

Title: Employment Support Innovation Fund	
Ward(s):	All
Author: Jane Taylor	Job title: Head of Service (Employment, Skills and Learning)
Cabinet lead: Cllr Anna Keen	Director lead: Sue Rogers
Proposal origin: <i>BCC Staff</i>	
Decision maker: Officer Decision forum: <i>Cabinet</i>	
Purpose of Report: To secure approval for delivery of the WECA grant funded Employment Support Innovation Fund Pilot (Future Bright Programme)	
<p>Evidence Base: The DWP funded "Employment Support Innovation Programme" has been awarded to the West of England Combined Authority (WECA). Bristol City Council led on the development of the bid, drawing upon best practice from the successful HYPE West programme to create a highly effective model that will help individuals who are in low paid and insecure employment to achieve successful in-work progression.</p> <p>The programme will enable Bristol City Council and partner providers to fulfil Mayoral social mobility commitments by working with 1500 individuals who are employed, in receipt of in work benefits, including residents living in social housing or in temporary accommodation. The Council's Employment Support Team has drawn up a joint delivery plan with the Housing and Temporary Accommodation Teams as well as the City's Social Landlords and employers. The Employment Support Innovation Programme will result in participants enhancing their career prospects and skills levels, increased household income and a reduction in the dependency upon in work benefits and Council assistance.</p> <p>The programme is piloting new approaches to support 40% (600) participants achieve a reduction in their benefit claims for WTC, Universal Credit, Housing Benefit and Child Tax Credits. This will potentially have the effect of reducing Council Tax Reduction and Housing Benefit claimants as well as a reduction in the level of rent arrears. Innovation Fund income will also be used to cover the cost of staff salaries which will contribute an MFTP £100K reduction in General Fund spend over the next two financial years.</p> <p>This programme involves minimal financial risk to the Council. There are no output related payments and we will be operating a full cost recovery model. If any under-performance occurs there will be a period of support and remedial planning to achieve improvement. In the event that funding has to be reallocated, notice will be given to enable scale down. Redundancy costs will not be incurred as project staff will be employed for less than 2 years.</p>	
<p>Cabinet Member / Officer Recommendations: To proceed with the delivery of the Employment Support Innovation with immediate effect.</p>	

Revenue Cost: £ 1.823m over 18 months	Source of Revenue Funding: <i>External Grant Funding through DWP where WECA is the Lead Accountable Body.</i>
Capital Cost: £	Source of Capital Funding: <i>e.g. grant/ prudential borrowing etc.</i>
One off cost <input checked="" type="checkbox"/> Ongoing cost <input type="checkbox"/>	Saving Proposal <input type="checkbox"/> Income generation proposal <input checked="" type="checkbox"/>
<p>Finance Advice: The Authority has been invited by WECA to participate in a project which is funded by the DWP. The Authority would receive £1.823m over 18 months, with £0.1m being incurred in 2017/18, £1.1m in 2018/19 and £0.6m in 2019/20. The funding may be used on the following types of expenditure to deliver the performance objectives of the grant: a) direct staff costs, including overheads; b) costs of external contractors or other procured goods and services; c) payments for referrals to the programme from external organisations. Grant payment is quarterly in arrears and is based on actual expenditure, rather</p>	

than on performance delivery. The grant conditions do make it clear that the full amount of the grant is not guaranteed if circumstances change (for instance, if the project is not having the desired impact), so the Authority is advised to include break-clauses in any contracts it enters into.

This grant will allow some existing staff costs to be charged against it, thus, making temporary savings of £50k in the revenue budget in each of the next two financial years to assist with the medium term financial plan.

Finance Business Partner: David Tully, Interim Finance Business Partner, 12th August 2018

Corporate Strategy alignment: The Employment Support Innovation Fund Programme aligns itself to the Council's vision of "driving a City of hope and aspiration where everyone can share in its success". It will "focus on empowering people in day-to-day life, helping them live independently of public services in ways which are better for them and for the city as a whole".

Legal Advice: Officers need to ensure the terms of the grant agreement with WECA are complied with, in particular that expenditure is limited to the eligible costs detailed in the agreement, as any ineligible costs may not be covered by the grant agreement. If goods works or services are purchased as part of the programme, and the value of the purchases is over the relevant thresholds, then the Council must comply with its own procurement rules and/or the Public Contracts Regulations 2015. The decision maker must comply with the Public Sector Equality duty to consider the need to promote equality for persons with "protected characteristics": age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and have due regard to the need to i) eliminate discrimination, harassment, and victimisation; ii) advance equality of opportunity; iii) foster good relations between persons who share a relevant protected characteristic and those who do not share it. In order to do this Cabinet will need to be provided with sufficient information about the effects of the programme. The Equalities impact assessment is designed to assist with compliance with this duty and so the decision maker must take in to consideration the assessment and the Public sector equality duty before taking the decision.

Legal Team Leader: Sinead Willis, Team Leader, Commercial and Governance Team, I confirm I have provided comments on the report provided to me on 15 January 2018.

Implications on ICT:

The likely implications for IT in this paper are 1) Timely provision of IT equipment and system access for the project/support team identified on the paper. 2) Ensuring that any necessary system changes (including web sites & services) are properly implemented. Both of these will require timely engagement with IT

ICT Team Leader: Ian Gale, Service Manager ICT Service Delivery and Integration

City Benefits: It is intended that this proposal will benefit the city by providing targeted employment and skills support to people in work on low pay so that they can increase their confidence, skills, knowledge and opportunities to progress into more sustainable careers that will enhance household earnings. We anticipate that many of our project participants will be from equalities communities and groups with protected characteristics, including women, BME communities and Disabled people. By helping address in work poverty, it is expected that this programme will also have a positive impact on health inequalities.

Consultation Details: In its development, the proposal has been widely discussed with Bristol City Council Housing and Employment Support Teams, Social Landlords, Employers, support and advice agencies and potential participants (see Appendix B)

DLT Sign-off	Jacqui Jensen (Acting Executive Director: Care and Safeguarding)	17/01/18
SLT Sign-off	Jacqui Jensen (Interim Head of Paid Service)	23/01/18
Cabinet Member sign-off	Cllr Anna Keen	22/01/18
For Key Decisions - Mayor's Office sign-off	The Mayor	02/02/18

Appendix A – Further essential background / detail on the proposal	YES
Appendix B – Details of consultation carried out - internal and external	YES

Appendix C – Summary of any engagement with scrutiny	NO
Appendix D – Risk assessment	YES
Appendix E – Equalities screening / impact assessment of proposal -	YES
Appendix F – Eco-impact screening/ impact assessment of proposal -	NO
Appendix G – Financial Advice	NO
Appendix H – Legal Advice	NO
Appendix I – Combined Background papers	1. West of England Combined Authority Business Case to DWP 2 WOE Grant Offer Letter from DWP 3. Draft Grant Agreement from WECA to BCC
Appendix J – Exempt Information	NO