

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CABINET**

**26<sup>TH</sup> OCTOBER 2017**

**EMPLOYABILITY SUPPORT GRANT AND COMMUNITIES FIRST LEGACY  
FUND PROPOSALS**

**REPORT OF SERVICE DIRECTOR, PUBLIC HEALTH & PROTECTION IN  
DISCUSSION WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR R  
LEWIS**

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**1. PURPOSE OF THE REPORT**

- 1.1 The purpose of this report is to outline to Members a set of proposals in relation to the “Employability Support Grant” and the “Communities First Legacy Fund”, and seek the authority to formally submit these proposals to Welsh Government for their consideration.

**2. RECOMMENDATIONS**

It is recommended that Cabinet:

- 2.1 Note the information contained within this report.
- 2.2 Authorise the Service Director for Public Health and Protection to formally apply for funding from the Welsh Government’s Employability Support Grant based on the specific proposals set out in paragraph 6.13.
- 2.3 Approve the proposed use of the Communities First Legacy Fund to continue to deliver elements of the programme identified as good practice and to minimise the impact on service users, the Council and voluntary sector partners when the Communities First programme ends on 31<sup>st</sup> March, 2018.

**3. REASONS FOR RECOMMENDATIONS**

- 3.1 To continue the delivery of the Council’s single employment support pathway for adults over the age of 25 in existing Communities First cluster areas and expand the offer across the County Borough.
- 3.2 To support and provide the infrastructure for the ESF Communities for Work programme in designated areas across Rhondda Cynon Taf.

3.3 To minimise the impact of the closure of the Communities First programme on service users, the Council and currently commissioned voluntary sector partners if future grant funding is accepted and approved.

#### **4. BACKGROUND**

4.1 On the 14<sup>th</sup> February 2017, the Cabinet Secretary for Communities and Children announced that the Communities First programme should be phased out whilst moving ahead with a new approach to building resilient communities, focusing on employability, the early years and empowerment.

4.2 In addition to this, and post April 2018, the Cabinet Secretary announced:

- The establishment of a £6M Legacy Fund Grant to be distributed across current Communities First local authorities. This funding is available to maintain some of the most effective community interventions and projects beyond 2018.
- An additional £4M of capital funding via the Community Facilities Programme. Bids will be considered that help protect valuable community assets where renovations, alterations and/or conversions can enable a sustainable future to be secured.
- Funding of nearly £12M to enable all local authorities in Wales, including those not currently in receipt of Communities First funding, to develop and expand employment support for those furthest from the labour market.

4.3 In light of the above decision, the Welsh Government has requested that Councils develop proposals for both the Employability Support Grant and Legacy Fund to be submitted for approval by Welsh Government for implementation from April 2018. Funding will initially be available for two years from April 2018 to March 2020.

#### **5. CURRENT DELIVERY**

5.1 Following the strategic review of anti-poverty programmes in Rhondda Cynon Taf during 2015, the Communities First programme was restructured based on three key elements:-

**1. A targeted local community engagement approach to support early intervention and prevention for those identified as being most at risk and in need of support.**

Five frontline posts (one Lead Officer and four Community Engagement Workers per cluster) were created to provide an initial point of contact for communities in each cluster. These roles provide 1 to 1 mentoring support and coaching for individuals and families identified through early identification processes which form part of a continuum of support.

## 2. The engagement and involvement of individuals via the delivery of a range of universal engagement activities (UEAs).

UEAs encourage the engagement and involvement of individuals and families within their communities and are developed by cluster teams in line with local identified needs of communities or participants referred by the 1 to 1 coaching programme.

UEAs are delivered to encourage people to engage with the programme and act as a first point of contact for participants locally. The delivery of 'Digital Fridays' across RCT is also part of the programme with Communities First staff resourcing the weekly activity held in local libraries.

## 3. A strategically commissioned core offer of intervention.

Pooling activity resources across clusters has led to the development of a comprehensive core offer of provision that forms part of a whole programme and local authority picture. The core offer of provision contributes towards the three themes of the Communities First programme: '*Prosperous*', '*Learning*' and '*Health*'. All provision can be directly accessed by each cluster which has ensured equity in service delivery across all Communities First areas.

The table below outlines the current core offer of provision:

Theme		
Prosperous	Learning	Health
Employability courses (25+)	Adult Education accredited courses	Targeted physical activity sessions: STARS
Employment Routes programme (25+)	Essential Skills provision	Targeted support to access universal physical activity sessions at leisure centres
Work Clubs: job search, updating CV's.	Parenting and family programmes	Low level mental health support programmes i.e. Valley Steps and Cwm Taf Recovery College
Barriers to Work Fund: available to tackle final barriers to work.	Family Learning	Reducing risks: issue based youth work
Fuel Poverty: cluster NEST Surgeries		Healthy lifestyle programme tackling different health related issues
Digital inclusion: Digital Fridays		
Food banks		

- 5.2 These **three elements** have been designed to provide a clear pathway of support for service users. A typical pathway would support a participant to access a progression of support which allows them to reach their goal and move on from the programme. All core offer provision has been commissioned with this in mind.
- 5.3 The Adult Education 'Employment Routes' programme delivered since May 2016 is one such provision. It provides sector specific employment pathways that add value to current Adult Education and voluntary sector services and filled a gap in provision across the Communities First clusters. Combined with the Communities First 1-1 targeted support and universal engagement activities, this approach now provides **a single coherent employment pathway for all adults** across the Communities First clusters.
- 5.4 Work Clubs and employment support delivery is also commissioned to provide services across cluster areas in line with the above key elements. Five voluntary sector organisations currently deliver employment related activities which include Work Clubs and employment support across all eight cluster areas. Referrals are made from this provision into 1-1 coaching, universal engagement activities and/or the Adult Education 'Employment Routes' programme.
- 5.5 This employment pathway for adults has proved to be successful with good outcomes being achieved since the provision became operational. End of year performance figures for 2016/17 show that **249 adults** have entered employment, **418 adults** have gained an employment related qualification and a total of **1089** qualifications were gained.
- 5.6 In additions to this, the introduction of the pathway has also coincided with a decrease in the number of working age adults across the County Borough that have no qualifications. The percentage of working age adults with no qualifications has decreased from 12.7% (NOMIS data 2014) to 9.3% (NOMIS data 2016), and for the first time last year, Rhondda Cynon Taf dipped below the all Wales average of 9.6%.
- 5.7 Our strong focus on employability and learning is clearly having a positive effect, which has been highlighted as a key strength by Welsh Government and is very much in line with the future direction of its national Employability Policy.

