

# NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

## Personnel Committee

25<sup>th</sup> June 2018

### Report of the Head of Property & Regeneration

S. Brennan

#### Matter for Decision

**Wards Affected:** All Wards

#### **Proposed re-structure of the European and Strategic Funding Unit and Regeneration and Economic Development Unit (Joint Report)**

#### **Purpose of Report**

- 1 To seek Members' approval to re-structure the European and Strategic Funding Unit (formerly European and External Funding Unit) and the Regeneration and Economic Development Unit within the Environment Directorate through the establishment of two new posts which will be 100% externally funded on an initial fixed term contract for 2 ½ years. The posts are:

1 x Strategic Funding Officer (GR08)

1 x Regeneration Projects Officer (GR08)

#### **Executive Summary**

- 2 This report outlines the proposed re-structure of the European and Strategic Funding Unit and the Regeneration and Economic Development Unit through the establishment of two externally funded new posts to support the work of the two service areas to deliver the Council's regeneration priorities.

#### **Background**

- 3 The Welsh Government has launched its Targeted Regeneration Investment (TRI) Programme commencing April 2018 for 3 years.

The aim of the programme is to support projects that promote economic regeneration - creating jobs, enhancing skills and employability and creating the right environment for businesses to grow and thrive - with a focus on individuals and areas most in need to ensure prosperity is spread to all parts of Wales.

- 4 Neath Port Talbot Council, along with the counties of Swansea, Carmarthenshire and Pembrokeshire, has developed a Regional Plan for Regeneration for South West Wales and the region has secured an indicative regional allocation from the Welsh Government's Targeted Regeneration Investment (TRI) programme.
- 5 Neath Port Talbot CBC has identified an indicative list of projects up to the value of £6.75 million over 3 years to deliver strategic and thematic projects to promote economic regeneration in the region.
- 6 There is modest funding available to allow each Council to resource the delivery of the Programme at a local level as there are a number of associated activities required to deliver this programme e.g. feasibility studies, business plan preparation, governance arrangements and compliant delivery of the schemes.
- 7 Due to resource constraints, there is a need for additional resource to deliver prioritised TRI schemes and to ensure that Neath Port Talbot benefits from the regional indicative allocation. It is therefore proposed that two posts are created to carry out the following activities (not an exhaustive list): awareness raising / stakeholder engagement; feasibility studies; coordination of project development; business plan development / preparation; coordination of governance structures; financial monitoring and claim preparation / submission.
- 8 The Strategic Funding Officer post would be established in the European and Strategic Funding Unit to develop the business plans, carry out project monitoring and preparing / submitting financial claims. In terms of JE, this post will be clustered with the existing Strategic Funding Officer post

- 9 The Regeneration Projects Officer post would be established in the Regeneration and Economic Development Unit to carry out stakeholder engagement / consultation, feasibility studies and support the development of the business plan.
- 10 The additional resource within the European and External Funding Unit would allow the existing Officers (1.8 FTE) to focus on other strategic funding opportunities alongside current European funding programmes to support the Council's Corporate Plan priorities. There are a number of emerging funding programmes such as Welsh Government's regeneration programmes and UK Government Industrial Challenge funds and the proposed Shared Prosperity Fund.

### **Financial Impact**

- 11 The costs associated with the creation of the two posts is set out in the Financial Appraisal in Appendix I. The two posts will be 100% externally funded until end March 2021, with the potential for additional funding post March 2021.

### **Equality Impact Assessment**

- 12 There are no equality impacts associated with this report.

A Screening Assessment has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the Screening Assessment it has been determined that this proposal does not require an Equality Impact Assessment.

Please refer to the EIA screening form in Appendix II

### **Workforce Impact**

- 13 The proposal will have a positive impact on the workforce.

### **Legal Impact**

14 There are no legal impacts associated with this report.

### **Risk Management**

15 There are no risk management issues associated with this report.

### **Consultation**

16 There is no requirement under the Constitution for external consultation on this item

### **Recommendation(s)**

17 It is recommended that Members APPROVE the proposed re-structure of the European and Strategic Funding Unit and Regeneration and Economic Development Unit through the establishment of two new posts on an initial fixed term contract for 2 ½ years. The posts are:

1 x Strategic Funding Officer (GR08)

1 x Regeneration Projects Officer (GR08)

### **FOR DECISION**

#### **Reason for Proposed Decision(s)**

18 In order to deliver the Targeted Regeneration Investment (TRI) programme 2018 - 2021 and to maximise external strategic funding opportunities to deliver the Council's Corporate Plan

#### **Implementation of Decision**

19 The decision is proposed for immediate implementation

#### **Appendices**

20 Appendix I – Financial Appraisal

21 Appendix II – Equalities Impact Screening Assessment

#### **List of Background Papers**

22 Report to Regeneration and Sustainable Development Cabinet  
Board 18/05/2018 - The Welsh Government Targeted  
Regeneration Investment Programme 2018 - 2021

