

**Haringey Council**  
**Written Statement/Record of a decision made by an officer under delegated authority**

<b>Decision Maker (Post Title)</b>	Head of Programme Management, Regeneration and Economic Development
<b>Subject of the decision</b>	Waiver of Contract Standing Orders and contract award to Drive Forward Foundation for employment consultancy for Young Adult Service Children and Young People's Service funded via the DWP North London Flexible Support Fund Partnership Grant Funding Initiative.
<b>Date of decision</b>	20 <sup>th</sup> October 2021
<b>Decision</b>	<p>Head of Programme Management to:</p> <ul style="list-style-type: none"> <li>i. Approve the waiver of the usual requirement for tendering under Contract Standing Order (CSO) 8.03 (requirement to obtain at least three competitive quotations) as allowed under CSO 10.01.2 D (ii) and in accordance with CSO 9.06.1 to enable the decision in (ii) below.</li> <li>ii. Approve the award of the contract for the provision of Employment Consultancy for Young Adult Service (YAS) to Drive Forward Foundation (14-15 Lower Marsh SE1 7RJ).</li> </ul>
<b>Reasons for the decision</b>	<p>In line with the Good Economy Recovery Plan, it is essential that the support provided by Drive Forward continues, for Haringey to implement and achieve our targeted approach, focussing our employment and skills training support on those most impacted by COVID-19. Care leavers are outlined in the Employment and Skills Recovery Action Plan as a target group that requires tailored provision to address barriers to employment.</p> <p>Drive Forward Foundation, in respect of the provision of an employment consultancy, is based on value for money that meets the needs of care leavers in their need for employment and educational support and improve outcomes.</p> <p>The employment service is a valuable resource of support for YAS that can deliver</p>

	<p>on site support for care leavers to receive specialist employment and careers support at a cost that is value for money.</p> <p>Drive Forward Foundation can provide flexibility that is responsive to service needs. Drive Forward Foundation have an existing relationship with the DWP in providing this employment support and an existing relationship with care leavers.</p> <p>The provision will continue to deliver a much-needed service through DWP grant funding.</p>
Details of any alternative options considered and rejected by the officer when making the decision	<p>The option to tender was considered but would not have been a cost-effective exercise or productive use of officer time as employment consultancy with care leavers is a niche market and is based on the demands of care leavers requiring this type of support.</p> <p>An alternative option is to provide this level of support through the employment of a full-time worker in-house within YAS at a substantial cost to the service incurring both ongoing costs which would not be financially viable for the service.</p> <p>Another alternative option is do nothing. This would mean the council cannot continue supporting the cohorts of young care leavers Drive Forward Foundation is engaging with.</p>
<u>Conflicts of interest – Executive decisions</u>  Details of any conflict of interest declared by a Cabinet Member who is consulted by the officer which relates to the decision and details of dispensation granted by the Council's Head of Paid Service	N/A
<u>Conflicts of interest – Non executive decisions</u>  Where the decision is taken under an express delegation e.g. by a Committee, the name of any Member who declared a conflict of interest in relation to this matter at the committee meeting,	N/A
Title of any document(s), including reports, considered by the officer and relevant to the above decision or where only part of the report is relevant to the above decision, that part)  These documents need to be attached to the copy of this record/statement kept by the Authority but must not be published if they contain exempt information	N/A

<p>Reasons for exemption with reference to categories of exemption specified overleaf or</p> <p>Reason why decision is confidential (see overleaf)</p> <p>Decisions containing exempt or confidential information falling within the categories specified overleaf are not required to be published.</p>	
<p>Signature of decision maker</p>	<p><i>Elizabeth Semmel</i></p>

Does decision need to be published

Yes

☒

No

☐

## DECISION MAKING REPORT

**Report for:** Liz Skelland, Head of Programme Management, Regeneration and Economic Development

**Item number:** N/A

**Title:** Waiver of CSOs and contract award to Drive Forward Foundation to deliver Employment support services for Haringey care leavers, funded via the DWP North London FSF Partnership Grant Funding Initiative

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

**Lead Officer:** Alison Miller, Principal Employment and Skills Officer

**Ward(s) affected:** All

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

### 1. Describe the issue under consideration

1.1 This report seeks the approval for the Head of Programme Management, Regeneration and Economic Development to waive the Contract Standing Order 8.03 (requirement to obtain three competitive quotations) as allowed under CSO 10.1.1 (b) and in accordance with waiver requirement noted under CSO 10.1.2 (d ii) (it is the Council's overall interest) and award the contract for the provision of Employment Services for Employment and Skills to Drive Forward Foundation (14-15 Lower Marsh SE1 7RJ).

1.2 The service to be provided is to improve employment outcomes and prospects of future employment outcomes for long-term care leavers facing complex and intractable barriers to work via employment services and group work delivered by Drive Forward Foundation and funded via the DWP North London FSF Partnership Grant Funding Initiative.

