



Havering
LONDON BOROUGH

Notice of Non-Key Executive Decision

Subject Heading:	Individual Placement & Support Service Grant
Decision Maker:	Mark Ansell, Director of Public Health
Cabinet Member:	Councillor Gillian Ford, Cabinet Member for Health and Adult Care Services
SLT Lead:	Mark Ansell, Director of Public Health
Report Author and contact details:	Daren Mulley, Senior Commissioning Manager T: 01708 433982 E: daren.mulley@havering.gov.uk
Policy context:	This grant supports Havering Council to meet its People Theme priorities in its Corporate Plan 2022/23 – 2026/27. This plan sets out how the Council intends to invest and transform the borough with an emphasis on improving the lives of vulnerable children, adults and families. In summary, this grant ensures the Council fulfils its aim of ensuring that people are helped to live independent, socially connected and healthier lives.
Financial summary:	Funding for the Individual Placement & Support Service (IPS service) will be from the Office for Health Improvement & Disparities (OHID) to Havering (the designated lead local authority) and will be via a Section 31 grant. The Council will be allocated a grant total of £463,667. The grant expenditure will be on revenue costs

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	and incurred over a maximum period of 24 months starting in the first quarter of the financial year 2024/25.
Relevant OSC:	People
Is this decision exempt from being called-in?	Yes, it is a Non Key Decision

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

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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

This decision paper seeks approval:

- i) To accept the S31 local authority grant of £463,667 from the Office of Health Improvement & Disparities (OHID) to provide a specialist employment service (Individual Placement & Support Service) for two years (1st April 2024- 31st March 2026)
- ii) To vary the existing contract with Change Grow Live (CGL) the current Provider of adult drug and alcohol treatment to deliver the service.

AUTHORITY UNDER WHICH DECISION IS MADE

3.3 Powers of Members of the Senior Leadership Team Members of the Senior Leadership Team (SLT) have delegated authority to act as follows within the assigned service service/portfolio of responsibilities, subject to the general provisions and limitations set out in section 3.1 above.

General powers

(a) To take any steps necessary for proper management and administration of allocated portfolios

Financial Responsibilities

(c) In consultation with the relevant Cabinet Member to apply for, accept and manage external funding up to a limit of £500,000 per grant in support of any function within their Directorate provided that any financial contributions by the Council are made from within existing budgets.

STATEMENT OF THE REASONS FOR THE DECISION

The Council has a contract with CGL which commenced on the 1st of April 2021 and is due to expire on the 31st March 2026. The contract includes the option to extend for 3 years. CGL is expected to deliver the following services under this contract: [state them].

In January 2024, a letter to the Directors of Public Health announced the proposed funding from OHID to support the setting up of a tri-borough Individual Placement and Support (IPS) service between Havering, Barking & Dagenham, and Redbridge Councils.

IPS was identified as a promising approach to providing employment support in Dame Carol Black's independent review of support for people misusing drugs. Published in 2016, the review recognised the effectiveness of IPS and one of the main recommendations was a large-scale trial of IPS for people with barriers to employment

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relating to their substance misuse. Public Health England ran a large randomised controlled trial of IPS between 2018 and 2021. Further commitment to IPS was made in the UK Government's 2021 drug strategy "From harm to hope", which commits to ensuring that IPS will be available in treatment systems in all English local authorities by 2024-25.

IPS is therefore a well-evidenced approach that aims for sustained employment through mainstream, competitive jobs. It works with anyone of working age engaged in structured treatment. IPS is highly personalised, features significant employer engagement, and offers in-work support in addition to pre-employment support. IPS is a 'work first' intervention designed to support people into jobs that they want to do regardless of their stage on the recovery journey. Short-term training, volunteering and work placements can be included in IPS support, but IPS is generally intended to support people who are more interested in longer-term training, volunteering or meaningful activity.

The 'work first' approach challenges many of the more established education, training and employment (ETE) approach of employment as a post-treatment goal. The distinguishing feature of IPS is that employment support is provided alongside treatment by integrating an employment specialist within the treatment service as an equal member of the multi-disciplinary team. This establishes employment as a key aim of recovery and integral to the aims of treatment: that employment should be part of the recovery journey.

OHID is eager that Councils work with their neighbours as this arrangement provides the most effective, resilient and efficient delivery of IPS. Initial discussions have therefore taken place between OHID and the Commissioners for Havering, Barking & Dagenham, and Redbridge, focusing on the feasibility of working as a consortium. All three have agreed that the Lead Council would be Havering Council.

In addition, the most suitable Provider of the IPS service has been identified as Havering Council's current Provider (i.e. Change, Grow, Live; CGL) that delivers the adult drugs and alcohol treatment and recovery service. This has been agreed with the other Councils. Due to the limited funding period, there will be advantages from varying the existing contract with CGL in Havering. CGL has a national IPS Coordinator in place to support the service and has the expertise in delivering this type of service with over 25 similar services across England. Going with CGL means that little time is spent on locating an IPS provider, allowing the service mobilisation to commence from April 2024.

