



SHEFFIELD CITY COUNCIL

Individual Cabinet Member Report

Report of:

Jayne Ludlam
Executive Director, Children, Young People & Families

Report to:

Leigh Bramall
Cabinet Member for Business, Skills and Development

Date:

27th June 2014

Subject:

Sheffield's Working (2014 – 2015)

Author of Report:

Eve Waite, 0114 229 6136

Key Decision:

YES

Reason Key Decision:

Expenditure over £500,000

Summary:

This report informs Members of the new Sheffield's Working Programme funded via Council monies.

Commencing in July 2014, the programme will support approximately 1,000 residents.

The programme has been developed in partnership with voluntary and community organisations and tried and tested experience of the last five years.

Reasons for Recommendations:

(Reports should include a statement of the reasons for the decisions proposed)

The Sheffield' Working Programme will directly support people who are out of work at a time of recession.

The activities and outcomes of the programme will directly contribute to the delivery of the Corporate Plan:

- A Strong and Competitive Economy
 - Tackling Poverty and Increasing Social Justice
-

Recommendations:

The Cabinet Member for Business, Skills and Development is recommended to:

- a) Approve the details of the Sheffield's Working Programme as set out in this report.
- b) Request the Executive Director, CYPF to conclude, in accordance with her authority in the Leader's Scheme of Delegation, and in consultation with the Director of Commercial Services the agreements to procure the projects as set out in this report.

Background Papers:

1. Sheffield Economic Strategy: Bigger Economy, Better Business, Faster Growth

http://www.welcometosheffield.co.uk/content/images/fromassets/100_2152_1405_13140820.pdf

2. Sheffield's Employment Strategy

<https://www.sheffieldfirst.com/key-documents/employment-strategy.html>

Category of Report: OPEN

Statutory and Council Policy Checklist

Financial Implications
YES Cleared by: Liz Orme
Legal Implications
YES Cleared by: Nadine Wynter
Equality of Opportunity Implications
YES Cleared by: Bashir Khan
Tackling Health Inequalities Implications
NO
Human Rights Implications
NO
Environmental and Sustainability implications
NO
Economic Impact
NO
Community Safety Implications
NO
Human Resources Implications
NO
Property Implications
NO
Area(s) Affected
City Wide
Relevant Cabinet Portfolio Lead
Cabinet Member for Business, Skills and Development
Relevant Scrutiny Committee
Economic and Environmental Wellbeing Scrutiny and Policy Development Committee
Is the item a matter which is reserved for approval by the City Council?
NO
Press Release
NO

REPORT TO THE Cabinet Member for Business, Skills and Development

Sheffield's Working (2014 – 2015)

1.0 SUMMARY

- 1.1 This report informs Members of the new Sheffield's Working Programme funded via Council monies.
- 1.2 Commencing in July 2014, the programme will support approximately 1,000 residents
- 1.3 The programme has been developed in partnership with voluntary and community organisations and tried and tested experience of the last five years.

2.0 WHAT DOES THIS MEAN FOR SHEFFIELD PEOPLE

- 2.1 The programme will support residents to:
- prepare for the labour market
 - develop skills for job survival
 - resolve barriers that prevent them entering the labour market
- 2.2 The number of people who are out of work and unemployed in Sheffield is greater than the national average:

	Sheffield	GB
People unemployed	29,600 / 9.7%	7.5%
<i>Jan – Dec 2013 ONS Annual Population Survey</i>		
People in receipt of Jobseekers Allowance	13,480/ 3.7%	2.7%
<i>April 2014 ONS claimant count with rates and proportions</i>		

- 2.3 The Council investment is in addition to mainstream Government funding via the Department for Work and Pensions and the Skills Funding Agency. Our programme is designed to add to and fill gaps, rather than duplicate mainstream provision. This will mean more Sheffield people get support to find work than would otherwise be the case.