### **ESF Communities for Work (CfW) Employability Programme in RCT**

- 5.8 Delivery staff employed through the Communities for Work programme work closely with Communities First staff teams and are predominantly based in local Communities First offices (please note; the current Communities First budget provides the premises costs and infrastructure costs for the Communities for Work programme). Managers of both programmes are based in one central office and again work closely together to develop referral routes in to programmes of activities, linking with Job Centre Plus and other voluntary sector commissioned services.

- 5.9 Mentors employed under this programme are split into Youth Mentors who support 16-24 year olds and Adult Mentors who support adults over the age of 25+. Eligible clients for this programme must live in specific post-coded areas, which mirror the Communities First designated LSOAs (Lower Super Output Areas). Within these areas, young people aged 16-24 who are NEET and adults (aged 25+) who have been in receipt of Job Seekers Allowance for over 12 months, or are economically inactive and in receipt of any other benefit, are able to access mentoring support. It is also worth noting that if an individual has received support from CfW and entered employment, they would not be eligible to receive support again in the future.

### **ESF Inspire to Work Employability Programme in RCT**

- 5.10 The 'Inspire to Work' programme provides activities and programmes for young people (aged 16-24) who are NEET and live anywhere in Rhondda Cynon Taf. This programme has recently been introduced and will support the work of the Communities for Work Youth Mentors by providing a pathway of progression into learning and employment opportunities, including apprenticeships and work placements.
- 5.11 Both ESF programmes, 'Communities for Work' and 'Inspire to Work' target the NEETs (16 - 24) customer group. As a result of significant investment/work in this area over recent years, the NEET rate in RCT has reduced significantly to just 1%. It is therefore proposed that the new 'Employability Support' programme focuses on provision for adults (aged 25+) who are not eligible for support through the Communities for Work programme.
- 5.12 Whilst we have seen the number of adults who have no qualifications decrease over recent years, there is still 9.3% of adults across the County Borough that do not have a qualification. The problems associated with low skills apply not only to those who have no qualifications at all but also to those individuals who have lower level qualifications who may be tied into the benefit system and at an increasing disadvantage as the need for higher level skills becomes more evident in the local economy.
- 5.13 Skills play an important part in determining employment rates and employment rates decline with lower levels of qualifications. Skills and qualifications are not synonymous but a lack of qualifications can be symptomatic of low skills levels. People with no qualifications at all are undoubtedly among the most disadvantaged when it comes to employment. This is clearly evidenced by the fact that 9 out of 52 wards in RCT with the lowest qualification levels are also in the top ten wards for workless households.

## **6. PROPOSALS**

- 6.1 The following section outlines proposals in relation to the Employability Support Grant and the Communities First Legacy Fund, and seeks the

authority to formally submit the proposals to Welsh Government for their consideration.

- 6.2 Taking the learning from the Tackling Poverty review findings in 2015/16, in developing these proposals the Council has applied a strategic approach across both grants and the ESF Communities for Work programme. This is to ensure that the core functions of these programmes are aligned as closely as possible to maximise the grant funding opportunities and the outcomes for children, young people, families and communities who are most in need.
- 6.3 This strategic approach will also ensure that we minimise the impact of the closure of the Communities First programme on service users, the Council and our voluntary sector partners.
- 6.4 In doing this, the proposals have been informed by the following:
- The improved alignment with other Welsh Government Poverty Programmes, including Families First, Supporting People, Substance Misuse Services and Flying Start.
  - Integration and co-operation with Communities for Work and other ESF funded employment support programmes i.e. Inspire to Work.
  - Providing the infrastructure costs to sustain the ESF Communities for Work programme.
  - The Families First review and the recently approved Resilient Families Programme.
  - The future Community Zone/Hubs and Neighbourhood Network developments.
  - The Valleys Taskforce high level plan “Our Valleys, Our Future”.

### **EMPLOYABILITY SUPPORT GRANT**

- 6.5 The Employability Support Grant has been created to provide employability support to people either in or at risk of poverty who are not eligible for the ESF Communities for Work programme or other ESF programmes, including those who live outside of the current Communities First boundaries.
- 6.6 The grant will be allocated based on what are currently known as Communities First Clusters, but will, from the 1<sup>st</sup> April 2018, be referred to as Delivery Areas. Recent discussions with Welsh Government have indicated that Rhondda Cynon Taf Council will be allocated funding in the region of **£1.6M per annum** to deliver the new Employability programme.
- 6.7 Welsh Government has been prescriptive in what the Employability Support Grant will fund. The grant guidance sets out funding for:
- 25 front line delivery staff (this includes Community Employment Mentors, Participant Engagement Officers and an Employer Liaison Officer post)
  - Employability support training budget and Barriers to Work fund: Maximum budget of £240K

- 6.8 However, the level of funding allocated to the Council to support premises, venue hire, management structures (including Communities for Work infrastructure costs) and marketing is negotiable. The Council will also have the flexibility in identifying geographic coverage and client eligibility, recognising that all participants should be either in, or at risk, of poverty.

