

ORIGINATOR: POLICY OFFICER (VS)

DECISION NO. 18-2016

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

SUBJECT: CRIME AND DISORDER REDUCTION GRANT TO ACCESS COMMUNITY TRUST TO DELIVER A WORK PLACEMENT AND QUALIFICATION SCHEME TO FOR INDIVIDUALS FROM DISADVANTAGED/DISAFFECTED COMMUNITIES

SUMMARY:

1. The Police and Crime Commissioner can commission services that:
 - a) secure, or contribute to securing, crime and disorder reduction in Suffolk;
 - b) are intended to help victims or witnesses of, or other persons affected by, offences and anti-social behaviour.This is in accordance with the provisions in the Anti-Social Behaviour, Crime and Policing Act 2014. In applying this provision, the PCC will ensure that the services commissioned are also consistent with the Suffolk Police and Crime Plan 2013 – 2017.
2. This report seeks approval to award a Crime and Disorder Reduction Grant to Access Community Trust for the amount of £25,335 to work with North Suffolk Sports Academy to run an innovative new wraparound work placement and qualification scheme of six months' duration for unemployed individuals between 18 and 35 years of age.
3. The funding will enable crime and disorder reduction activity focussing on the Police and Crime Plan aim to '*make Suffolk a safer place to work, live, travel and invest*' by supporting vulnerable people and young people and supporting the local economy.

RECOMMENDATION:

That the PCC approves a grant of £25,335 to Access Community Trust for the purposes of delivering a 'wraparound' work placement and qualification programme for the period 1 March 2016 – 31 December 2016.

APPROVAL BY THE POLICE AND CRIME COMMISSIONER

Tim Parry

7 / 3 / 2016

1 INTRODUCTION

- 1.1 The Police and Crime Commissioner can commission services that:
- a) secure, or contribute to securing, crime and disorder reduction in Suffolk;
 - b) are intended to help victims or witnesses of, or other persons affected by, offences and anti-social behaviour.

This is in accordance with the provisions in the Anti-Social Behaviour, Crime and Policing Act 2014. In applying this provision, the PCC will ensure that the services commissioned are also consistent with the Suffolk Police and Crime Plan 2013 – 2017.

- 1.2 This report seeks approval to award a Crime and Disorder Reduction Grant for the amount of £25,335 to Access Community Trust for the purposes of delivering a 'wraparound' work placement and qualification scheme for twelve long term unemployed young people.

2 POLICE AND CRIME PLAN OBJECTIVES

- 2.1 Following the issue of the Police and Crime Plan 2013-2017 work has been on-going to ensure that the Police and Crime Objectives and the Plan's principal themes will be achieved.
- 2.2 The themes within the Police and Crime Plan that this grant aims to address are The funding will enable crime and disorder reduction activity focussing on the Police and Crime Plan aim to *'make Suffolk a safer place to work, live, travel and invest'* by supporting vulnerable people and young people from disadvantaged/disaffected communities, reducing re-offending and supporting the local economy.

3 LONG TERM UNEMPLOYMENT – WRAPAROUND WORK PLACEMENT SCHEME

- 3.1 A study of aspiration in young people by Ambitious Minds¹ in 2012 studied data on education, employment, housing and social factors and concluded that Waveney is one of the worst 10 local authority areas for young people to grow up and build a sustainable and independent adult life. These findings are reinforced by the Social Mobility Index published in February 2016 which compares the chances that a child from a disadvantaged background will do well at school and get a good job. The Index places Waveney in the worst performing 20% of local authorities in the country (7th of 324) and concludes that 'coastal areas and industrial towns are becoming real social mobility 'coldspots' with many of these areas performing badly on both educational measures and adulthood outcomes, giving young people from less advantaged backgrounds limited opportunities to get on'. It is known that Lowestoft has high long term unemployment rates and in many instances the situation is exacerbated by 'inter-generational unemployment' and low aspiration.
- 3.2 The social and economic costs of long term and inter-generational unemployment are borne by society as a whole, since worklessness blights the life chances of parents and children and diminishes the country's productive potential. It is therefore in everyone's interests that young people are supported to help them return to paid employment. One national initiative to help achieve this is to place individuals with employers for a period of six months to gain work experience. While this approach

