

# **CABINET MEMBER SIGNING**

**Thursday, 11th November, 2021, 10.00 am**

**Members:** Councillors Julie Davies

## **1. APOLOGIES FOR ABSENCE**

To receive any apologies for absence.

## **2. DECLARATIONS OF INTEREST**

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct

## **3. ACCEPTANCE OF EUROPEAN SOCIAL FUND FUNDING FOR AN EMPLOYMENT AND SKILLS PROGRAMME 'CONNECTING COMMUNITIES' (PAGES 1 - 12)**

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Fiona Alderman  
Head of Legal & Governance (Monitoring Officer)  
River Park House, 225 High Road, Wood Green, N22 8HQ

Wednesday 3 November 2021

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**Report for:** Cabinet Member Signing

**Title:** Acceptance of European Social Fund Funding for an Employment and Skills Programme 'Connecting Communities'

**Report authorised by:** Peter O'Brien, Assistant Director of Housing, Regeneration & Planning

**Lead Officer:** Helen McDonough, Head of Employment and Socio Economic Regeneration

**Ward(s) affected:** All

**Report for Key/ Non Key Decision:** Key

## **1. Describe the issue under consideration**

- 1.1. This report seeks the Cabinet Member for Employment, Skills, and Corporate Services to approve the acceptance of £668,138 European Social Fund (ESF) revenue funding to deliver additional employment support and employer engagement through Haringey Works and intermediate labour market support (10 fully-funded placements for 6 months at London Living Wage) with a focus on residents who have most impacted by the pandemic. The funding allows for additional employment advisors and an employer engagement post to be created in Haringey Works as well as a business manager and administrator to support the roll out and ongoing delivery of the programme. The programme provides additional capacity to deliver against the Good Economy Recovery Plan and associated Employment and Skills Recovery Action Plan (ESRAP) priorities supporting residents into good work during a period of high unemployment.
- 1.2. The report is to be considered by the Cabinet Member for Employment and Corporate Services as Contract Standing Order (CSO) 17.1 states where the Council receives a grant from an external body, the process for approving or varying the agreement for the grant shall be the same as that set out in CSO 9.07 (i.e. the Director may approve receipt of a grant valued less than £500,000. For approval of receipt of grants valued at £500,000 or more, a Cabinet decision is required).
- 1.3. Notification of the successful bid was not received until October 2021 with a proposed start date for this additional capacity of 4th January 2022 with staff expected to be in post by 13th December 2021. In order to meet pressing programme deadline this item has been tabled for the earliest Cabinet Member signing available. A letter of the Outcome of ESF Full Application Appraisal can be found in the appendices which includes the Borough Revenue Breakdown

## **2. Cabinet Member Introduction**

- 2.1. Covid has had a major impact on Haringey's residents and economy and has compounded pre-existing employment inequalities for those already experiencing disadvantage in the job market. Supporting our residents with this challenging

situation is a key objective of the Council's Employment and Skills Recovery Action Plan.

- 2.2. On 12 May 2021, Members of the Central London Board agreed to submit a proposal for European Social Fund funding to deliver employment support provision across the twelve Central London Forward boroughs including Haringey. The proposal was successful, and Haringey will receive a grant of £668,138 for a programme of employment support aimed at helping people to improve their skills and prospects. We will also support young people as well as those furthest away from the labour market

### **3. Recommendations**

- 3.1. For the Cabinet Member for Employment and Corporate Services to approve the implementation of Contract Standing Order 9.07.1d and Contract Standing Order 17.1 ((all contracts valued at £500,000 (five hundred thousand pounds) or more at the time of award may only be awarded, assigned, or novated by the Cabinet.)) and approve receipt of the ESF grant of £668,138 for the Connecting Communities programme to provide for additional capacity for employment and skills support for Haringey residents.