### **EMPLOYABILITY SUPPORT GRANT PROPOSAL**

- 6.9 Based on the successful delivery of the new Communities First programme in 2016/17, and its emphasis on employment support and building community resilience, it is felt that the Council is well placed in its planning to deliver the new Employability Support Grant from April 2018.
- 6.10 As such, the priority of our Employability Support grant proposal is to secure the current single employment pathway for adults (aged 25+) which has been operating with considerable success since its implementation 18 months ago.
- 6.11 This single employment pathway for adults currently consists of five phases:

#### **Phase 1: Referrals in (early identification)**

Individuals are identified and referred in by Jobcentre Plus and partner agencies (these individuals are not eligible for the ESF Communities for Work programme).

#### **Phase 2: Pre-engagement support**

Following a referral, 1 to 1 targeted support is provided by Community Engagement Workers who conduct initial screening to identify needs and support required. Mentoring and access to Universal Engagement Activities is available if individuals are in need of low-level support to help improve their confidence before progressing onto more formal activities.

#### **Phase 3: Gathering skills and knowledge**

Essential Skills 1 to 1 support is provided by Adult Education tutors to build an individual's confidence prior to a referral onto a more formal course. On-going mentoring and support is provided by the Community Engagement Officer throughout this process.

#### **Phase 4: Developing employability**

This phase aims to develop employability skills through the progression onto more formal Adult Education employability courses that include elements of confidence and team building, customer service skills, digital literacy, health and safety, food hygiene and first aid. Job search and CV writing support through **commissioned Work Clubs**, delivered by the voluntary sector, also supports this phase of the pathway.

## Phase 5: Formal employment routes programme

This phase aims to develop employability skills further with individuals progressing onto a relevant Employment Routes Programme that supports their employment goal. Sector specific qualifications and employment routes linked to current labour market opportunities in RCT are available, such as; Care domiciliary/NHS, Retail, Hospitality, Administration, PTS and SIA training. Employers have been directly involved in both the planning and delivery of this specific phase of the programme, and offer a guaranteed interview for any vacancies and individuals who successfully complete the course. Work experience is guaranteed if an immediate job offer is not made.

- 6.12 This pathway already provides wraparound support to the Communities for Work programme within Communities First Clusters, but going forward it is proposed that the new model is extended to cover the whole of Rhondda Cynon Taf. It is also proposed that **a sixth phase** is introduced within the pathway which will focus on supporting individuals who are either underemployed or require in work support to enable them to progress in their career.
- 6.13 In maintaining this single coherent employment pathway, and ensuring the Council is compliant with the new employability grant criteria and estimated funding allocation, it is proposed:
- To utilise the Employability Support Training budget and Barriers to Work fund to continue to commission the Council's Adult Education department to deliver the "Essential Skills" (Phase 3) and "Employment Routes" (Phase 5) programme for adults over the age of 25.
  - To utilise the Communities First Legacy Fund to maintain current voluntary sector Work Club delivery (Phase 4).
  - To reconfigure the current Communities First Community Engagement Workers into the new Employment Mentors and Engagement Officer roles. These posts will provide the 1-1 engagement support, universal engagement activities and employment mentoring to those adults over the age of 25 who are not eligible for support from the Communities for Work programme.
  - To create four larger geographical 'delivery areas' that take into account links with local job centres. It is proposed that the new delivery areas will consist of one area in the Cynon valley, two in the Rhondda valley and one in the Taf area which will now include those areas not previously covered by Communities First i.e. Church Village, Beddau and Llantrisant (please see appendix C for a breakdown of these areas).
  - To introduce a new management structure that is responsible for delivering and managing **both** the Employability Support and Legacy grants. This includes:

- The creation of a Programme Co-ordinator post to oversee the management of both grant funded programmes.
  - Streamlining Communities First Cluster management positions to create two Team Manager posts. These posts will each have responsibility for the line management of Senior Mentors within the Employability Support programme. It is proposed that these posts provide support to locality teams based on the Council's East and West geographical boundaries. This ensures alignment with a number of other Council service delivery arrangements.
  - Streamlining Cluster Lead Worker positions to create four Senior Mentor posts. These posts will each have responsibility for the line management of Community Employment Mentors and Participant Engagement Officers within two of the designated delivery areas. They will also provide local management support to the Communities for Work staff based in these areas and be responsible for their own caseload of clients.
  - The creation of a new Employer Engagement Officer that will support local businesses to provide work placement and employment opportunities.
  - Streamlining administrative support to create a single administrative post to reflect the reduction in the number administrative tasks that will be required within this new grant programme.
  - Maintaining current compliance, monitoring and financial staffing arrangements to ensure grant compliance, financial monitoring/claim procedures and the administering of contracts with voluntary sector providers for both grants and the Communities for Work programme.
- To maintain funding for staff bases (this also includes Communities for Work staff teams) and those venues that are regularly used to deliver activities in the short-term, with the potential for future rationalisation in line with the developments of "Community Zones/Community Hubs" across Rhondda Cynon Taf. The majority of these premises are voluntary sector buildings; therefore, core premises costs and venue hire costs included in the Employability Support grant will also be used to supplement the proposed funding for voluntary sector organisations under the Legacy Fund proposals.

6.14 The proposed Employability Support budget required for the implementation of the above proposals for 2018/19 is **£1,635,360**. Please see appendix A for a detailed breakdown of these proposed costs.

