

AGENDA ITEM No. 8

Cabinet
10 January 2017

Head of Community and Environmental Services
Report No. COMM1703

Key Decision - No

Community Development – Staff changes and review of Playschemes.

Summary and Recommendations

This paper sets out changes to the staffing within Community Development to ensure the continued delivery of priority work linked to skills and employment, tackling deprivation, social cohesion and young people.

Due to fluctuating numbers attending the Wavell Community Campus playschemes, the cost of provision and the fact that there are other providers in the area, it is proposed to consolidate our playschemes by moving them to the Connaught Leisure Centre. Given the playschemes are self-funding at the Connaught Leisure Centre and they have capacity to expand, this will help with their sustainability.

Given the above changes, it is proposed to delete the Children and Young People's Officer post, which is currently vacant, and cover their work by expanding the role of the Neighbourhood Development Officer (cohesion), Health and Physical Activity Officer and by identifying further opportunities with the voluntary sector and our leisure contractors.

Given the high priority Cabinet have put on skills and employment and the successful outcomes being achieved with partners from the business and voluntary sectors, it is proposed to make permanent the increased hours being apportioned to the Neighbourhood Development Officer (employment and skills) and the Employment Support Officer.

The above will enable the Council to continue to deliver its high priority areas and through more efficient use of resources deliver some financial savings.

Cabinet is recommended to approve the staff changes set out in this paper and that our playschemes provision is concentrated at the Connaught Leisure Centre.

Introduction

- This paper seeks approval for staffing changes to ensure the continued delivery of priority work areas, in particular around Skills and Employment and to reduce

our resource commitment by concentrating our playschemes provision at the Connaught Leisure Centre.

- Within Community Development there are two vacant G5 posts, a Neighbourhood Development Officer (cohesion) and a Children and Young People's Officer. The Cohesion and Integration Partnership Officer post was also withdrawn, as external funding for the Gurkha Settlement Programme work has ceased.
- Interim measures have been in place to cover the work around playschemes, social cohesion and youth work. To optimise the skills and employment opportunities from the influx of new businesses, expansion of construction projects and the emphasis being placed on corporate social responsibility, Cabinet agreed to fund £42k until October 2017, to increase the hours of the Neighbourhood Development Officer (employment and skills) and employ a part time Employment Support Officer.

Key work areas

- The Community Development team have taken the opportunity to review the work priorities, develop more sustainable delivery and propose a revised staffing structure (see attached) that will deliver some savings.
- The Councils neighbourhood and borough wide response to deprivation has been streamlined with increased partnership working in place. The Rushmoor Strategic Partnership, recognising the Community Development team is key in the delivery this work, endorsed this approach.
- The Community Development team support the Prospect Estate Big Local by carrying out the Councils role as the Local Trusted Organisation. This includes line management of the staff and ensuring funding requirements are met. The team also lead on the employment strand of the neighbourhood work.
- Cohesion and integration work has been reduced in line with available resources, with the team concentrating on the priority risk areas around regional migration, race hate, community safety and tensions. The team continue to support the integration and equalities agenda and are engaged in community capacity building to reduce the level of officer support required.
- The team support employment and skills initiatives such as, Skilled Up, the Rushmoor Employment and Skills Zone, National Skills Academy for Construction, Welfare reform and the benefit Cap project, to help secure local employment and support our economic development strategy

- Through Borough wide community development work the team provide an enabling role by responding to community needs and issues, engaging with residents, community and voluntary sector partners as well as other public sector bodies. This includes securing external funding and providing a range of grants.
- They provide support for vulnerable children and young people through diversionary youth work in priority neighbourhoods including the Prospect Friday night youth club and Street games.
- The team deliver the holiday playschemes at the Wavell School site. Since the Children and Young People's Officer retired, there is no team member with the capacity, qualifications and experience to run the Playscheme to meet Ofsted requirements. We have introduced temporary arrangements to manage the scheme up until March 2017. This paper considers the opportunity to consolidate the Council run playschemes at the Connaught Leisure Centre.
- The team include the Town Twinning officer who supports the Twinning Association with their activities.

Playschemes

- The Council used to provide playschemes at Oak Farm, King George V Playing Fields, Queens Road North Camp, Wavell Community Campus and Connaught Leisure Centre. Due to increased competition from other voluntary and private providers and reduced demand, the Council schemes are now only provided at the Wavell Community Campus and Connaught Leisure Centre. Places for People also now provide holiday day care/play at the Farnborough Leisure Centre.
- The Connaught Leisure Centre manage their own play scheme which regularly attracts 30 children a day during the holiday periods and at £18 a day it provides a surplus to help with the financial sustainability of the centre. They have the capacity and would welcome any additional children.
- Demand for the Wavell play scheme is inconsistent varying from 15 to 30 children a day and due to the facility hire and associated charges payable to the school is run at a subsidy of around £7.5K a year. To cover the subsidy the Council would need to double its charge from £17 to £34 a day which given the considerable competition from other providers in the area (see plan attached), charging from £20-£30 a day, would be unsustainable.