¹ The Frustration of Aspiration - Being a teenager in England today, Ambitious Minds, July 2012

can provide valuable work experience it has some drawbacks since it often fails to recognise the multiple barriers to employment such as low aspiration, poor self-esteem, poor educational attainment, financial difficulties, homelessness, mental health issues or criminality. These are often complex problems and, if unresolved, are likely to affect a young person's ability to secure and sustain full-time employment thus perpetuating the cycle.

- 3.3 It is considered that a more effective solution is one where a project provides a 'wraparound' service supporting individuals with practical vocational experience and qualifications whilst also working with them to help address the other barriers.
- 3.4 This matter has been the subject of ongoing discussions between the Office of the Police and Crime Commissioner (OPCC) and partners, and, more recently Lowestoft based partners, Access Community Trust (ACT), Kirkley and Pakefield Football Club (KPFC), North Suffolk Sports Academy (NSSA), Lowestoft Rising Change Manager and Suffolk Constabulary. As a consequence of these discussions it is proposed to work in partnership to deliver an innovative 'wraparound' scheme for unemployed in Lowestoft.
- 3.5 The new scheme would comprise a work placement programme of six months' duration with 12 unemployed young people aged between 18 and 35 years of age. All participants will be from Lowestoft an area of high deprivation. Some participants may also be nominated by the Suffolk Constabulary Integrated Offender Management Unit.
- 3.6 The scheme will be delivered via a partnership between ACT, KPFC and NSSA supported by a crime and disorder reduction grant awarded to ACT from the PCC.
- 3.7 The programme will commence with the selection of participants and is possible due to the introduction of Universal Tax Credits (UTC) which facilitates work placements while leaving UTC unaffected.
- 3.8 ACT will initially work with each participant to undertake an individual personal assessment (e.g. their current educational attainment, personal needs and aspirations) along their preferred qualification (a facilities management qualification or a sports qualification – both industry recognised qualifications). As well as providing formal qualifications the scheme, with the support of ACT, will also provide personalised support for each participant to acquire other employability skills, certificates (such as First Aid), Health and Safety, writing their CV and job applications, etc. which will widen their skills base further. Of significance however, is that ACT can also work with any individual to help them to address any wider 'determinants' such as homelessness, substance misuse, mental health issues, financial difficulties, etc. ACT has a track record of working with young people in the Waveney area and has previously received funding for outreach work. It also has good industry and training contacts.
- 3.9 Participants will be selected by an interview panel comprising a representative from ACT and NSSA. Each individual will commence a six months' work placement programme with KPFC and NSSA. There will be 20 hours per week on-the-job training, supervision and skills training. This will be complemented by 10 formal learning hours facilitated by an ACT tutor working towards the award of their chosen formal qualification in their chosen field (e.g. facilities management or sports).

3.10 KPFC are well known in their community with a range local volunteers and businesses who work with them. They also have a good relationship with other established football clubs in the Waveney area which also that there will be greater opportunities for work placement. The Lowestoft Rising Change Manager has also confirmed that many other work opportunities are available in and around Lowestoft with other organisations which the scheme could support.

3.11 It is considered that this scheme will deliver a number of outcomes. Of significance is that ACT projects that they will be able to secure permanent employment for at least 25% of participants. Additionally participants will exit the scheme with practical work experience complemented by formal vocational learning and qualifications. It also has the potential to help participants with other more complex issues such as poor health and well-being and practical support such as writing a CV, completing application forms, etc. For some participants the scheme will lead to permanent paid employment, thus they will be actively contributing to the local economy. For KPFC and other bodies the benefit will come through the practical work that the participants undertake on site thus improving the environment and the facilities. It will also support the social responsibility aspirations of all partners.