The grant will be £226,371 for 2024-25 and £237,296 for 2025-26. Funding for IPS will be from OHID to Havering Council via a Section 31 grant. The proposal is that funding would support the recruitment and employment of one Senior Employment Specialist and three Employment Specialists working across Barking & Dagenham, Redbridge and Havering, with the last acting as the lead local authority and handling payments to the IPS provider. OHID will support Havering Council to put in place the necessary funding documentation, during which specifics pertaining to the payment schedule and reporting mechanisms.

Following approval of this decision, Havering Council will proceed with issuing a contract variation notice to the Provider. The delivery and impact of this additional funding will be regularly monitored and reviewed through a tri-borough IPS Steering Group. OHID consider Steering Groups essential when introducing IPS into the local treatment services and is attended by Havering, Barking and Redbridge Commissioners, Providers

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and OHID. The Steering Group is currently meeting fortnightly whilst the IPS service is being mobilised and will continue to meet quarterly to monitor the progress and performance of the IPS service throughout 2024-26.

OTHER OPTIONS CONSIDERED AND REJECTED

No other options were considered. OHID has given specific requirements for the expenditure of grant and the current contracted Provider in Havering is the most appropriate recipient of the grant to enhance existing drug and alcohol services as per the grant terms and conditions.

PRE-DECISION CONSULTATION

There was engagement with the following officers and organisations:

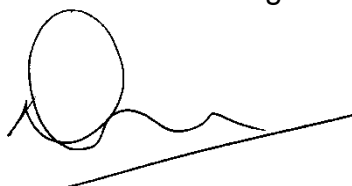
- Change, Grow, Live (the Provider of adult drug and alcohol services in Havering and Barking & Dagenham)
- The Provider of adult drug and alcohol services in Redbridge
- Office for Health Improvement & Disparities (OHID)
- Lead Commissioners of the London Boroughs of Redbridge and Barking & Dagenham

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

Name: Daren Mulley

Designation: Senior Commissioning Manager

Signature:



Date: 13th February 2024

Part B - Assessment of implications and risks

LEGAL IMPLICATIONS AND RISKS

The Council has a duty under Section 12 of the Health and Social Care Act 2012 to take such steps as it considers appropriate for improving the health of the people in its area including providing services or facilities for the prevention, diagnosis or treatment of illness. Under section 1 of the Care Act 2014 the Council has to promote the well-being of individuals. "Well-being" in relation to an individual is defined within the 2014 Act as including (b) physical and mental health and emotional well-being suitability of living accommodation and (e) participation in work, education, training or recreation.

The Council has the general power of competence under section 1 of the Localism Act 2011 to do anything an individual may generally do subject to any statutory constraints on the Council's powers.

This contract is a light touch contract and for the purposes of the Public Contracts Regulations 2015, it is an above threshold contract as the contract value is £10,608,216 (which is above the threshold for light touch regime contracts £663,540). This contract variation would be subject to the full rigours of the PCR 2015.

As the contract has provisions which are clear, precise and unequivocal, the proposed variation irrespective of the monetary value, has been provided for in the procurement documents and does not alter the overall nature of the contract. The proposed variation is permitted under Regulation 72(1) (a) of the PCR 2015.

Moreover, the proposed variation may also be permitted under Regulation 72(1)(f) of the PCR 2015, as the value of the variation is below the relevant threshold (here the variation is estimated to be £465,000, which is below the Light Touch Threshold of £663,540 and is also below 10% of the initial contract value (here being £1,060,821.6).

Under clause B22 of the existing contract, a request for this variation will have to be by written notice under the form of a variation notice. This variation will need to set out in detail the proposed variation.

Note that a deed of variation would be required as the initial contract was executed as a deed of variation.

Subject to having in place various other documents such as a fresh grant agreement, pass through agreement and a collaboration agreement and being reviewed by the Legal team, the Council may proceed with the proposed variation.

FINANCIAL IMPLICATIONS AND RISKS

This decision paper is seeking approval to accept the S31 local authority grant for Individual Placement and Support Service. The grant allocation is £226,371 for the 2024/2025 financial year and £237,296 for the 2025/2026 financial year. The total

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funding available for the 2-year period from 1st April 2024 – 31st March 2026 being £463,667.00.

This grant requires a tri borough consortium between Havering, Barking and Dagenham and Redbridge and Havering will be the host authority for the funding.

This report is also seeking approval to enter into a grant agreement with OHID and to vary the existing contract with Change, Grow, Live to deliver the service. CGL have been identified as the most suitable provider to deliver the service within the consortium.

OHID will support Havering Council to put in place the necessary funding documentation, during which specifics pertaining to the payment schedule and reporting mechanisms.

There are no adverse financial implications as a result of accepting this funding.

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

There are no implications or risks anticipated to Council staff as the employees involved in the delivery of the additional grant funded posts will be employed directly by the existing Supplier.

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, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

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.

The action undertaken will include monitoring how the service meets the needs of all eligible users, including those from ethnic minority communities and the disabled. The

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Council will also ensure that potential providers have undertaken equality training and adhere to the Council's Fair to All Policy or their own equivalent.

BACKGROUND PAPERS

None

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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

Proposal NOT agreed because

Details of decision maker

Signed 

Name: Mark Ansell

Head of Service title: Director of Public Health

Date: 21st February 2024

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 _____