

DELEGATED POWERS REPORT NO.**1754****SUBJECT:** Grant to Dimensions Community Enterprises (DCE) for a supported employment programme entitled – ‘Employment Pathways’**Control sheet****All of the following actions MUST be completed at each stage of the process and the signed and dated report MUST be passed to the Governance Service for publishing**

All reports		
Governance Service receive draft report	Name of GSO Date	Jeremy Williams 30/07/2012
Governance Service cleared draft report as being constitutionally appropriate	Name of GSO Date	Jeremy Williams 30/07/2012
Finance clearance obtained (<i>report author to complete</i>)	Name of Finance officer Date	Kerry-Anne Smith 05/07/12
Staff and other resources issues clearance obtained (<i>report author to complete</i>)	Name of Resource officer Date	Rena Abrahams 03/07/12
Strategic Procurement clearance obtained (<i>report author to complete</i>)	Name of SPO Date	Nanette Young 19/06/12
Legal clearance obtained from (<i>report author to complete</i>)	Name of Legal officer Date	Steven Strange 16/07/12
Policy & Partnerships clearance obtained (<i>report author to complete</i>)	Name of P&P officer Date	Andrew Nathan 14/6/12
Equalities & Diversity clearance obtained (<i>report author to complete</i>)	Name of officer Date	Andrew Nathan 14/6/12
The above process has been checked and verified by Director, Head of Service or Deputy	Name Date	Jay Mercer 16/07/12
Signed & dated report, <u>scanned or hard copy</u> received by Governance Service for publishing	Name of GSO Date	John Murphy 31/07/2012
Report published by Governance Service to website	Name of GSO Date	John Murphy 31/07/2012
Head of Service informed report is published	Name of GSO Date	John Murphy 31/07/2012
Key decisions only:		
1. Expiry of call-in period	Date	N/A
2. Report circulated for call-in purposes to Business Management OSC members & copied to Cabinet Members & Head of Service	Name of GSO Date	N/A

ACTION TAKEN BY CABINET MEMBER (EXECUTIVE FUNCTION)

Subject Grant to Dimensions Community Enterprises (DCE) for a supported employment programme entitled – ‘Employment Pathways’

Cabinet Member: Leader of the Council

Date of decision 23/07/12

Date decision comes into effect 23/07/12

Summary	This report seeks approval for the making of a grant of £50,000 from the 2012-13 Service Priorities Fund to Dimensions Community Enterprises to further develop The Employment Pathways Project in Barnet.
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Officer Contributors Elaine Runswick, 14-19 Lead, Children’s Services

Status (public or exempt) Public

Wards affected All

Enclosures None

Reason for exemption from call-in (if appropriate) Not applicable

Key decision No

Contact for further information: Zoreena Daniels 0208 359 2011

Serial No. 1754

1. RELEVANT PREVIOUS DECISIONS

- 1.1 Cabinet 20 June 2012 (Decision Item 6) resolved a skills and employment package of targeted time limited support to help young people into employment, including those classified as NEET. Cabinet also resolved that the Leader of the Council be authorised to agree any minor changes to the Skills, Employment and Enterprise Action Plan and proposed support package in order to ensure effective delivery.

2. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 2.1 The purpose of this project is to reduce the number of young people not in employment, education or training (NEET) aged 16-24 and increase sustainable job opportunities for young people with learning difficulties and/or disabilities.
- 2.2 By working in partnership with Dimensions Community Enterprise (DCE) and Barnet and Southgate College this proposal supports the corporate plan priority to provide better services for less money, and the corporate objective 'to manage resources and assets effectively and sustainably across the public sector in Barnet'.
- 2.3 The project aims to provide supported employment for young people with learning difficulties and/or disabilities (LDD) which supports the corporate plan priority of sharing opportunities and responsibilities by 'creating the conditions for children to develop skills and acquire knowledge to lead successful adult lives' and the Children and Young People Plan (CYPP) priority to 'enable every child and young person to achieve their full potential narrowing the gap for those whose attainment is at risk'.
- 2.4 The development of this specific service for young people with LDD will also support the CYPP priorities to 'develop a personalised 14-19 offer to meet each young persons needs (14-25 for LDD)' and to 'ensure high quality provision for disabled children and young people and those with complex needs'.

3. RISK MANAGEMENT ISSUES

- 3.1 There is a risk that the numbers of young people with LDD gaining and retaining employment is low. However, the delivery of services will be monitored through council's Standard Conditions of Grant Aid which will incorporate performance management to ensure that the services delivered are effective.
- 3.2 All grants are made subject to the council's Standard Conditions of Grant Aid, with which applicants are required to signify their compliance by signing a written undertaking. Amongst other things, the conditions cover how awards are spent, allowing council officers a right of access to proof thereof, and requiring notification of any change in an organisation's circumstances which significantly affect its finances, operations or grant entitlement. The council reserves the right to withhold payment of any approved grant, or to demand full or partial repayment, if it appears that an organisation has failed to comply with any of the conditions attached to the award.
- 3.3 The shift towards greater community-led involvement in the delivery of services has involved some relaxation in the attitude traditionally taken to compliance with eligibility criteria before an award is recommended. Whilst all applicants are

expected to satisfy basic governance requirements, such as having an independent management committee, it is accepted that community-led and self-help groups often require the support of a parent organisation or other agency. In cases such as these, account is taken of other relevant factors, such as knowledge of a supporting agency and mechanisms to manage an applicant's financial affairs. All applicants are expected to work towards full independence within a reasonable period.