### **THE COMMUNITIES FIRST LEGACY FUND**

6.15 To support with the impact of phasing out the current Communities First programme, for 2017/18, Rhondda Cynon Taf CBC was allocated 70% of its 2016/17 budget. This represented a £1.4M reduction (30%) in funding. In order to assist in achieving the budget reductions for 2017/18 the following principles were applied as part of the budget review:

1. Any under spend to be highlighted and utilised to offset the budget deficit.
  2. Where possible and appropriate, alternative funding streams to be identified and explored.
  3. Safeguard front line service delivery for those projects that demonstrate best outcomes for service users where possible.
  4. Strategic fit with Welsh Government's new focus on employability support.
  5. Minimise the impact on commissioned voluntary sector organisations as far as possible in 2017/18.
- 6.16 This process ensured that the Council achieved the necessary budget reductions and that it maintained those projects that could demonstrate best outcomes for service users.
- 6.17 In December 2016, the Council received confirmation that it will receive **£915,627 per annum** from the Communities First Legacy Fund. The Fund has been created with the aim of maintaining the most effective aspects of the Communities First Programme, post April 2018, in order to support the development of resilient communities. This will also include activities that have an employment focus and support the delivery of the new Employability Support grant.

### **THE COMMUNITIES FIRST LEGACY FUND PROPOSALS**

- 6.18 It is proposed that Rhondda Cynon Taf's Legacy funding be used to continue the commissioning of core offer activities where good outcomes have been achieved. As a result of the work undertaken to achieve the budget reductions for 2017/18, the Council was well placed to develop proposals whereby many of the existing Communities First projects are eligible to receive funding from the new Legacy grant, albeit at a reduced rate.
- 6.19 As such, the main priority of the Legacy Funding proposals is to support voluntary sector partners that currently deliver under the Communities First programme to ensure the continuation of good practice delivery.
- 6.20 However, and as stated previously, due to the eligibility criteria for each grant, the majority of voluntary sector premises costs have been included under the Employability Support grant, as recommended by Welsh Government. This means that in order to meet Welsh Government's suggested front line staffing resource for the Employability Support programme and to implement RCT's recommended future management arrangements for both grant-funded programmes and Communities for Work, it is proposed, following discussions with Welsh Government, that funding for eight Participant Engagement Officers be funded through the Legacy Fund. These posts are the same as those included under the Employability Support Grant, and similar to the current Communities First Community Engagement Workers, and are therefore eligible for Legacy funding.

6.21 Due to the introduction of the new Employability Support Grant, the remaining core offer projects put forward for consideration of funding through the Legacy Fund cover the Prosperous and Health related themes within the current Communities First programme. The following section outlines these projects under their related themes:

***Theme: Prosperous***

- **Work Clubs and employment support** - As set out under the Employability Support proposals, Work Clubs are a key and successful aspect of the current employability pathway delivered across Communities First Clusters. As the priority is to maintain this pathway going forward, it is proposed that the five voluntary sector organisations that currently deliver this activity across all eight cluster areas, be recommissioned through the Legacy Fund but reconfigure delivery in line with the four newly defined geographical areas.
- **Digital Fridays** – it is proposed to maintain the delivery of Digital Friday provision through the creation of Participation Engagement Officers. This provision supports the delivery of the Council’s Digital Strategy and requires no additional budget.

***Theme: Health***

- **Valleys Steps:** It is proposed to maintain the delivery of the Valley Steps provision which includes low level mental health support programmes focused on ‘Stress Control’ and ‘Mindfulness’ programmes in venues across the County Borough.
- **Support To Access Recreation Scheme (STARS)** – It is proposed to maintain the delivery of the STARS provision. This is a twelve week programme of physical activity sessions, delivered by Leisure Services, following an initial medical screening, which provides a community based intervention service targeted at those who are socially isolated, with mild wellbeing issues, confidence issues and those who present with a sedentary lifestyle. The programme provides people with the knowledge, motivation, confidence, opportunities and experience to be able to choose to include regular physical activity as part of their lifestyle choices.
- **Support to access universal leisure services (PALS)** – It is proposed to maintain the delivery of the PALS provision. PALS is a four-week programme of physical activity sessions, delivered by Leisure Services, which provide individuals on the Communities First 1 to 1 coaching programme with a training plan and an induction into the fitness suite within their local leisure centre.
- **Family Engagement Programmes** - under the current Communities First programme, three voluntary sector organisations are commissioned to deliver a number of parent/family interventions. These organisations have proven to be successful in the way in which they engage with individuals,

particularly with females, in order to reduce isolation and anxieties, build confidence and link to other services, including training and employment. It is therefore proposed to recommission the voluntary sector organisations currently delivering family engagement interventions but realign provision with the recently approved Resilient Families Service. This will ensure that the provision forms part of a wider strategic approach to building resilient families and communities.

- **Youth Provision** – the current Communities First Programme commissions three voluntary sector organisations to deliver youth provision. Rhondda Cynon Taf Council has recently developed a Young People’s Support Framework to enable closer alignment of services across the local authority which encompasses all levels of support from informal to specialist support. It is proposed to recommission the three voluntary sector organisations through the Legacy Fund but reconfigure provision to form part of a co-ordinated suite of support specifically focused on Level One of the framework, which provides open access, informal support to young people. This will ensure that the provision forms part of a wider strategic approach to supporting young people across Rhondda Cynon Taf.

(Please see appendix B for more detailed information)

6.22 In addition to these projects, the new approach will also seek to maintain:

- The hosting of food bank provision from existing premises
- The hosting of Cluster NEST Surgeries (support the fuel poverty agenda)

## **RESOURCES**

6.23 To support the implementation of the above proposals the following resources have been allocated to each project. These costs are based on resources in place following the 30% savings implemented during 2017/18, and the anticipated costs where delivery has needed to be reconfigured for 2018/19.