### **4. Reasons for decision**

- 4.1. On 12th May 2021, Members of the Central London Board (Borough Leaders with CEOs in attendance), agreed to submit a proposal to ESF to deliver employment support provision across the twelve CLF boroughs. The acceptance of the grant follows on from the success of the proposal. The ESF funding was secured through a partnership bid called 'Connecting Communities' with the 12 Central London Forward (CLF) boroughs. CLF staff worked closely with the boroughs to develop and submit the proposal in June 2021 following approval from the CLF Board in May 2021.
- 4.2. This bid responds to the aim of the ESRAP to support Haringey residents adversely affected by the economic impact of Covid. This programme will support the 'Targeted Approach' workstream of the ESRAP, the objective of which is to reduce the unemployment rate of those most impacted by Covid. Haringey has the highest claimant count rate for Central London (9.3%). The ESRAP also outlines the need to address in-work poverty in the borough, which this grant will support by assisting residents with in-work support. The Connecting Communities programme will play a role supporting the delivery of the Good Economy Recovery Plan and associated Employment and Skills Recovery Action Plan.
- 4.3. The programme will also provide intermediary labour market opportunities that unlike Kickstart, are paid at London Living Wage which aligns with one of the 9 London Recovery Board's missions; 'Helping Londoners into Good Work'
- 4.4. The Haringey Works team have a number of advisors that work with residents to provide employment and skills support. The aim of this provision is to support the existing service by working closely with those furthest away from the labour market, by getting people on steps closer towards employment. The pandemic has caused an increase in the number of people unemployed, the outputs

therefore will be related to employment, education and/or training and encouraging longer term support.

- 4.5. The programme is for long-term unemployed people, economically inactive people that are furthest away from the labour market. Focusing on the Work and Health programme leavers that did not secure employment, and those hardest to help groups with multiple and complex barriers (e.g. ex-offenders, individuals with drug/alcohol problems, individuals without literacy/numeracy skills, individuals facing homelessness, BAME communities, over 50's, lone parents and individuals with health and disability issues). The proposed start date for the programme is 4th January 2022 with staff expected to be in post by 13th December 2021.

### **5. Alternative options considered**

- 5.1. Option to not accept -In a period of continuing employment challenges for Haringey's residents as unemployment pressure is expected to continue in to 2022, not accepting the funding would make the Council less able to support into employment those furthest away from the job market. It would also counter an agreement made in principle with Central London Forward of participating in a programme that would support the borough whilst facing high numbers of unemployment post Covid.

### **6. Background information**

- 6.1. Pre-Covid, Haringey's economy was growing but its proceeds were not being equally shared and there continued to be significant employment challenges for those furthest away from the job market. The pandemic has had a major national and local impact on the economy and local people and has compounded pre-existing employment inequalities faced by Black and Minority Ethnic groups, women, younger and older people, and those already experiencing disadvantage in the job market.
- 6.2. The economic shocks of the pandemic have triggered large scale redundancies and unemployment, exceeding the levels reached in the last recession. In the year since the pandemic started (March 2020/21), there has been a 140% rise in London in the number of Londoners claiming universal credit for unemployment. In Haringey, the economic impact has been acute, with 170% rise in claimant numbers and there were over 22,000 residents unemployed in the summer of 2021. Whilst output is expected to recover in 2022, it is also expected that employment recovery will be slower and long term economic scarring of Haringey's labour market will continue with prolonged unemployment expected to remain through to mid 2023, making the need for support for those furthest away from the job market a continuing priority.
- 6.3. On 12 May 2021, Members of the Central London Board (Borough Leaders with CEOs in attendance), considered preferred options to prioritise for ESF bidding, and agreed to submit a proposal to ESF to deliver employment support provision

across the twelve CLF boroughs with an aim to significantly develop the ‘no wrong door’ workstream as part of the Good Work for All mission.

- 6.4. The programme is for 21 months, 15 months with participants being supported and a further 6 months of in-work support. The programme will cumulatively; engage with 15,000 unemployed/inactive participants. Support a minimum of 6,000 participants (40%) into sustainable employment (with a minimum of 40% sustaining employment at 6 months), support a minimum of 2,000 participants into education or training, 750 participants progressing onto supported job search activities following the programme. The table below sets out the outputs that Haringey is expected to deliver. There is an element of payment by results included, a relatively low percentage of the overall contract value, this detail will be provided at contract stage.

6.5. Criteria	6.6. Outputs
6.7. Registered to programme	6.8. 575
6.9. Jobs	6.10. 144
6.11. Education & Training	6.12. 125

- 6.13. Delivery is set to start from January 2022 to December 2023 with staff training scheduled for December 2021.
- 6.14. CLF will manage the grant contract and offer the Programme Management Office support to the boroughs. At this point European Programme Management Unit have advised that ILM support should be ringfenced for ESF priority 1.4 participants (those furthest from the Labour market). There will be 120 ILM opportunities in total, 10 per borough.

## 7. Contribution to strategic outcomes

- 7.1. This grant will support activity to deliver Outcomes 14 and 15 of the Borough Plan:

Outcome 14. A borough where all residents have access to training skills and development opportunities and more people are supported into work.