4. EQUALITIES AND DIVERSITY ISSUES

- 4.1 The Children and Young People profile in Barnet outlines that the percentage of the population with a learning difficulty aged 14-19 is between 2.26% - 2.67%. This cohort can be at particular risk of becoming NEET and may experience further difficulties because of this. The making of a grant to DCE will enable support for this particular group of young people to gain employment and to support them in their adult lives.
- 4.2 We know that adults with LDD may also be less likely to be in paid employment and are therefore seeking to prevent this outcome by intervening at an earlier stage. Being in employment helps to build self-esteem, confidence and independence for this vulnerable group, particularly as they make the transition into adulthood.
- 4.3 All voluntary and community organisations grant-aided by the council are required to demonstrate that they have an equal opportunities policy covering users, staff and volunteers, which promotes equal treatment for all, irrespective of their age, disability, gender, sexuality, ethnic background, faith, health, language or social and economic background.
- 4.4 As the council moves towards a greater emphasis on commissioning and awarding of contracts, voluntary and community organisations are required to demonstrate how their activities support the council in meeting its equalities obligations.

5. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 5.1 The grant of £50,000 will be funded from the £1 million Barnet Skills, Employment and Enterprise Action Plan aimed at supporting 16-24 year old residents and employers. This is being funded from the 'Service Priorities Fund' which was agreed as part of the council's budget for 2012-13.
- 5.2 Staffing will be covered by DCE as will ICT and courses will be run at the college sites. There are no other staffing, ICT or property implications in the context of this report.
- 5.3 DCE will have prime responsibility for employment of the Employment Engagement Adviser. They will hold the employment contract and thus there is no financial risk to the Council for any redundancy or other costs.
- 5.4 The project will be monitored by a steering group with representation from:
- Barnet Mencap
 - London Borough of Barnet
 - Barnet and Southgate College
 - Oaklodge School

- Dimensions Community Enterprise

- 5.5 DCE will report to the steering group every term through a report an update of achievements against the project outcomes detailing all vacancies secured, young people employed and details of training commenced.
- 5.6 Barnet and Southgate College will provide the core funding for the training and funding has been secured for a Job Coach post for the first year. £50,000 from the 2012-13 Service Priorities fund will be used to further develop the project to resource an Employer Engagement Advisor post to work with employers to ensure suitable vacancies for young people are identified. Barnet and Southgate College's core funding will provide for subsequent years.
- 5.7 We are also seeking financial support from other agencies including Jobcentre Plus.

6. LEGAL ISSUES

- 6.1 None

7. CONSTITUTIONAL POWERS

- 7.1 Council Constitution, Part 3, Responsibility for Functions, Section 3 (Responsibility for Executive Functions) - section 3.2 details the responsibilities of Cabinet Members and provides that the Leader of the Council may discharge any function of the Executive.

8. BACKGROUND INFORMATION

- 8.1 Historically there have always been difficulties in the transition between school, college and work for people with learning disabilities. Officers have been working with DCE, Oak Lodge School and Barnet and Southgate College to develop and deliver a programme to support young people in becoming independent workers and making their own contribution to their communities.
- 8.2 The programme has been based on the ROSE (*Realistic Opportunities for Supported Employment*) programme a model delivered by The London Borough of Havering in partnership with Havering College. The main aim of this programme is to secure paid work for clients with learning difficulties through a job coaching model. The ROSE programme has placed 67 young people with learning difficulties into work within the last 5 years and 80% (57) of these have been sustained outcomes.
- 8.3 This scheme complements the scheme for adult residents provided through Adult Social Care and Health. The core funding from the college will make this project sustainable in the longer term.
- 8.4 DCE is the provider delivering the Barnet Employment Pathways project and we need to continue to provide coherence and clarity to the project. DCE are currently working in partnership with Barnet & Southgate College, Dimensions UK & Barnet Mencap. DCE also have a very positive working relationship with the Disability

Employment Advisors especially in the Right to Control team in Barnet. This relationship allows them to provide additional resources and support to clients as well as being a valuable referral route.

- 8.5 In addition to this DCE is a Mindful Employer and part of the 2 Ticks: Positive about Disability scheme.

9. LIST OF BACKGROUND PAPERS

- 9.1 Cabinet paper – The Barnet Skills, Employment and Enterprise Action Plan 2012 - 2015. This paper can be accessed via the link below
<http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=119&MId=6575&Ver=4>

10. DECISION OF THE LEADER OF THE COUNCIL

I authorise the following action:

- 10.1 **To approve a grant of £50,000 from the 2012-13 Service Priorities Fund to Dimensions Community Enterprises to further develop the Employment Pathways Project in Barnet, subject to the Council's Standard Conditions of Grant Aid**



Signed

Leader of the Council

Date

23/07/12