<b>Activity</b>	<b>Provider</b>	<b>2018/19 proposed funding</b>
<b>Theme: Prosperous</b>		
Work Clubs and employment support	Voluntary sector organisations	£301,217 (additional premises costs included in the Employability Support Grant proposals)
Participant Engagement Officers	RCT Employability Support Staff	£290,911
Digital Fridays	RCT Participant Engagement Officers	£0

<b>Theme: Health</b>		
Valleys Steps 'Stress Control' and 'Mindfulness' programmes	Valleys Steps	£0 (premises costs included in the Employability Support Grant proposals)
Support To Access Recreation Scheme (STARS)	Leisure Services	£28,997
Support to access universal leisure services (PALS)	Leisure Services	£15,714
Family Engagement Programmes	Voluntary sector organisations	£222,473
Youth Provision	Voluntary sector organisations	£56,313
<b>Total allocation</b>		<b>£915,627</b>

6.24 This proposal seeks to maintain a good level of provision across existing voluntary sector organisations and the delivery of the commissioned core offer of services as outlined under Section 5 of this report.

6.25 The proposal will therefore significantly minimise the impact of Communities First ending on voluntary sector organisations, but will also ensure that future provision forms part of a wider strategic and co-ordinated approach to delivering services to young people and families across RCT.

## **7. EQUALITY AND DIVERSITY IMPLICATIONS**

7.1 An Equality Impact Assessment has been completed as part of the planned closure of the Communities First programme, the summary of which is attached as Appendix D.

7.2 The overview of findings shows that if mitigating actions and the proposals outlined in this report are implemented, then there will be little or no impact on the majority of protected characteristics when the Communities First programme ends in 31<sup>st</sup> March 2018. The findings also show that for both ethnicity and sexual orientation there could be some positive impact.

## **8. FINANCIAL IMPLICATIONS**

8.1 Funding available to Rhondda Cynon Taf for the future delivery of the Employability Support Grant is expected to be in the region of £1.6 million for 2018/19.

8.2 Welsh Government has prescribed the level of front line staffing resource, training and barriers budgets that will be available, however, funding for the management structure and premises costs is to be negotiated but kept within the total budget available.

- 8.3 As previously stated, the funding available to Rhondda Cynon Taf Council through the Legacy fund will be £915,627 per annum.
- 8.4 Proposals outlined in this report for both of the new Welsh Government grant programmes will provide a total funding allocation for Rhondda Cynon Taf of £2,550,987 in 2018/19 and £2,562,022 in 2019/20. A breakdown of costs for both grants are outlined in Appendix A & B.
- 8.5 The proposed management structure will mean that there are reductions to current Communities First staff resources; however, these are far less than was previously anticipated, with the overall number of posts being reduced by eight.
- 8.6 Taking into account current vacancies and requests from some staff to take voluntary redundancy or voluntary early retirement, the overall impact is likely to be just four members of staff having to be considered for re-deployment elsewhere in the Council.

## **9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

- 9.1 There are no legal implications arising from these proposals; however, it will be necessary to consult with Welsh Government and ensure that the proposal will be in accordance with the conditions attached to the offer of funding for 2018/19.

## **10. LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES**

- 10.1 These proposals will contribute significantly to:
- Achieving a healthy, well educated, safe and skilled population.
  - The preventative and early intervention action taken to reduce the number of people entering statutory services.
  - The Social Services and Wellbeing Act and its fundamental principle of promoting people's independence to give them stronger voice and control.
  - The Public Service Board's area based approach to partnership working.
  - The Sustainable Development Principle, specifically in relation to involving people, collaboration and prevention.

## **11. CONCLUSION**

- 11.1 This report has outlined the proposals for both the Employability Support grant and Legacy Fund and seeks approval to proceed with the submission for funding to the Welsh Government.
- 11.2 The Council has applied a strategic approach across both grants and the ESF Communities for Work programme to ensure that the core functions of these programmes are aligned as closely as possible to maximise the grant-funding

opportunities and the outcomes for children, young people, families and communities who are most in need.

- 11.3 If approved, these proposals will safeguard the current Communities First employability pathway, and enable the approach to be extended across all areas of RCT. They will also ensure that the impact of the closure of the Communities First programme is minimised for service users, the Council and our voluntary sector partners, as much as practically possible.

***Relevant Scrutiny Committee –***

*Public Service Delivery, Communities & Prosperity Scrutiny Committee*

**Contact Officer –**

Derek James, Head of Communities and Prosperity. - 01443 425512

**LOCAL GOVERNMENT ACT 1972**

**AS AMENDED BY**

**THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

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**CABINET**

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**Background Papers**

None.

**Officer to contact: Derek James, Head of Communities and Prosperity  
Tel. No. 01443 425512**

## Employability Support Grant

<u>Management &amp; Support Structure</u>	No. of Posts	Grade	*assumes 1% uplift on prior year salaries	
			<u>2018-19 Salaries (incl on costs)*</u>	<u>2019-20 Salaries (incl on costs)*</u>
<b>Central Management Structure</b>				
Programme Coordinator	1	GR15	60,258.91	60,861.50
Team Manager (CMs)	2	GR12	100,050.62	101,051.12
Compliance & Monitoring Officer	1	GR11	45,979.72	46,439.52
Compliance & Monitoring Officer (30hrs)	1	GR11	37,280.36	37,653.16
Senior Accountant	1	GR11	45,979.72	46,439.52
Finance Officer (32hrs)	1	GR8	29,690.61	29,987.52
Finance Officer (24hrs)	1	GR8	22,268.81	22,268.81
Administrative Officer	1	GR6	27,692.07	27,968.99
Staff Travel			3,000.00	3,000.00
<b>Total</b>			<b>372,200.83</b>	<b>375,670.15</b>
<b>Management of Delivery Staff</b>				
Senior Mentors	4	GR10	165,855.37	167,513.93
Staff Travel (Lead Workers)			2,400.00	2,400.00
<b>Total</b>			<b>168,255.37</b>	<b>169,913.93</b>
<b>Delivery Staff Structure</b>				
Employment Mentors	12	GR8	411,940.50	416,059.90
Participant Engagement Officer	4	GR8	137,313.50	138,686.63
Employer Engagement Officer	1	GR10	41,463.84	41,878.48
<b>Total</b>			<b>590,717.84</b>	<b>596,625.01</b>
<b>All Staffing Costs Total</b>			<b>1,131,174.05</b>	<b>1,142,209.08</b>
<b>Other Budgets</b>				
Training Budget and Barriers Fund			217,244.73	217,244.73
Premises			154,748.27	154,748.27
Staff Travel (Delivery Staff)			5,000.00	5,000.00
Marketing			8,000.00	8,000.00
<b>Other Budgets Total</b>			<b>384,993.00</b>	<b>384,993.00</b>
<b>Total Budget</b>			<b>1,516,167.05</b>	<b>1,527,202.08</b>
LDB Management Fee			119,193.50	119,193.50
<b>Total Grant Funding Requested</b>			<b>1,635,360.55</b>	<b>1,646,395.58</b>

