulnerable Londoners | 70% | £5,551,000 | <p>Building on the local job brokerage work that was funded by ESF</p> <p>Supporting residents disproportionately affected by the pandemic to obtain the support they need to progress in to good work</p> <p>With a focus on:</p> <ul style="list-style-type: none"> • Economically inactive residents • Those aged 50 and over • Ethnic minorities • People with a disability or health condition • Women • Residents with multiple and/or complex barriers to employment (for example, people with health conditions; care leavers; people with experience of the justice system; homeless people or those living in temporary accommodation; people with drug or alcohol dependencies) |
| Work & Health Programme | 13% | £1,030,900 | <ul style="list-style-type: none"> • Supporting boroughs to enhance the WHP's current offer • A localised approach by working directly with each borough to address the additional barriers presented by residents who would be eligible for the WHP and improve the local offer of the WHP |
| Extension of No Wrong Door | 13% | £1,030,900 | <ul style="list-style-type: none"> • Supporting the delivery of the interventions mentioned above • Integration resource in each borough for a localised approach to integration • Promote and extend the 'Ability Not Disability' workshops • Develop referral pathways to ensure that residents have access to the support they need to gain and sustain employment. • Bring in work training closer to opportunities to allow room for in work progression to tackle the cost-of-living crisis. |

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| Management and Admin- Light touch | 4% | £317,200 | <ul style="list-style-type: none"> • Management of claims • Light touch performance, quality and compliance monitoring • |
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The allocation to the London Borough of Havering is:-

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| Borough Brokerage | £501,200 |
| WHP Enhancement | £93,080 |
| NWD- Integration Hub | £93,080 |
| LL M&A | £28,640 |

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| Total | £716,000 |
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The value of the grant agreement is £594,280, the remaining funds will be held by Local London who as the current contract managers for both programmes, will procure activity in relation to the Work and Health Programme and No Wrong Door, guided and influenced by the issues and demands LBH Council Officers identify for support.

In March 2023 the Department of Levelling up, Housing and Communities announced that Councils would be able to use their UKSPF allocation of People and Skills Funding from April 2023. Local London have agreed a delivery plan with the GLA and will agree a delivery plan with LB Havering Officers. A timetable has been issued by Local London although as with the GLA timetable there has been slippage in the process.

The delivery plan will cover the activities to be undertaken to support residents, the targets that must be achieved for the funding are: -

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| Number of people receiving support to gain employment | 40 |
| Number of people supported to engage in job-searching | 160 |
| Total across the two groups | 200 |
| Number of people engaged in job-searching following support | 54 |
| Number of people in employment, including self-employment, following support | 30 |

The funding for the Brokerage service will be used to cover the salaries of the Havering Works team. The team are currently funded by a grant through the European Social Fund which comes to an end in December 2023. The team currently comprises 1 Team Leader and 2.5 Case Advisers. The ESF grant currently contributes to the salary costs of the Employment and Skills Manager and the Data and Monitoring Officer, it is proposed that the UKSPF will continue to contribute to these posts.

The majority of the Havering Works team are on short term contracts with end dates coinciding with the end of the ESF grant. The proposal is to extend the contracts of the team to the end of the UKSPF grant period (March 2025) which will enable continuity of the service to residents with experienced staff.

The UKSPF grant will enable the expansion of the team by one case adviser to meet the targets of the grant funding. All the posts in the Havering Works brokerage team supported by the grant funding will be short term contracts ending in March 2025.

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OTHER OPTIONS CONSIDERED AND REJECTED

Havering received an allocation of funding through the UKSPF which will be used to finance the Havering Works Brokerage service which will be monitored by Local London.

PRE-DECISION CONSULTATION

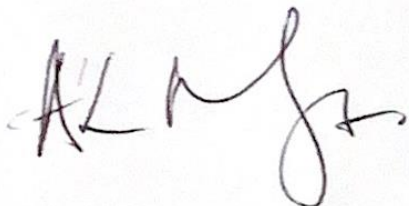
Meetings and workshops with the GLA and London Councils took place to inform local authorities of the type of proposals that should be submitted to the GLA that would meet governmental outputs as stipulated through the UKSPF. The GLA subsequently delegated the People and Skills Funding to the sub- regional partnerships to manage setting out the range of targets and activities the fund must deliver.

People and Skills strand was discussed as part of a series of internal departmental meetings that were held regarding UKSPF projects.

NAME AND JOB TITLE OF STAFF MEMBER ADVISING THE DECISION-MAKER

Name: Amanda Montague

Designation: Employment and Skills manager

A handwritten signature in black ink, appearing to read 'A Montague', written over a light grey rectangular background.

