

# Decision Pathway – Report

**PURPOSE:** Key decision

**MEETING:** Cabinet

**DATE:** 07 November 2023

<b>TITLE</b>	<b>WE Work for Everyone Phase 2</b>		
<b>Ward(s)</b>	All		
<b>Author:</b> Jane Taylor	Head of Service. Employment, Skills and Learning		
<b>Cabinet lead:</b> Cllr Asher Craig Cabinet Member for Children’s Services, Education and Equalities	<b>Executive Director lead:</b> Stephen Peacock Chief Executive		
<b>Proposal origin:</b> BCC Staff			
<b>Decision maker:</b> Cabinet Member <b>Decision forum:</b> Cabinet			
<b>Purpose of Report:</b> To seek approval to hold detailed bid negotiations for Phase 2 of a UKSPF funded programme designed to improve employment outcomes for people with learning difficulties across the West of England Combined Authority (‘WECA’) area. This will enable the continuation of the WE Work for Everyone programme for people with learning difficulties.			
<b>Evidence Base:</b>			
<ol style="list-style-type: none"> <li>1. In 2019, Bristol City Council received £2.4m investment from ESF and £1.3m from WECA to lead and deliver the WE Work for Everyone specialist employment support programme for people with learning difficulties and autism in Bristol and across the wider West of England region, ending in December 2023.</li> <li>2. Despite the impact of the Covid 19 pandemic, this first phase programme has engaged 1272 participants, of which 699 live in Bristol. By August 2023, 201 participants have entered paid employment, 95 of which live in Bristol. The programme has achieved significant success in engaging with participants without basic skills (128) and supporting economically inactive participants into job search on leaving (130).</li> <li>3. Overall, the WE Work for Everyone has been a unique and successful driver of change. We have worked with people with learning difficulties to raise their employment aspirations, with their parents and carers, and support professionals. We have worked with a wide range of employers including Aardman Animation, Bromford, Our Media, Bristol Zoo, Airbus, Boeing and the Avon Centre to promote the benefits of employing people with learning difficulties.</li> <li>4. The WE Work for Everyone Team has taken steps to work with the Council’s Adult Social Care Team (ASC) to shape and deliver the programme. Following a data match of WE Work participants with the ASC LAS (Logic Adult Care System) we can see that 312 participants have had at least one contact with ASC, of which 101 are registered as having a Learning Difficulty. Of these, 49 were referred directly from ASC and 52 have come into the programme through external marketing and with the support of our partner supply chain.</li> <li>5. The local authority must submit an annual report to government and quarterly data returns of the number of adults with learning difficulties supported by social care who are in employment. For 2021/22, the overall performance across all English local authorities was 5.1%. The West of England Performance shows the performance gap and the current low outcomes for Bristol:</li> </ol>			

## West of England Performance (21/22)

Element	Definition	Bristol	BANES	N Somerset	S Gloucester shire
Denominator	Number of working age (1864) service users who received long-term support during the year with a primary support reason of learning disability support	1018	470	473	753
Numerator	Proportion of working age (18-64) service users who received long-term support during the year with a primary support reason of learning disability support, who are in paid employment (%)	42	61	39	55
Outcome	Proportion of working age (18-64) service users who received long-term support during the year with a primary support reason of learning disability support, who are in paid employment	4.1%	13.0%	8.2%	7.3%

6. In Bristol, there are currently 1035 people with learning difficulties who are of working age and supported by Adult Social Care, (June 23). LAS records show that currently 46 (4.4%) of this group are in paid employment. WE Work for Everyone has highlighted an additional 10 participants in employment on the LAS system who are not showing as employed. We are working with the Insight, Performance & Intelligence team to correct this and to improve the accuracy of future reporting.
7. UKSPF funding will enable WE Work for Everyone Phase 2 to work with 320 people with learning difficulties and autism to support them into paid employment across the WECA area, (160 Bristol based). We intend to focus this programme on more intensive support for a smaller cohort involving specialist employment support, supported internships, skills development and supporting employers with diverse recruitment.
8. In this second phase it is critical that we refresh our joint working with the Adult Social Care Team to increase client referrals and reporting accuracy. This will include regular reports to the ASC Management Team and working more closely with front line social workers and the ASC supply chain to raise employment aspirations, potentially leading to financial savings in the cost of care.

### Cabinet Member / Officer Recommendations:

That Cabinet:

1. Authorises the Head of Service Employment, Skills and Learning in consultation with the Cabinet Member Children's Services, Education and Equalities to negotiate with WECA and, if successful, to accept and spend funding of up to £830k (including procuring and awarding contracts) and lead on the regional implementation and delivery of the We Work for Everyone Phase 2 programme.
2. Notes the Director of Adult Social Care and the Director of Education and Skills will implement a joint work plan with the ASC team, in partnership with specialist providers and employers, to improve the employment outcomes of adults supported by ASC through the WE Work for Everyone programme.