- The Council also allocate a day a week from our Children and Young People Officer to manage the playschemes, require separate storage for the equipment and assistance on a regular basis from our maintenance team to help transport equipment and set up.

Skills and Employment

- The skills and employment work is developing opportunities generated by new business, major developments and social enterprises to support long term unemployed and economically inactive residents, that face multiple barriers to employment, back into work. This enhances their life chances, provides a route out of poverty, reduces benefit dependency, increases self-esteem, makes a positive contribution to mental health and helps the council and partners with many of the demands placed on services.
- Whilst unemployment figures in Rushmoor are below the national average there remains a core of people in our borough in need of targeted employment support, which includes an average of 190 young people not in education and needing routes into employment or training. The council is well positioned to lead the coordination and delivery of this employment agenda and to support pockets of unemployment in the borough that require locally tailored solutions.
- The Rushmoor Employment and Skills Zone (RESZ), which is co-ordinated by the Council, have supported the development of several local initiatives some of which have been duplicated by other local authorities. Programmes include the National Skills Academy for Construction (NSAC), Skilled Up, apprenticeship schemes and support for social enterprises that now provide employment and training opportunities for job seekers. This has led to around 1,000 local residents securing employment or apprenticeship opportunities.
- RESZ engages with around 70 organisations including, Department for Work and Pensions, First Wessex, Rushmoor Voluntary Services, Step by Step and the Vine as well as a variety of local businesses, including, Decathlon, Smyth's Toys, Premier Inn, Weatherspoon's, Farnborough International, Village Hotel, Costco, Vue Cinema and Morrison's.
- Skilled Up is a construction based training programme working with some of the hardest to reach job seekers in the borough. Many of those taking part in the programme face multiple barriers to employment and need intensive support. The programme teaches a range of construction based skills and provides a non-classroom learning environment where participants are supported to study for health and safety certification and the Construction Skills Certification Scheme card. These qualifications are needed to secure work on construction sites and

when achieved are positioning people for employment in the opportunities generated through the NSAC programme.

- Skilled Up has engaged with 150 jobseekers to date that have completed the practical element of the Construction Skills Certification Scheme. Of these 65 have progressed to further volunteering or training with 40 having secured longer term employment. This has been funded with £150k from the DWP and £60k from European funds. It is now operating on a self-funding basis securing revenue from the work it undertakes. Skilled Up is estimated to have saved £200k on benefits and the jobseekers have completed work for the Council valued at around £200k.
- The NSAC programme is working with an increasing number of construction companies including, Grainger, Careys, Bellway, Wates, MACE and Osbornes, which will generate more than 400 opportunities for work experience, apprenticeships, traineeships, curriculum support and on-site training over the next ten years. As the number of developers delivering employment and skills plans increases, the complexity of managing and monitoring these programmes will require a robust framework for delivery to be in place, with sufficient staff resource to manage the programmes and facilitate links with local education and employment support providers.
- The RESZ have also supported the placement of 150 apprentices in the commercial and public sector, supported work trials, work experience and internships. The Council are also supporting the Hampshire Apprentice Partnership Scheme and will maximise our return from the Apprenticeship Levy. They have worked closely with a number of Social Enterprises including, the Source, the Vine and Parkside.
- RESZ will continue to be an important tool for information sharing amongst partners. This will be key given the increased number of opportunities generated through the NSAC, Skilled Up, apprenticeships, corporate social responsibility, the role out of Universal Credit, welfare reforms, work to address income and skills deprivation in the borough and the changing climate for delivery of adult skills.

Proposals

- It is proposed that the staffing structure is revised (current and proposed attached) to ensure we have the capacity to meet our corporate priorities, particularly around skills and employment, deprivation, cohesion, young people and deliver savings.