**NOTE:** Please see Legacy fund proposal for an additional 8 x Participant Engagement Officer posts that will form part of the geographical area staff teams

## Legacy Fund Proposals 2018 - 2020

## Appendix B

Activity	Provider	2018-19 Proposed Funding	Programme Delivery	2016/17	2018/19	
				Outcomes Achieved	Anticipated Number of Participants	Anticipated Performance Measures
<b>Employment Support</b>						
Work clubs - commissioned delivery providing access to ICT equipment, support to undertake job search activities, manage universal job match accounts and create or update CVs	<b>Voluntary Sector Organisations:</b> Hirwaun YMCA Your Future Training Glyncoch Community Regen Gilfach Goch Community Assoc Fern Partnership	301,217.20	Delivery of work clubs across all 8 cluster areas, reconfigured delivery to be in line with 4 newly defined geographical areas	154 Entering employment 82 Supported to progress onto FE, HE or training	1000	10% Entering employment (25+) 10% Entering employment (16-24) 10% Supported to progress onto FE, HE or training 30% Referrals into mentoring programmes and Digital Fridays
Participant Engagement Budget aligned with Employability Support grant	RCT	290,911.60	Delivery of UEAs and generate referrals into Employability Support and CfW programmes	New programme	To be agreed with WG	To be agreed with WG
Digital Fridays	RCT CF Engagement Workers	0.00	RCT 'Employability Support' Engagement Staff	141 Gaining basic IT skills	320	50% Gaining basic IT skills
Food Bank Referrals			All Employability Support staff	323 Accessing Food Bank	300	95% Accessing Food Banks
Fuel Poverty Sessions (Nest)			RCT 'Employability Support' Engagement Staff/ RCT Housing Energy Officers/NEST	NEW: No. of clients who achieve potential saving Value of potential yearly saving	100	50% Achieve potential saving
<b>Health</b>						
PALS - 4 week programme of physical activity offered to participants on coaching ( <b>mentoring</b> ) programme	Leisure Services	15,714.00	50 places per annum	Run from Qtr 4 only (total of 23 participants) 19 Increased physical activity 12 More positive about their mental wellbeing	50	80% Increased Physical Activity 50% More positive about their mental wellbeing 100% Referrals from mentoring programmes 30% Referrals onto other programme activities
STARS - 12 week programmes of physical activity sessions offered to participants on coaching ( <b>mentoring</b> ) programme		3 programmes	28,997.08	Run from Qtr 4 only (total of 25 participants) 25 Increased physical activity 13 More positive about their mental wellbeing	36	80% Increased Physical Activity 50% More positive about their mental wellbeing 100% Referrals from mentoring programmes 30% Referrals onto other programme activities
Family Engagement Programmes	<b>Voluntary Sector Organisations:</b> Blaenllechau Youth Project Penywaun Enterprise Partnership Valleys Kids	222,473.50	Programmes of delivery to be specified so consistent provision across newly defined geographical areas (3 x 6 week programmes in each of the newly defined areas)	Various activities run (total of 363 on healthy eating programmes, 290 on fitness programmes) 190 More confident cooking a fresh meal 155 Eating Fruit and veg daily 103 Increased physical activity	144	50% More confident about cooking a fresh meal 35% Eating Fruit and veg daily 35% Increased physical activity 35% Feel more positive about their mental well being 30% Referrals into mentoring or other programme activities
Youth Provision	<b>Voluntary Sector Organisations:</b> Blaenllechau Fernhill YP Hirwaun YMCA	56,313.62	Reduction in youth provision throughout 2017-18, interim funding included for Cynon Valley provision while alternative funding being sourced	Performance measures changed from Qtr 3 onwards (245 total participants in Qtr 3 and 4) 65 Increased physical activity 32 Reduced Risks	140	30% Increased physical activity 30% Reduced risks 50% Better knowledge of risks
Low level mental health support programmes	<b>Voluntary Sector Organisations:</b> Valleys Steps	0.00	49 courses run throughout the year - Focus on 'Stress Control' and 'Mindfulness' programmes, funding required for venues only and included under Employability Support grant Premises budget	501 Improved Mental wellbeing	920	50% Feel more positive about mental wellbeing
<b>Total</b>		<b>915,627.00</b>			<b>3,010</b>	

**NOTE: The majority of premises costs relating to the use of Voluntary Sector buildings have been included in the Employability Support Premises budget and have not been included in the above figures. Final costs included in this proposal could be subject to some change depending on further discussions with commissioned organisations**

## Employability Support Grant - Geographical Delivery Areas - Appendix C

It is proposed that the new 'Employability Support' programme be delivered across all of RCT, particularly targeting specific LSOAs based on need. The new programme will continue to provide a wrap around service to the CfW programme which will continue to be delivered within specific postcoded areas. The table below shows the coverage of LSOAs for the CfW programme and the geographical split for each of the four newly proposed wider geographical 'delivery areas'.