### Corporate Strategy alignment:

Improving the employment of people with learning difficulties contributes to the Mayor's commitment to inclusive economic growth and social mobility. It also helps reduce the reliance of people with learning difficulties on public services and promotes their economic and social independence, health and wellbeing.

### City Benefits:

By implementing these recommendations, Bristol City Council can lead the way in relation to our employment

practices – we can demonstrate proactively how we are taking positive action and **not** discriminating against Disabled people, and how our workforce is reflective of the communities we serve. We can also work with other employers to improve their access to specialist support and resources so that their workforce and business can benefit from the employment of people with learning difficulties.

**Consultation Details:**

The initial proposal to use West of England UKSPF funds for this proposal was discussed and agreed with WECA and member authorities. This proposal has also been discussed and developed with lead managers and budget holders in the City Council who are currently responsible for services to improve employment outcomes for people with learning difficulties. It has been discussed with external bid partners: Bath & North East Somerset and South Gloucestershire; FE colleges; DWP; VCS providers, including specialist agencies with expertise in providing employment support to people with learning difficulties.

**Background Documents:**

[European Social Fund \(ESF\) bid opportunity to improve the employment of people with learning difficulties Cabinet Decision November 2019](#)  
[WE WORK for Everyone Project Contract Award Cabinet Decision November 2021](#)

<b>Revenue Cost</b>	£897,500	<b>Source of Revenue Funding</b>	£830,000 grant from WECA and £67,500 revenue budget from Learning Disability Employment Support 24/25 Budget – There is a potential for a further £200,000 from DFE to build additional Supported Internship activity into the programme through a separate grant we are currently applying for
<b>Capital Cost</b>	£nil	<b>Source of Capital Funding</b>	N/A
<b>One off cost</b> <input type="checkbox"/>	<b>Ongoing cost</b> <input type="checkbox"/>	<b>Saving Proposal</b> <input type="checkbox"/>	<b>Income generation proposal</b> <input checked="" type="checkbox"/>

**Required information to be completed by Financial/Legal/ICT/ HR partners:**

**1. Finance Advice:** This £830k WECA grant application will support the Service to deliver Councils Commitment to inclusive economic growth and social mobility, will directly benefit people with learning needs and or autism (circa 320) as well as providing support to employers facilitating workforce change. The financial commitment to Bristol is the £67,500 (or 8%) cash spending will be used as match funding from Learning Disability Support budget.

Finance Business Partner: Angel Lai, Finance Manager 07 September 2023

**2. Legal Advice:** The submission of bids for grant funding raises no particular legal issues. If successful, the procurement process must be conducted in line with the 2015 Procurement Regulations and the Councils own procurement rules. Legal services will advise and assist officers with regard to the conduct of the procurement process and the resulting contractual arrangements.

**Legal Team Leader:** Husinara Jones, Team Manager/Solicitor 7 September 2023

**3. Implications on IT:** I can see no implications on IT in regard to this activity.

Alex Simpson – Lead Enterprise Architect. 8 September 2023

**4. HR Advice:** There are no significant HR issues arising from this report.

**HR Partner:** Lorna Laing – HR Business Partner. 7 September 2023

<b>EDM Sign-off</b>	Reena Bhogal-Welsh – Director Education & Skills	13 September 2023
<b>Cabinet Member sign-off</b>	Councillor Asher Craig	18 September 2023
<b>For Key Decisions - Mayor's Office sign-off</b>	Mayor's Office	9 October 2023

<b>Appendix A – Further essential background / detail on the proposal</b> A1. Draft WE WORK Phase 2 Delivery Plan	<b>YES</b>
<b>Appendix B – Details of consultation carried out - internal and external</b>	<b>NO</b>
<b>Appendix C – Summary of any engagement with scrutiny</b>	<b>NO</b>
<b>Appendix D – Risk assessment</b>	<b>NO</b>
<b>Appendix E – Equalities screening / impact assessment of proposal</b>	<b>YES</b>
<b>Appendix F – Eco-impact screening/ impact assessment of proposal</b>	<b>NO</b>
<b>Appendix G – Financial Advice</b>	<b>NO</b>
<b>Appendix H – Legal Advice</b>	<b>NO</b>
<b>Appendix I – Exempt Information</b>	<b>NO</b>
<b>Appendix J – HR advice</b>	<b>NO</b>
<b>Appendix K – ICT</b>	<b>NO</b>
<b>Appendix L – Procurement</b>	<b>NO</b>