3.12 Following discussions with ACT and KPFC it has been established that the costs of the scheme are largely limited to the cost of teaching support plus modest start-up/operating costs which will enhance the opportunities for sustainable outcomes. Accordingly the grant will be awarded to ACT for the purposes of teaching support and start-up costs. It should be recognised that much of the support for the wider determinants will come from the existing services and support provided by ACT.

3.13 The proposed grant award is follows:

Teaching support, including preparation, teaching and marking time	£15,335
Additional sessional hours for the sports qualification	£ 5,000
Implementation/set up/operational costs	£ 5,000
TOTAL	£25,335

4 **OUTPUTS/OUTCOMES**

4.1 The following outputs and outcomes are proposed:

- **Scheme of work.**
A detailed delivery programme/scheme of work for the six months will be developed between Access Community Trust and Kirkley and Pakefield Football Club. (Due by 18 March 2016)
- **Review meeting.**
Kirkley and Pakefield Football Club and Access Community Trust will meet with the OPCC to review progress. (14 weeks)
- **Social media presence.**
Development of a social media site (Facebook) for the scheme. To include ACT, KPFC, NSSA, PCC and Lowestoft Rising logos.
- **Baseline data.**

To facilitate an assessment of achievement at the end of the initiative ACT is asked to provide anonymised summaries of the one to one assessments for each participant (e.g. aims/objectives, proposed qualifications, employability skills, and baseline outcome star assessments²). (To be submitted to OPCC by 31 March 2016)

- **Final report**

At the conclusion of the programme a final monitoring report will be presented to the OPCC. The monitoring report will include the following:

- Numbers of participants gaining permanent paid employment (aiming for 3)
- % of sessions of work placement attended
- % of qualification/classroom sessions attended
- Number and % of programme participants who complete the full programme (6 months)
- Number and % of programme participants achieving their chosen qualifications;
- Number and % of participants:
 - o finishing at least one unit
 - o completing at least three units
 - o achieving the level 1 qualification
 - o achieving level 2 qualification³
- Added value elements – e.g. how many additional courses and skills training were completed as a result of the support received from ACT
- An overview assessment of the career mapping/planning and employability skills developed for participants.
- An evaluation of the scheme setting out the benefits to the agencies involved
- The number and % of programme participants who found sustainable employment following the programme.
- Outcome star exit data

The final report will be submitted to the OPCC by 31 January 2017. It is also proposed to meet with participants. The OPCC would also like to commission a longitudinal evaluation of the scheme to assess the long term effects/success. This will be discussed at the end of the formal scheme.

5 MISCELLANEOUS CONDITIONS OF AWARD

- 5.1 Full 'Conditions of Award' including conditions relating to transfer of funds, monitoring, and publicity and marketing are specified separately.
- 5.2 This award is a one-off award and outputs/outcomes should be delivered in the period 1 March 2016 and 31 December 2016.
- 5.3 The grant recipient may not use the award for any activities other than those set out in the Decision Paper or as approved in writing by the PCC.

² The extent to which participants feel their skills, knowledge, confidence and employment opportunities have been strengthened (outcome star comparison with assessment at the start of the programme).

³ The proposed outcomes will be subject to the skills and aptitude of the participants selected. These outcomes will be agreed between Access Community Trust, Kirkley and Pakefield Football Club, North Suffolk Skills Academy and the OPCC once the appointments have been made.