- It is proposed to replace the Neighbourhood Development Officer (cohesion) post (G5) but to expand the role to include cohesion and youth deprivation work.
- Given the high priority Cabinet have put on skills and employment it is also proposed to make permanent the arrangements for employment and skills by increasing the hours of our Neighbourhood Development Officer (employment and skills) from 22.5 hours to 37 hours and our Employment and Support Officer (18 hours). The Employment Support Officer also works on a casual basis with Skilled Up and is funded by external projects.
- It is proposed to consolidate the Councils play scheme provision at the Connaught Leisure Centre. This is due to a number of factors including the staff and financial costs associated with the Wavell playschemes, the alternative provision in the area and the distances users are prepared to travel, with many coming from outside the Borough (plan attached). Any additional children relocating to the Connaught Leisure Centre will help with the sustainability of this facility.
- With the consolidation of the playschemes at the Connaught Leisure Centre it is proposed to delete the Children and Young People's officer post (G5). If this is not taken forward, recruitment of a suitably qualified part time officer (0.2 FTE G5 circa £10k pa) would need to take place to manage the Wavell playschemes.
- The remaining priority areas of young people's work around sports development, healthy lifestyles, youth deprivation and supporting the Local Children's partnership will be covered by a combination of the Neighbourhood Development Officer (cohesion and youth deprivation), Health and Physical Activity Officer and further work with the voluntary sector and our leisure contractors.

Financial implications

- The deletion of the Children and Young People's Officer post will save £45k pa and the consolidation of the Playscheme at the Connaught Leisure Centre will save £7.5k pa. The permanent arrangement for the employment and skills work will cost £42k pa.
- Overall, this will save £31.5k in 2017/18 and £10.5k from 2018/19 onwards and enable us to continue the priority work on Employment and Skills. If we cease the work on Employment and Skills from October 2017 this would save £52.5k pa in 2017/18 onwards.

	2017/18 Draft Budget based on current arrangement	2018/19 Draft Budget based on current arrangement
	£	£
DE 0120 Neighbourhood Development Officer	45,000	45,000
DE 2050 Children/Young People Officer	45,000	45,000
Rushmoor Employment and skills zone temporary budget (ends 30/09/2017)	21,000	-
Casual Playscheme staffing and supplies & services less income	7,500	7,500
	118,500	97,500
	2017/18 Proposal	2018/19 Proposal
	£	£
DE 0120 Neighbourhood Development Officer	45,000	45,000
DE 2050 Children/Young People Officer	-	-
Rushmoor Employment and skills zone budget continuation	42,000	42,000
Casual Playscheme staffing and supplies & services less income	-	-
	87,000	87,000
Potential Saving	- 31,500	- 10,500

