

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

3rd September 2018

Report of the Head of Participation Mr Chris Millis

Matter for Decision

Wards Affected: All Wards

Changes to the Structure of Communities for Work Plus Service within the Education, Leisure and Lifelong Learning Directorate

Purpose of the Report

To seek member approval to make changes to the staffing structure of the Communities for Work Plus Service within the Education, Leisure and Lifelong Learning Directorate, details as follows:

Posts to be created:

- 1 x Legacy Community Counsellor Grade 8 (37 hours)
- 1 x Digital Inclusion Ambassador Grade 7 (30 hours),

Executive Summary

These posts will be funded by the Legacy Fund, which is a Welsh Government funded initiative, which has enabled NPT to keep the best elements of the Communities First programme which ended on the 31st March 2018. This links into the new Communities for Work

Plus programme, an employability focused programme which commenced on the 1st April, and provides a wrap-around service to the existing ESF Communities for Work.

Background

With the closure of Communities First ending on the 31st March 2018, Welsh Government announced that a Legacy Fund (6 million) across Wales would commence on the 1st April 2018. This allowed Lead Delivery Bodies to ensure that additional monies be sustained for an approximate period of 2 years, implementing the best elements of the old Communities First programme.

Extensive consultation took place in the lead up to the closure of Communities First with NPTCVS, which incorporated our third sector organisations, the Public Service Board, extensive briefings with internal and external meetings, other groups/organisations, the police and the communities were actively part of the process.

It was evident from the results of the consultations that the 4 list of priorities would be as follows:-

Mental Health Support - Evidence has shown that Mental Health has increased within NPT, and it is proposed to target children and young people who are at risk, or are disengaged within our schools. A Legacy Community Counsellor will be able to look at those who need support and work closely with the children and young person to re-engage with a plan to work through the issues and barriers to support them back into school. The whole family network will be looked at, providing the best support with our partners such as Families First to compliment provisions moving forward.

Digital Inclusion - Neath Port Talbot Third Sector Survey was undertaken by Corporate Strategy within NPT to identify the digital capability of some of our third sector organisations. This information, along with the evidence from the consultation has shown that current provision is varied within our third sector, and our communities. Employing a Digital Inclusion Ambassador will allow to develop an action plan and build on the capacity across the third sector and ensure that current provision is kept up to speed and that a co-

ordinated approach will help embed services across Neath Port Talbot to ensure that no one is left behind.

Youth Activity - Schools and Transition Project - keeping the existing provision within the Youth Service.

Welfare Rights Support - keeping the existing provision within our Welfare Rights team.

Financial Impact

The proposed posts will be fully funded by Welsh Government totalling £76,189. A full breakdown of costs is attached in the Financial Appraisal as Appendix 1.

The recommendations have no impact on other services within the Council.

Equality Impact Assessment

The equality implications of the proposals have been assessed in accordance with the Equality Act 2010. The Equality Impact Assessment (EIA) Screening Tool has determined that this proposal does not require an Equality Impact Assessment (see Appendix 2 for Equality Impact Assessment Screening Form).

Workforce Impacts

The proposal complies with employment legislation and the Council's own employment policies.

Legal Impacts

There are no legal impacts associated with this report.

Risk Management

There are no risk management issues associated with this report.

Consultation

There is no requirement under the Constitution for external consultation on this item as it has already taken place.

Recommendations

It is recommended that Members approve the proposed changes to the staffing structure of the Communities for Work Plus Service within the Education, Leisure and Lifelong Learning Directorate, details as follows :

Posts to be created:

1 x Legacy Community Counsellor Grade 8 (37 hours)
1 x Digital Inclusion Ambassador Grade 7 (30 hours),

FOR DECISION

Reasons for Proposed Decision

The recommendation is made that members approve the proposed 2 posts within the structure in accordance with the recommended project as stipulated by Welsh Government.

Appendices

Appendix 1. Financial Appraisal.

Appendix 2. Equality Impact Assessment Screening Form.

Appendix 3. Current Communities for Work Plus/Communities for Work Structure.

Appendix 4. Proposed Communities for Work Plus/Communities for Work Structure.

List of Background Papers

None.

Officer Contact

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