

Neath Port Talbot County Borough Council
Cyngor Bwrdeistref Sirol Castell-nedd

Democratic Services
Gwasanaethau Democrataidd

Decision Notice

EDUCATION, SKILLS AND CULTURE CABINET BOARD - URGENCY ACTION , MONDAY, 28TH MARCH, 2022

Please see below approval of decision as follows:

1. **280322JWR(1) - Proposal for the Council to enter into Leases of 3 Separate Premises. (Pages 3 - 14)**

Proposal for the Council to enter into Leases of 3 separate premises for Employability, Skills and Outreach provision by Education Leisure and Lifelong Learning Directorate.

Having due regard to the Integrated Impact Screening Assessment approval be granted in principle for the Council to enter into the lease of Unit 2 within Aberavon Shopping Centre Port Talbot and 6 James Street, Pontardawe on terms and conditions to be agreed by the Head of Property and Regeneration and that delegated authority be granted to the Head of Education and Development to source a suitable venue for Neath Town Centre on terms and conditions to be agreed by the Head of Property and Regeneration.

For Immediate Implementation

Yours sincerely

p.p Chief Executive

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Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNCIL

Education, Skills and Culture Cabinet Board

Report of the Head of Education Development – Chris Millis

Matter for Decision:

Wards Affected:

All

Proposal for the Council to enter into Leases of 3 separate premises for Employability, Skills and Outreach provision by Education Leisure and Lifelong Learning Directorate

Purpose of the Report:

To obtain Members approval in principle for the Council to enter into leases of 3 separate premises situated in Neath, Port Talbot and Pontardawe required for employability skills and outreach provision by Education Leisure and Lifelong Learning Directorate.

Executive Summary:

The Employability Manager manages the delivery of Employability and Skills themed projects namely Communities for Work, Communities for Work Plus, Communities for Work Plus Young Persons Guarantee, Skills and Training, Legacy Fund and Rural Development Plan.

The directive from Welsh Government is that it's essential that we look to increase engagements for our projects from within our communities. The provision will enhance joint working with not only colleagues from other directorates, but external partners such as DWP, Working Wales, Careers Wales, Welfare Rights and PaCE. Each Hub will provide a holistic employability, skills and outreach facility for those seeking help and support in a friendly custom made building with experienced staff there to help.

Background:

Various programme leads from internal and external departments/organisations meet on a monthly basis and look at referrals and engagements onto projects such as Communities for Work, Communities for Work Plus, DWP, Workways+, PaCE, Youth Service. During the Pandemic referrals to all employability programmes dropped dramatically, numbers have started to increase, however still remain lower than pre-pandemic. Welsh Government have asked if we can increase engagements within the programmes to ensure communities and employers are supported as we start to open up.

Before Christmas we trialled a Hub at Aberafan Shopping Centre, where internal departments within NPT and external partners were scheduled to work on set days. This proved to be a huge success, and WG have asked if we can replicate this service within the three main towns, Neath, Pontardawe and Port Talbot.

We investigated current NPTC buildings in the areas, but the buildings did not meet the needs of the projects we aim to deliver, therefore we had to source alternative arrangements and looked elsewhere within the towns. 2 of the sites will offer on-site training courses, and aim to provide a friendly drop in environment where participants will not feel threatened about entering into a new building, it will be warm, welcoming and will provide a holistic

approach to employability, skills and training as well as encouraging other agencies to join us on site.

The proposal is for Communities for Work Plus to enter into leases of premises in each of Neath Port Talbot and Pontardawe for an initial fixed period of 12 month only from which will be run a programme of activities scheduled throughout the week to support, advice and help to those who need it.

To date Unit 2 within Aberavon Shopping Centre Port Talbot and 6 James Street Pontardawe have been identified by the Employability Manager as potentially being suitable for the provision of the service.

It is anticipated that a suitable premises will be identified in Neath within coming weeks.

We will also look to support local employers with their recruitment of staff at these venues. In the trial before Christmas in Aberavon Shopping Centre, we had some employers attend certain days to speak with people about the vacancies they had. We are in an unusual time where we have employers crying out for staff, and having vacancies they cannot fill, and we offer them the opportunity to come in to our venues to promote their jobs, but it will also give residents the chance to come in a speak with the employers and find out more about the roles before they apply. Mentors will also be on hand to help people complete applications/create CVs to give to the employers on the day.