Current CF and CfW Cluster Geographical Coverage	CfW Designated LSOAs within Current CF Cluster Areas	Option for four new geographical 'Delivery Areas'	
Upper Cynon	Hirwaun	<b>Cynon</b>	
	Penywaun and Trenant		
	Cwmbach		
	Aberaman		
	Abercwmboi		
	Cwmaman		
Lower Cynon	Fernhill		
	Darranlas		
	Penrhiwceiber		
	Perthcelyn		
	Miskin		
	Bryncynon		
Pontypridd	Glyncoch	Include in New Area	
	Ynysybwl		
	Rhydyfelin		
	Hawthorn		
Taf	Taf West	<b>Rhondda 1</b>	
	Taf East		
	Gilfach Goch		
Rhondda Fach	Maerdy		
	Tylorstown		
	Penrhys		
	Pontygwaith		
Porth	Porth		
	Williamstown		
	Ynyshir		
	Cymmer		
	Trealaw		
Mid Rhondda	Clydach	<b>Rhondda 2</b>	
	Tonypandy		
	Penygraig		
	Dinas		
Rhondda Fawr	Ystrad		
	Pentre		
	Cwmparc		
	Treherbert		
New Area - not covered by CfW (Church Village, Beddau and Llantrisant)	Graig		<b>Taff</b> New Area (to incl. Rhydyfelin and Hawthorn)
	Llanharry		
	Beddau		
	Talbot Green		
<b>No. of Geographical areas</b>		<b>4</b>	

## Communities First Programme Equalities Impact Assessment

### Summary of Findings

#### General Duties

The Council is subject to the Equality Duty (section 149 of the Equality Act 2010), where public authorities must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share protected characteristics and those who do not.
- Foster good relations between people who share protected characteristics and those who do not.

In order to fulfill the Council's duty to have due regard to the Legislation, we have assessed the possible impact on individuals and groups in the community and identified any active steps that can be taken to mitigate negative impacts and promote equality when the Communities First programme ends on 31<sup>st</sup> March, 2018.

The table below provides an overview of our findings:-

<b>AGE (over 50s)</b>	<b>Conclusion: Little or No Impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Replacement by an Employment Programme that will be open to over 50s from across RCT</li> <li>• Some local delivery and also new Barriers Fund to assist with transport</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of some support for small groups</li> <li>• Loss of provision for those (66+) who are not seeking work</li> </ul> <p><i>(NB Many CF participants are over 50)</i></p>
<b>Actions to ensure little or no impact</b>	
<ul style="list-style-type: none"> <li>• Engagement activities to maximise take-up of new Employment support programme and Communities for Work (C4W)</li> <li>• Maximise support (during next 6 months) for small groups to ensure future sustainability</li> <li>• Provide free venues for groups to meet where this can be achieved at no cost</li> <li>• Work with the (Integrated Care Fund) Community Co-ordinators, to encourage over 50s to engage with local community groups to help with general wellbeing and develop confidence</li> </ul>	

<b>DISABILITY</b>	<b>Conclusion: Little or No Impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Replacement by an Employment Support Programme that will be open to people who are disabled from across RCT</li> <li>• Continued support (via Legacy Fund for) Valleys Steps (mental wellbeing project offering free mindfulness and stress reduction courses)</li> <li>• New Barriers Fund to assist with transport</li> </ul>	<ul style="list-style-type: none"> <li>• Fewer opportunities for those people who are disabled and not seeking work</li> <li>• Less help to tackle isolation</li> </ul>
<b>Actions to ensure: little or no impact</b>	
<ul style="list-style-type: none"> <li>• Undertake engagement activities to maximise the take-up of the new Employment Support programme by those who are mildly or moderately disabled</li> </ul> <p><i>The Council's Adult Daytime Opportunities and Independent Living Service is actively seeking additional funding to provide specialist employment support to those who have higher needs</i></p>	

<b>GENDER (Males)</b>	<b>Conclusion: Little or no impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Replacement by an Employment Programme that will be open to men from across RCT</li> <li>• New Barriers Fund to assist with transport</li> <li>• Further development of sector specific training</li> <li>• Continued access to Valleys Steps</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of some activities for men that are not Employment focussed.</li> <li>• Loss of very small number of CF Men's groups</li> </ul>
<b>Actions required to ensure little or no impact</b>	
<ul style="list-style-type: none"> <li>• Engagement activities to maximise take-up of new Employability Programme and C4W by men</li> <li>• Final design of Employability Programme to include help for people who are a long way from the work place as well as those who are 'work-ready'</li> <li>• In final next six months support CF men's groups to become self-sustaining</li> </ul>	

<b>GENDER (Females)</b>	<b>Conclusion: Little or no impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Replacement by an Employment Programme that will be open to woman from across RCT</li> <li>• Help to get lone parents back into work</li> <li>• New barriers fund to assist with transport and childcare in order to access support</li> <li>• Commissioned family engagement as pathway to evidence based parenting programmes delivered through the new Families First proposals.</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of some activities for women that are not Employment focussed</li> </ul> <p><i>(NB More CF participants are women)</i></p>
<b>Actions required to ensure little or no impact</b>	
<ul style="list-style-type: none"> <li>• Final design of Employability Programme to include help for people who are a long way from the work place as well as those who are 'work-ready'</li> <li>• Ensure staff remain aware of domestic violence and refer to Oasis Centre as needed</li> <li>• Promote (30hrs x 48 week) <b>free childcare offer</b> as this is rolled out across RCT and ensure we engage with parents of 2yr olds (to prepare for work) and women who have taken up the offer of free childcare (who are underemployed or want to take on additional hours)</li> <li>• Promote proposed <b>Resilient Families Programme</b> and <b>Neighbourhood Network/Hub</b> approach to ensure early intervention and access to coordinated services at a local level</li> </ul>	