3.0 OUTCOME AND SUSTAINABILITY

- 3.1 The City Council's Corporate Plan Standing up for Sheffield sets out the ambition to lead Sheffield's transformation by:
- being a strong and competitive economy
 - developing successful young people

- tackling poverty and increasing social justice

3.2 The key outcome of the programme will be to support residents to move toward, gain and sustain work. Sustainability of work is a key strand built in from the start in order to ensure that people have the best chance of staying in work and the wider positive outcomes that brings.

3.3 The expected wider outcomes of the programme are:

- Through people moving into work, an increase in GVA for the city
- Increase the employment rate for the City
- Reduction in the number of people in receipt of out of work benefits

4.0 BACKGROUND

4.1 Supporting residents into work is key to achieving the aspiring targets of economic growth and increasing the employment rate as detailed in the both the Economic Strategy and the Employment Strategy the Employability

4.2 The economic objectives for the Economic Strategy are:
(the programme will contribute directly to those highlighted in bold)

1. Distinctive and high performing sectors
2. A dynamic private sector
3. **A skilled and productive workforce**
4. Future Proof Infrastructure
5. **An inclusive economy**
6. A high profile city brand

4.3 The priority areas for action in the Employment Strategy are:
(the programme will contribute directly to those highlighted in bold)

1. Improve employer involvement
2. Harness economic development and business growth initiatives for employment outcomes
3. **Remove and manage health barriers to work**
4. **Provide skills for work and progression**
5. **Support vulnerable groups and workless families**
6. **Increase work and progression opportunities for young people**

5.0 SHEFFIELD'S WORKING – THE OFFER

5.1 Sheffield City Council is determined to prevent the human and economic waste associated with long-term unemployment. Therefore the programme developed is capable of motivating, skilling and supporting residents into work.

5.2 The programme comprises the following key principles and requirements for delivery:

1. A holistic person centred approach
2. To complement mainstream provision (therefore will not support people on the Work Programme)
3. An assessment of the individual's barriers including employability, skills health, social and practical e.g. housing, debt
4. Support that suits the individual's needs – not a 'course' that is 'done' to everyone
5. Keyworker support that will motivate and challenge the person to succeed
6. Continued in work support to ensure the person will sustain in work

6.0 SHEFFIELD'S WORKING – THE PROGRAMME

6.1 The Programme comprises 11 projects which will deliver the Employment Strategy:

1. Work Clubs in Neighbourhoods
2. Specialist support for ex-offenders
3. Wrap around support

1. The Work Clubs will (eight projects):

- Support people who are in receipt of an out of work benefit (jobseekers, employment support or income support) or economically inactive
- Deliver services in the Library Hubs and link with the new community libraries
- Be neighbourhood based and link with key local anchor organisations e.g. Children's Centres, GP surgeries

2. The ex-offenders will provide specialised employment support and guidance for this marginalised group of residents

3. The 'wrap around' projects will support the Work Clubs by providing dedicated (2 projects):

- Debt and benefits advice
- Managing health conditions at work and for independent life

6.2 **Cabinet approval is now sought to agree to commission the following programme of expenditure to the end of March 2015:**
(further details in Appendix 1)

Theme	Projects	Monies
Work Clubs in Neighbourhoods	8 projects	585,000
Specialist support for ex-offenders	1 project	40,000
Wrap around support	2 projects	100,000
Total	11 projects	725,000