### **Officer Contact**

23 Lisa Willis  
European and Strategic Funding Manager  
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24 Andrew Collins  
Regeneration and Strategic Development Manager  
Tel: 01639 686416 Email: [a.collins@npt.gov.uk](mailto:a.collins@npt.gov.uk)

## Appendix I - FINANCIAL APPRAISAL

### SET UP COSTS

	<u>Current</u> <u>Year</u>				
-	<u>£</u>	-	-	-	-
<b><u>Costs</u></b>					
Recruitment Costs	0				
Accommodation Costs	0				
Office Costs	0				
Others					
<b>Total Set Up Costs</b>	<u>0</u>				
<b><u>Funding of Set Up Costs</u></b>					
Revenue Budget					
Reserves					
Special Grant					
Other (Specify)					
<b>Total Funding of Set Up Costs</b>	<u>0</u>				

### RECURRING COSTS

	<u>Current</u> <u>Year</u>		<u>Next</u> <u>Year</u>		<u>Max</u> <u>in Full</u> <u>Year</u>
-	<u>£</u>	-	<u>£</u>	-	<u>£</u>
<b><u>Costs</u></b>					
Employee Costs (Financial Appraisal Statement)					
> Starting Salary	77,104		77,104		77,104
> Additional cost at Maximum Salary			2,346		11,282
Accommodation Running Costs					
IT Annual Costs					
Other Running Costs (specify)	-				
<b>Total Recurring Costs</b>	<u>77,104</u>		<u>79,450</u>		<u>88,336</u>
<b><u>Funding of Recurring Costs</u></b>					
<b><u>External Sources</u></b>					
Specific Grant:					
- staffing costs	77,104		79,450		88,336
- other					
Funding from External Agencies					
Service Level Agreement					
Other (specify)					
<b><u>Internal Sources</u></b>					
HRA					

Existing Budget Allocation			
Additional Guideline Allocation			
Other (specify)			
<b>Total Funds Available</b>	<u>77,104</u>	<u>79,450</u>	<u>88,336</u>

## Equality Impact Assessment Screening Form

## Appendix II

Please ensure that you refer to the Draft Screening Form Guide completing this form. If you would like further guidance please contact the Corporate Strategy or your directorate Heads of Service Equality Champion.

### Section 1

What service area and directorate are you from?

Service Area: European and Strategic Funding Unit

Directorate: Environment

#### Q1(a) What are you screening for relevance?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### (b) Please name and describe below

Proposed re-structure of European and Strategic Funding Unit

#### Q2(a) What does Q1a relate to?

Direct front line  
service delivery

Indirect front line  
service delivery

Indirect back r  
service deliver

(H)

(M)

(L)

#### (b) Do your customers/clients access this service...?

Because they  
need to

Because they  
want to

Because it is  
automatically provided to  
everyone in NPT

(H)

(M)

(M)

#### Q3 What is the potential impact on the following protected characteristics?

	High Impact (H)	Medium Impact (M)	Low Impact (L)
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Welsh language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

#### Q4(a) How visible is this service/function/policy/procedure/ project to the general public?

High visibility  
to general public

Medium visibility  
to general public

Low visibil  
to general p

(H)

(M)

(L)

#### (b) What is the potential risk to the council's reputation? (Consider following impacts – legal, financial, political, media, public perception etc...)



## Equality Impact Assessment Screening Form

High risk  
to reputation  
 (H)

Medium risk  
to reputation  
 (M)

Low risk  
to reputation  
 (L)

**Q5 How did you score?**  
*Please tick the relevant box*

**MOSTLY H and/or M** → **HIGH PRIORITY** →  **EIA to be completed**  
**Please go to Section 2**

**MOSTLY L** → **LOW PRIORITY / NOT RELEVANT** →  **Do not complete EIA**  
**Please go to Q6 followed by Section 2**

**Q6 If after completing the EIA screening process you determine that this service/function/policy/project is not relevant for an EIA you must provide adequate explanation below (Please use additional pages if necessary).**

The proposed re-structure of the European and Strategic Funding Unit will not have a negative impact on any of the protected characteristics.

The Unit is not a front line service delivery function and does not have a bearing on equality and diversity issues.

### Section 2

Screener- This to be completed by the person responsible for completing this screening
Name: Lisa Willis
Location: The Quays
Telephone Number: 01639 686074
Date: 07/06/2018
Approval by Head of Service
Name:
Position:
Date:

**Please ensure this completed form is filed appropriately within your directorate because it may be required as evidence should a legal challenge be made regarding compliance with the Equality Act 2010.**