<b>TRANSGENDER</b>	<b>Conclusion: Some positive impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Replacement by an Employment Programme that will be open to people who are transgender from across RCT</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of some activities, for people who are transgender, that are not employment focussed.</li> </ul> <p><i>(NB Transgender people can be vulnerable to poverty but only 1 person currently supported by CF in RCT)</i></p>
<b>Actions required to ensure a positive impact</b>	
<ul style="list-style-type: none"> <li>• Work with Stonewall Cymru to maximise take-up of Employment Support and C4W programmes by people who are transgender</li> </ul>	

<b>PREGNANCY &amp; MATERNITY (Pregnant women and/or women with small children)</b>	<b>Conclusion: Little or no impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Employment support programme will provide new opportunities for women with small children, from across the whole of RCT, to prepare for returning to work</li> <li>• New Barriers fund to help with transport and childcare in order to access support</li> </ul>	<ul style="list-style-type: none"> <li>• Some loss of non employment related activity</li> <li>• Some loss of support for parent and toddler groups</li> </ul> <p><i>(NB CF does not provide any projects or services specifically for pregnant women)</i></p>
<b>Actions required to ensure little or no negative impact</b>	
<ul style="list-style-type: none"> <li>• Promote (30 hrs x 48 week) <b>free childcare offer</b> so that pregnant women and women with very small children can plan to return to a minimum of 16 hours work so that they can take</li> </ul>	

up the offer

- At appropriate time promote proposed **Resilient Families Programme** and **Neighbourhood Network/Hub** approach to ensure early intervention and access to coordinated services at a local level

<b>ETHNICITY - People who are BAME (Black, Asian or Minority Ethnic)</b>	<b>Conclusion: Some positive impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Employment support programme will provide new opportunities for people who are BAME, from across the whole of RCT</li> <li>• By targeting new areas we are likely to engage with more people who are BAME</li> </ul>	<ul style="list-style-type: none"> <li>• A very little loss of non-employment related activity</li> </ul> <p><i>(NB People who are BAME are vulnerable to poverty but CF does not provide any projects or services that target this group. Very few people who are BAME access CF in RCT)</i></p>
Actions to ensure <b>some positive impact</b>	
<ul style="list-style-type: none"> <li>• Design and deliver engagement strategy to ensure people who are BAME take-up any support they need</li> </ul>	

<b>SEXUAL ORIENTATION – Lesbian Gay or Bisexual</b>	<b>Conclusion: Some positive impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Employment support programme will provide new opportunities for people from across the whole of RCT who are LGB</li> </ul>	<ul style="list-style-type: none"> <li>• Some loss of non employment related activity</li> </ul> <p><i>(NB CF does not provide any projects or services that target this group)</i></p>
Actions to ensure <b>some positive impact</b>	
<ul style="list-style-type: none"> <li>• Work with Stonewall Cymru to maximise take-up of Employment Support and C4W programmes by people who are LGB</li> <li>• Ensure all staff are trained (as CF staff are) to promote equality and diversity</li> </ul>	

<b>CHILDREN &amp; YOUNG PEOPLE (not a protected characteristic)</b>	<b>Conclusion: Little or No Impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Legacy funded Family Engagement activities will continue to provide opportunities for parents and children</li> <li>• Some youth sessions will continue to be delivered where there is likely to be most impact if loss of service</li> <li>• YEPs will take over some delivery of locally based activities</li> <li>• CF staff currently supporting voluntary organisations to source other external funding to continue and enhance delivery of youth provision in the Cynon Valley</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of some play sessions</li> <li>• Loss of some youth sessions</li> <li>• Risk of an increase in anti-social behaviour where some sessions are discontinued</li> </ul>
Actions required to ensure <b>Little or no impact</b>	
<ul style="list-style-type: none"> <li>• Legacy funding to be made available to support current commissioned organisations to</li> </ul>	

continue where they have shown good outcomes and where there is likely to be a high level of impact if the current Communities First commissioned services were to end altogether.

- Maximise take-up of C4W and Inspire to Work by young people (16- 24) who NEET (not in education, training or employment)
- The proposed development of a Wellbeing, Resilience and Engagement Pathway linked to a single, three-tiered framework of support for young people (including universal provision) designed to ensure early intervention and prevention.

<b>WELSH LANGUAGE (not a protected characteristic)</b>	<b>Conclusion: No impact</b>
Positive Impact:	Adverse Impact:
<ul style="list-style-type: none"> <li>• Employment support project which will provide opportunities for people from across RCT to receive support in their preferred language (Welsh or English)</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of very few activities such as the occasional coffee morning</li> </ul>
Actions to ensure there will be no impact on the Welsh language	
<ul style="list-style-type: none"> <li>• Adherence to the Welsh Language standards and the Councils commitment to: <ul style="list-style-type: none"> <li>➢ growing the number of people able to speak Welsh by 3%</li> <li>➢ increasing the use of the Welsh language in all aspects of community and public life</li> <li>➢ raising awareness of the importance of the Welsh language as an essential part of the cultural identity and character of the of the South Wales valleys</li> </ul> </li> <li>• The production of 'Welsh, what's changed, a guide for voluntary sector and commissioned partners'</li> </ul>	

### Conclusion

The Equalities Impact Assessment concluded that the closure of the Communities First programme in RCT will make no impact on Religion and Belief and no impact on Marriage and Civil Partnership.

The overview of findings shows that if mitigating actions are implemented when the Communities First programme ends next year there will be little or no impact on the majority of protected characteristics, and for both Ethnicity and Sexual Orientation there could be some positive impact.