7.0 LEGAL IMPLICATIONS

- 7.1 The recommendations in this report represent executive decisions which may be made by the Cabinet Member for Business, Skills and Development in accordance with the Leader's scheme of delegation.
- 7.2 In implementing the proposals reliance can be placed on the 'general power of competence' (the 'GPC') conferred on the Council by Section 1(1), Localism Act 2011. (Section 1(1) came into force on 18th February 2012 and provides that, "*A local authority has power to do anything that individuals generally may do.*" This is clearly a very broad power. It is not, however, *carte blanche* for the Council to act in any way it pleases. As one example of this, Section 2(1) provides that, "*If exercise of a pre-commencement power of a local authority is subject to restrictions, those restrictions apply also to exercise of the general power so far as it is overlapped by the pre-commencement power.*")
- 7.3 The Council is under a duty to prepare a 'sustainable community strategy' for promoting or improving the economic, social and environmental wellbeing of its area and contributing to the achievement of sustainable development in the UK (Section 4(1), Local Government Act 2000). The Council's strategy (the Sheffield City Strategy 2010 – 2020: "Sheffield 2020: Where People Shape the Future") forms part of the Council's Policy Framework and, therefore, the Executive cannot exercise executive functions in a manner contrary to the strategy. The proposals in this report are supportive of two of the five 'key ambitions' within the strategy, namely:-

Successful; *building a strong, internationally successful local economy, working with our partners within Sheffield City Region to ensure that local industry and businesses trade with companies from across the world.*

Inclusive; *a city which ensures that everyone has a chance to succeed and fulfil their potential, and where people feel welcomed, valued and can fully participate in the life of the city.*

- 7.4 The procurement of any goods, works or services by the Council must be undertaken in accordance with all relevant provisions of the Council's Constitution including Contracts Standing Orders and all applicable procurement rules. Therefore providers will be required to enter into formal written legal agreements with the Council which will provide for effective delivery at levels satisfactory to the Council as funder or customer as the case may be.

8.0 FINANCIAL IMPLICATIONS

- 8.1 This report sets out the delivery detail of the Council's Sheffield's Working programme in line with the new Employment Strategy. It is funded through the employment monies and this report does not exceed the

agreed budget.

9.0 EQUALITY OF OPPORTUNITY IMPLICATIONS

9.1 In exercising their discretion, local authority decision makers must always be mindful of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010. This is the duty to have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

9.2 This includes having due regard to the need to:

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic; and
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it

9.3 Section 158 of the Equality Act 2010, permits the taking of positive action where this is a proportionate means of meeting the needs of persons who share a protected characteristic which are different from the needs of persons who do not share that protected characteristic.

9.4 Section 4 of the Act lists the following as the 'protected characteristics':

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

9.5 This programme seeks to support groups that are traditionally excluded from the labour market and adds value to mainstream provision by removing barriers to employment. It is therefore considered that there are no negative equality implications.

9.6 An Equalities Impact Assessment has been completed and accompanies this report.

10.0 ALTERNATIVE OPTIONS CONSIDERED

10.1	Alternative Option	Reasons for discounting
	In house Council delivery	The Council is not in the position to deliver the wide range of outcomes as described in this report.
	Not to fund the programme	If the Council did not fund this programme, activity would not be delivered and outcomes for vulnerable people not achieved.

11.1 REASONS FOR RECOMMENDATIONS

11.1 The Sheffield' Working Programme will directly support people who are out of work at a time of recession.

11.2 The activities and outcomes of the programme will directly contribute to the delivery of the Corporate Plan:

- A Strong and Competitive Economy
- Tackling Poverty and Increasing Social Justice

12.0 RECOMMENDATIONS

12.1 The Cabinet Member for Business, Skills and Development is recommended to:

- a) Approve the details of the Sheffield's Working Programme as set out in this report.
- b) Request the Executive Director, CYPF to conclude, in accordance with her authority in the Leader's Scheme of Delegation, and in consultation with the Director of Commercial Services the agreements to procure the projects as set out in this report.

Author: Eve Waite

Job Title: Head of Employment and Skills

Date: 16 May 2014

Appendix 1

Work Clubs - Area	Number of people in receipt of Jobseekers Allowance	Value
Burngreave and Darnall	2,297	100,000
North East	2,424	100,000
East	2,220	100,000
South	1,935	80,000
Central	1,853	80,000
South East	1,327	60,000
Northern	1,031	45,000
South West	409	20,000
Total	13,496	585,000

Wraparound Service	Value
Debt and Benefits Advice service	70,000
Condition Management	30,000
Total	100,000