Outcome 15. A borough with more quality jobs with opportunities for progression and

- 7.2. Employment and Skills Recovery Action Plan priorities: The contract supports sector focus on jobs for Haringey residents in the Construction, Health and Social Care and Engineering sectors, and in work progression. It also aligns with the Council's targeted approach of focusing employment and skills training support on those most impacted by Covid by using data to support that focus for example the newly unemployed, young people, care leavers, residents with disabilities both physical and mental, women, people from Black, Asian and Minority Ethnic backgrounds, low earners, people over 50 and those who are digitally excluded.

## 8. Statutory Officers comments

### 8.1 Finance

- 8.1.1 This report is for Cabinet to approve the implementation of Contract Standing Order 9.07.1d. ((all contracts valued at £500,000 (five hundred thousand pounds) or more at the time of award may only be awarded, assigned, or novated by the Cabinet.)) and formally accept the ESF grant of £668,138 for the Connecting Communities programme to provide for additional capacity for employment and skills support for Haringey residents.

### 8.2 Procurement

- 8.2.1 Strategic Procurement note the contents of the report and that it does not relate to a procurement matter.

### 8.3 Legal

- 8.3.1 The Head of Legal and Governance (Monitoring Officer) has been consulted in the preparation of this report.
- 8.3.2 In accordance with Contract Standing Order 9.07.1(d)\_ and Contract Standing Order 17.1 Cabinet has authority to approve receipt of grants valued at £500,000 or more.
- 8.3.3 The Head of Legal and Governance (Monitoring Officer) sees no legal reasons preventing Cabinet from approving the recommendations in the report.

### 8.4 Equality

- 8.4.1 The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
  - Advance equality of opportunity between people who share protected characteristics and people who do not
  - Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

- 8.4.2 The decision refers to accepting the ESF funded “Connected Communities” programme to deliver additional employment support and employer engagement through Haringey Works. The funding enables an ESF programme to provide additional capacity in the Haringey Works team to deliver against the Employment and Skills Recovery Action Plan (ESRAP) priorities supporting residents into Good Work during a period of high unemployment.
- 8.4.3 Haringey Works aims to equip Haringey residents with necessary employment and skills support to obtain sustainable employment. The funding will enable additional support within the Haringey Works team as the programme will focus on supporting people that are ready for employment as well as long-term unemployed people, economically inactive people that are furthest away from the

labour market and those hardest to help groups with multiple and complex barriers (e.g. ex-offenders, individuals with drug/alcohol problems, individuals without literacy/numeracy skills, individuals facing homelessness, BAME communities, over 50's, lone parents and individuals with health and disability issues).

- 8.4.4 Equality issues were considered in the bidding process by Central London Forward (CLF). As the recommended acceptance of grant does not represent a change to the Haringey Works service methodology or the target cohorts, this will not have a negative impact on equality.

**9. Use of Appendices**

Appendix A: Outcome of ESF Full Application Appraisal & Borough Revenue Breakdown

**10. Local Government (Access to Information) Act 1985**





**European Programmes Management Unit**  
Greater London Authority  
City Hall  
The Queen's Walk  
London  
SE1 2AA

Tim Lacey  
Head of Programmes  
City of London Corporation  
The Guildhall  
London  
EC2V 7HH

15 October 2021

Dear Tim,

**Outcome of ESF Full Application Appraisal**

**Open Call: London ESF Priority 1 Call 2021-23 – OC23S21P1831**

**Project: Central London Forward Connecting Communities (23S21P04504)**

I am pleased to confirm that the GLA has completed the technical appraisal of the above Full Application and approved in principle the award of ESF grant, subject to contract and subject to the conditions summarised at Annex A.

Please note that approval of the Full Application does not constitute a formal offer of funding, the formal agreement is made only when a Funding Agreement has been validly executed by both parties. Any expenditure or activity undertaken prior to this date is entirely at the applicant's own risk.

Where pre contractual conditions have been identified (Annex A refers) the applicant is expected to satisfy all pre-contractual conditions prior to the GLA's execution of the Funding Agreement. Please carefully consider the conditions set out at Annex A and where appropriate, take steps to meeting these. Where a request has been made to provide further information, please send this to [esifcalls@london.gov.uk](mailto:esifcalls@london.gov.uk).