- 5.4 The grant recipient must comply with the monitoring and reporting requirements set out in section 4 above.
- 5.5 The grant recipient must be able to demonstrate that they are managing the grant in an efficient and effective manner, and are actively seeking to minimise bureaucracy and streamline processes in order to deliver the best possible outcomes.
- 5.6 Payment will be made within 6 weeks in advance/6 weeks in arrears following the receipt of an invoice/payment request, and must be accompanied by the appropriate monitoring information.
- 5.7 If the OPCC reasonably believes that payment is being made in advance of need, the OPCC may change the timing and/or the amount of any payments.
- 5.8 The grant recipient will provide an interim report on the first 3 months' financial expenditure and outputs/outcomes will be provided to the OPCC at the 14 weeks' monitoring meeting and a final report including outcome measures and evaluation by 31 January 2017.
- 5.9 The OPCC must be notified of any potential risks that may affect delivery of the programme.
- 5.10 The grant recipient must notify the OPCC as soon as reasonably practicable if the organisation ceases operation, the project does not go ahead, or if an underspend is forecast. Any underspend must be returned to the OPCC.
- 5.11 By accepting the award from the OPCC the grant recipient makes a commitment to acknowledge the OPCC's support publicly and must acknowledge their funding from the PCC in all promotional work. Any recipients of funding must display the PCC's logo in all publicity for the life of the initiative. Logo artwork can be provided upon request. Any exceptions must be agreed with the OPCC.
- 5.12 The grant recipient will liaise with the PCC's Communications Manager to agree a communications plan.
- 5.13 The grant recipient must be able to evidence appropriate safeguarding procedures for those using their services and have due regard for the Local Children Safeguarding Board policies and guidance. The grant recipient must ensure that its services, policies, training, recruitment, vetting and referral processes appropriately safeguard children and vulnerable adults.
- 5.14 The grant recipient shall ensure that third party recipients have adequate insurance coverage (including but not limited to public liability insurance) in place and shall provide evidence of such insurance to the OPCC on request.
- 5.15 The OPCC accepts no liability to the grant recipient or any third party recipients for any costs, claims, damage or losses, however they are incurred, except for to the extent that they arise from personal injury or death which is caused by the PCC's negligence.
- 5.16 KPFC and NSSA will be responsible for supervising and coordinating all participants while on their site. This will necessarily include all aspects of safeguarding, including health and safety. ACT will be responsible for supervising and coordinating all

participants while they are in Access Community Trust premises. This will necessarily include all aspects of safeguarding, including health and safety.

- 5.17 The grant recipient agrees to indemnify the OPCC for any costs, claims, damages or losses which arise as a result of negligence by the grant recipient or out of any breach of any of the conditions of award.

6 SERVICE AND FINANCIAL IMPLICATIONS

- 6.1 There are no service and financial implications over those stated at paragraph 3.7.

7 RISKS

- 7.1 An assessment of risk in delivery of the service has been undertaken. This assessment has considered the value of the grant sought, the duration of delivery and the grant recipient's history of delivery and ability to deliver.
- 7.2 There are no significant risks associated with the consideration of this report. It will be appreciated that this scheme will work with long term unemployed individuals who may have other complex problems. Since the success of the scheme will rely upon the continued commitment and participation from participants it is acknowledged that this scheme may encounter some challenges which may present some risks to fully achieving the desired outcomes. ACT has a proven track record of working with disadvantaged/disaffected young people and individuals with complex problems and is therefore well placed to deliver this service thus mitigating the risk. Despite these uncertainties ACT has committed to helping at least 3 of the 12 participants to secure permanent paid employment along with the other outputs/outcomes outlined at paragraph 4 above.
- 7.3 Should there be any risk to the service being delivered the grant recipient is required to notify the OPCC. The clear delivery programme required in the outputs should ensure that the programme is properly organised and supervised.

8 RECOMMENDATIONS

- 8.1 It is recommended that the PCC approves a grant of £25,335 to Access Community Trust to deliver a 'wraparound' work placement and qualification programme for the period 1 March 2016 - 31 December 2016.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	YES
Has the PCC's Chief Finance Officer been consulted?	YES
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	YES
Have human resource implications been considered?	YES
Is the recommendation consistent with the objectives in the Police and Crime Plan?	YES
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	YES
Has communications advice been sought on areas of likely media interest and how they might be managed?	YES
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	YES
Have all relevant ethical factors been taken into consideration in developing this submission?	YES

APPROVAL TO SUBMIT TO THE DECISION-MAKER

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signature:



Date

7 March 2016