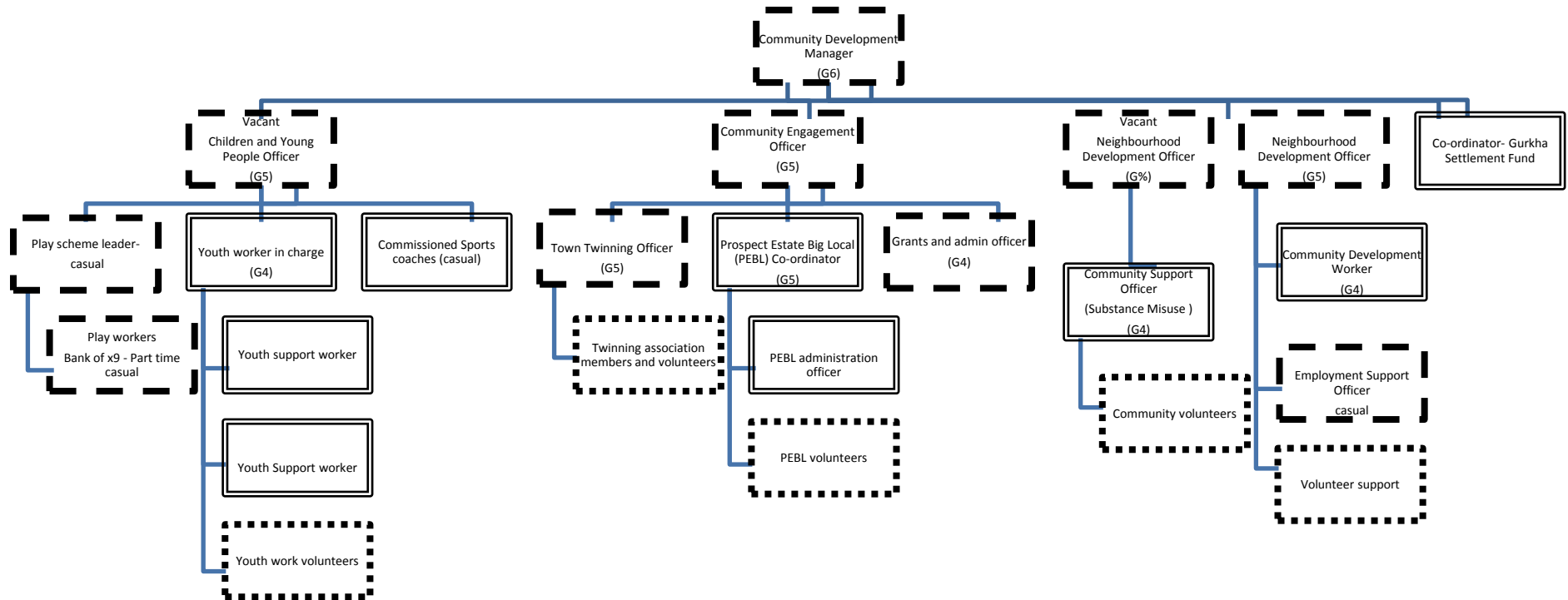
Recommendations

- Cabinet is recommended to approve the staff changes set out in this paper and that our Playschemes provision is concentrated at the Connaught Leisure Centre.

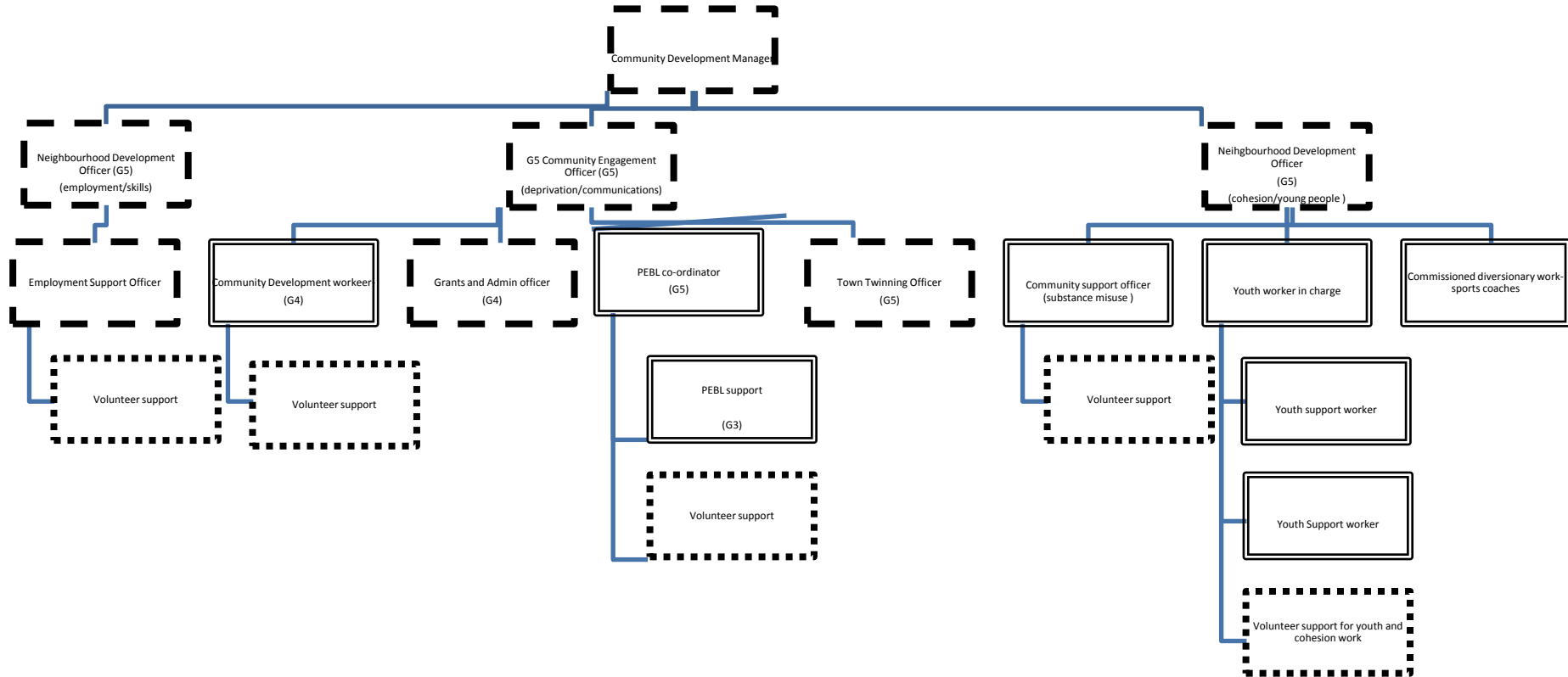
Peter Amies – Head of Community and Environmental Services.

Current Community Development Team structure

 - RBC funded,
 externally funded,
 unpaid volunteer



Taking forward savings opportunities - draft community development team structure



APPENDIX A