Financial Impacts:

All costs associated with the rent, running costs and outgoings will be funded through existing budgets within the Communities for Work Plus programme. Pontardawe £6,000. Aberafan Shopping Centre £14,000, still awaiting costs for Neath.

Integrated Impact Assessment:

1. A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.
2. The first stage assessment has indicated that a more in-depth assessment is not required.

Valleys Communities Impacts:

We are seeking to lease a premises in Pontardawe, therefore we will be delivering a service in the Valleys Community. This will be a positive impact to the Valleys Communities.

Workforce Impacts:

There are no Workforce implications associated with this report.

Legal Impacts:

There no Legal implications associated with this report.

Risk Management Impacts:

Lease agreements, thorough site inspections and financial aspects will be undertaken before occupying the buildings.

Consultation:

There is no requirement for external consultation on this item.

Recommendations:

It is recommended that having due regard to the Integrated Impact Screening Assessment that approval is granted in principle for the Council to enter into the lease of Unit 2 within Aberavon Shopping Centre Port Talbot and 6 James Street Pontardawe on terms and conditions to be agreed by the Head of Property & Regeneration and that delegated authority be granted to the Head of Education and Development to source a suitable venue for Neath Town Centre on terms and conditions to be agreed by the Head of Property & Regeneration.

Reasons for Proposed Decision:

To approve the lease agreements for the 3 buildings to provide a holistic employability, skills and training outreach facility for those seeking help and support in a friendly custom made building with experienced staff there to help.

Implementation of Decision:

The decision is for immediate implementation.

Appendices:

Impact Assessment – First Stage

List of Background Papers:

None

Officer Contact:

Chris Millis, Head of Service – c.d.millis@npt.gov.uk

Angeline Spooner-Cleverly, Participation Co-ordinator – a.spooner-cleverly@npt.gov.uk

Kerry Jones, Employability Manager – k.c.jones@npt.gov.uk

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Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Lease of 3 premises in Neath, Port Talbot and Pontardawe
Service Area: Participation, Communities for Work Plus
Directorate: ELLL

2. Does the initiative affect:

	Yes	No
Service users	x	
Staff	x	
Wider community	x	
Internal administrative process only		x

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Disability	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Gender Reassignment	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not

						discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Marriage/Civil Partnership	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Pregnancy/Maternity	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Race	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Religion/Belief	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Sex	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.
Sexual orientation	x					The 3 outreach locations will offer help and support to anyone who requires it, the programmes will not discriminate and is open to all and accordingly there is no impact on this protected characteristic.

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language	x				m	Will be able to offer through the medium of welsh.
Treating the Welsh language no less favourably than English		x				Will be able to offer through the medium of welsh.

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		x				There will be no impact on maintain and enhancing biodiversity
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				There will be no impact on the promotion of the resilience of ecosystems.

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details

Long term - how the initiative supports the long term well-being of people	x		The proposal will hopefully assist in providing job opportunities for those in need within the community
Integration - how the initiative impacts upon our wellbeing objectives	x		The proposal will assist in our wellbeing objectives, providing jobs for local people, promoting health and wellbeing, upskilling those who wish to increase in their future prospects.
Involvement - how people have been involved in developing the initiative	x		The proposal will have a holistic provision involving internal and external agencies and stakeholders to promote, market and develop the initiatives.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		Holistic provision of a combination of services offering employability, skills and training support to those who need it. Will involve internal and external partners and stakeholders.
Prevention - how the initiative will prevent problems occurring or getting worse	x		Proactive approach to engaging with the communities to help with employability, skills and training to provide local resources for jobs.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	
Reasons for this conclusion	
It is intended to take out 3 leases for one year at venues in Neath, Port Talbot and Pontardawe. A full impact assessment is not required as there would be no impacts adversely affected by this report.	

	Name	Position	Signature	Date
Completed by	Kerry Jones	Employability Manager	K Jones	28 March 2022
Signed off by	Chris Millis	Head of Service/Director	<i>CD Millis</i>	280322

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