A copy of an example ESF Funding Agreement is available from the link below, please note that the standard conditions of the Funding Agreement are not negotiable.

If you have any queries regarding the application process, please contact the GLA European Programmes Management Unit by emailing [esifcalls@london.gov.uk](mailto:esifcalls@london.gov.uk).



We look forward to working with you to ensure that European Social Fund investment supports local economic growth.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "Alex", with a long horizontal flourish extending to the right.

**Alex Conway**

Assistant Director, Economic Development and European Programmes  
Greater London Authority

**Useful Links:**

ESF Guidance: <https://www.gov.uk/government/publications/european-structural-and-investment-funds-programme-guidance>

Example Funding Agreement: <https://www.gov.uk/government/publications/european-structural-and-investment-funds-funding-agreements>



## Annex A: Funding Agreement Conditions

<b>Project</b>	<b>Central London Forward Connecting Communities</b>
<b>Project Reference</b>	<b>23S21P04504</b>
<b>Applicant</b>	<b>City of London Corporation</b>
<b>Total Project Cost</b>	<b>£18,000,000</b>
<b>ESF Approved (in principle)</b>	<b>£9,000,000</b>

Please note that **pre-contract conditions** must be met prior to the GLA's execution of the Funding Agreement. The Funding Agreement should be signed and returned within 30 days of issue. Should the Funding Agreement not be returned within 30 days, the GLA will consider this an indication that you no longer wish to proceed with the application and the funding allocation provisionally approved may be re-allocated within the Programme.

### 1. Pre contract conditions:

<b>Condition</b>	<b>Deadline</b>
1. Match funding letters to be submitted by all partners providing match funding.	Within 30 days of receipt of the decision notification letter
2. Project performance will be monitored against the quarterly profile of expenditure and deliverables included within the Funding Agreement. The applicant should review the delivery milestone dates and quarterly profiles within their application and confirm to GLA-IB whether they are still in line with expected timescales for delivery of this project, or whether revisions are required. This action should be completed within 30 days of receipt of the decision notification letter. If changes are required to the quarterly profiles or milestones, the applicant must update the information within 60 days of receipt of the decision letter. Please note: no changes will be permitted to the total expenditure, or to the total numbers of outputs and results.	As set out within the condition

## 2. Contract conditions:

Condition	Deadline
1. The policies for both Cross-Cutting Themes should be updated to fully reflect the ESF requirements for Cross-Cutting Themes, and the action plans should be updated to include SMART objectives	Project Inception Visit
2. The ESF Direct Staff Costs included in the ESF Project granular budget have been approved in principle as part of the Full Appraisal and this includes any hourly rate or fixed rate information set out in your granular budget. However, prior to the Project Inception Visit (PIV), the Grant Recipient must confirm whether there have been any changes to any of the staff costs recorded in their granular budget at the application stage. If there have been any changes to any of the ESF Direct Staff Costs listed in the granular budget, the Grant Recipient must provide an updated 'Staff Costs Master List' to the Contract Manager in advance of the PIV to ensure accurate, timely checks can be undertaken prior to submitting their first financial claim to the ESF Managing Authority.	Project Inception Visit
3. The applicant to ensure they work with other ESF projects delivering similar provision in the same geographic area, to provide an ongoing assurance activity will not duplicate throughout the lifetime of the project.	On-going, throughout the lifetime of the project

	ESF	2019				2020				2021				2022				2023				Total
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
ESF Other Direct Costs	ESF Direct staff costs												79540.26	79540.26	79540.26	79540.26	79540.26	79540.26				€477,241.56
			€0.00				€0.00					€0.00				€318,161.04			€153,080.52			
	Participant costs																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Premises costs																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Equipment hire																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Consumables																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Items value less than £1k																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Audit																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Consultant																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Volunteer time																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Marketing and publicity																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Care provider running costs																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Professional Fees																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Other																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
	Flat Rate Indirect costs @ 40%												31816.104	31816.104	31816.104	31816.104	31816.104	31816.104				€190,896.62
			€0.00				€0.00					€31,816.10				€127,264.42			€31,816.10			
	Flat Rate Indirect costs @ 15%																					€0.00
			€0.00				€0.00					€0.00				€0.00			€0.00			
Total		€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	€0.00	€111,356.36	€111,356.36	€111,356.36	€111,356.36	€111,356.36	€111,356.36		€0.00	€0.00	€668,138.18
Year Total			€0.00				€0.00					€11,356.36				€445,425.46			€111,356.36			

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