Signature:

Date: 3/8/2023

Part B - Assessment of implications and risks

LEGAL IMPLICATIONS AND RISKS

The Council has the power to accept the grant under s111 of the Local Government Act 1972 which permits the Council to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions.

The Council also has a general power of competence under Section 1 of the Localism Act 2011 to do anything an individual can do, subject to any statutory constraints on the Council's powers. None of the constraints on the Council's s.1 power are engaged by this decision.

Any dealings which the Council has with the grant will need to be in compliance with the Council's Contract Procedure Rules, in particular Rule 25.1, 25.2 and 25.4

The grant agreement sets out certain conditions which officers will ensure to adhere to in order to achieve full utilisation of the funding arrangements and prevent recovery of sums. Subject to the officers having an understanding the terms and conditions of the grant funding, the Council may accept the grant funding and enter into the grant agreement.

FINANCIAL IMPLICATIONS AND RISKS

The total value of the project is £594,280 of which £93,080 is for the enhancement of the Work and Health programme which is contracted to an external provider by Local London and may require procurement. The main grant of £501,200 is awarded to cover the costs of the staff delivering employment support to residents, this will include partial funding of posts supporting referrals. The grant funding contributes towards the cost of salaries for 9 full and part time staff (£487,469) plus project costs (£13,731) for the support of residents toward participant expenses e.g. travel, childcare, licences. The funding will be drawn down quarterly based on evidence of defrayed expenditure by LBH using a pro-forma supplied by Local London. There will be a small amount of expenditure during 2023/2024) with the remainder of the project spend being split over the course of the following months (April 2024 to March 2025).

The project will all be funded through UKSPF and will not require Council funding. If the council does not manage and deliver the programme then the risk will be that the funding is withdrawn. The grant agreement with Local London stipulates that Local London would have the authority to suspend payments, claw back funding or reduce the level of funding if the council defaults on the contract. Expenditure will be monitored internally by Havering and claims submitted to Local London.

HUMAN RESOURCES IMPLICATIONS AND RISKS (AND ACCOMMODATION IMPLICATIONS WHERE RELEVANT)

The Havering Works brokerage posts were created on the implementation of the Employment and Skills Plan in 2018, these posts were filled in October 2022 and January 2023 by staff on fixed term contracts to the end of December 2023. To ensure we have the expertise and give

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some job security within the team it is proposed that the staff currently employed in these roles are extended to March 2025 and employed on fixed term contracts.

The funding would provide the opportunity to employ one more case worker on a fixed term contract to deliver the project subject to approval by the Recruitment Panel, all vacant posts will be advertised allowing for redeployment opportunities for suitably skilled and qualified staff and extended to external advert where necessary.

A key risk is the lack of suitably skilled and qualified staff applying for the fixed term contract role, to mitigate this the option is to use agency workers.

EQUALITIES AND SOCIAL INCLUSION IMPLICATIONS AND RISKS

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have 'due regard' to:

- (i) The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) Foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex/gender, and sexual orientation.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

HEALTH AND WELLBEING IMPLICATIONS AND RISKS

The project will have a positive impact on participants lives in that moving toward employment through upskilling and support to find work can improve:-

- Mental health and wellbeing
- Access to and quality of education or other training opportunities
- Employment, income, opportunities for economic development
- Opportunity to interact socially with other people, social isolation, community support networks and being able to live independently

In turn once people are working they are able to participate in other aspects of society.

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

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The project has no additional impact on carbon emissions.
It does not offer the opportunity for Offsetting carbon emissions.
It could provide opportunities to support residents to secure roles in the green skills sector and in this way, would support preparation for the impacts of climate change.

BACKGROUND PAPERS

UKSPF Cabinet Paper Subject Matter :- Contract with the GLA to deliver projects funded through the United Kingdom Shared Prosperity Fund (UKSPF) Approved 29 March 2023

APPENDICES

| | | |
|-------------------|------------------------------|---------------|
| Appendix A | Draft Grant Agreement | Exempt |
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Part C – Record of decision

I have made this executive decision in accordance with authority delegated to me by the Leader of the Council and in compliance with the requirements of the Constitution.

Decision

Proposal agreed

Delete as applicable

Details of decision maker

Signed



Name: Kathy Freeman

Cabinet Portfolio held:

SLT Member title: Strategic Director of Resources

Head of Service title

Other manager title:

Date: 24.08.23

Lodging this notice

The signed decision notice must be delivered to Democratic Services, in the Town Hall.

For use by Committee Administration

This notice was lodged with me on _____

Signed _____

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