1.3 DWP North London FSF Partnership Grant Funding Initiative awarded L B Haringey £48,200.00 to fund employment services, group work and 1-2-1 intensive support from Drive Forward Foundation in partnership with Young Adults Service (YAS) and the DWP.

1.4 The DWP North London FSF Partnership Grant Funding Initiative builds on a previous grant awarded by the DWP from March 2019 – October 2020 and delivered by Drive Forward Foundation working with NEET Haringey children/care leavers.

1.5 Subject to approval being granted the contract is to run for a period of 18 months commencing 4th October 2021 to 4<sup>th</sup> April 2023. The maximum total contract value is £48,200.00.

### 2. Cabinet Member Introduction

N/A

### 3. Recommendations

For the Head of Programme Management, RED to:

3.1 Approve the waiver of the usual requirement for tendering under Contract Standing Order (CSO) 8.03 (requirement to obtain at least three competitive quotations) as allowed under CSO 10.01.2 D and in accordance with CSO 9.06.1 in order to enable the decision in (ii) below;

3.2 Award the contract for the provision of Employment Services for Care leavers for the Young Adult Service (YAS) to the Drive Forward Foundation for a period of 18 months.

### 4. Reasons for decision

4.1 The recommendation as outlined in 3.1 is in accordance with CSO 10.01.2 (d ii), (that it is in the Council's overall interest) to waive the requirement to obtain competitive quotations and award a contract to Drive Forward Foundation in respect of the provision of an employment consultancy and is based on value for money that meets the needs of care leavers in their need for employment and educational support and improve outcomes.

4.2 The Covid-19 crisis has had a major impact on unemployment in Haringey. Haringey stands out as one of the hardest hit boroughs. In terms of the number of unemployed claimants for benefits. Within Central London, unemployment has risen fastest in Haringey (165%). This deepens the challenges faced by those furthest from the labour market, including vulnerable care leavers. Increasing the importance of providing specialist employment support for vulnerable care leavers.

4.2 The support will focus on improving employment outcomes and prospects of future employment outcomes for long-term care leavers facing complex and intractable barriers to work via employment consultancy and group work provided by Drive Forward Foundation.

4.3 The cost of this provision will be met by the DWP grant secured by the Employment and Socio-Economic Regeneration service.

4.4 The cost of provision to Drive Forward Foundation is £48,200.00.

4.5 The employment service is a valuable resource of support for Young Adult Services that can deliver on site support for care leavers to receive specialist employment and careers support at a cost that is value for money.

4.7 Drive Forward Foundation can provide flexibility that is responsive to service need that is additional and creative resource for young people leaving care managing their employment prospects and aspirations.

4.8 Drive Forward Foundation have an existing relationship with the DWP and YAS in providing this employment support. Drive Forward Foundation have an existing relationship with care leavers. Building and maintaining trust with a cohort of young vulnerable care leavers who have additional barriers to gaining employment, is an important part of providing this type of specialist employment support. Appointing a new provider would risk damaging this trust and a new provider would need to rebuild that trust which would take time.

4.9 Will not incur ongoing employee costs

4.10 To purchase similar employment specialised support in the private sector would be at a much higher cost and unlikely to have the specific skills to work with care leavers

4.11 The provision will deliver a much-needed service against a grant and not impact further on overstretched Young Adult Service staffing budget.

## 5. Alternative options considered

5.1 The option to tender was considered but would not have been a cost-effective exercise or productive use of officer time as employment consultancy with care leavers is a niche market and is based on the demands of care leavers requiring this type of support. Drive Forward Foundation had a contract funded by the DWP Community Budget (March 2019 – October 2020) working with vulnerable NEET Haringey children/care leavers. Therefore we want to develop further the relationships built and the importance of trust in those relationships, in order to achieve employment outcomes for this cohort of young care leavers.

5.2 An alternative option is to provide this level of support through the employment of a full-time worker in-house within YAS at a substantial cost to the service incurring both ongoing costs which would not be financial viable for the service or could meet the needs of the care leavers. This option would also risk breaking the trust built with care leavers which would then need to be rebuilt.

5.3 Another alternative option is do nothing. This would mean the council cannot continue supporting the cohorts of young care leavers Drive Forward Foundation is engaging with. The care leavers would then risk being unemployed, requiring universal credit, and results in additional costs to the council (for example through more council tax reductions).

## 6. Background information

6.1 As part of Haringey Council's [Employment & Skills Recovery Action Plan](#) (ESRAP), the Council and partners have adopted a targeted approach, focussing employment & skills training support on those most impacted by COVID-19, with access to the right support at the right time. Young care leavers have been disproportionately impacted locally. 13.7% of Haringey's 18-24 year olds are claiming universal credit for the principal reasons of unemployment. In this context, young care leavers are even further behind in the labour market.

6.2 In September 2020, as part of the development of the Employment and Skills Action Plan targeted approach, the youth framework proposed 3 key objectives for addressing youth unemployment and the impact of COVID 19. This project aims to address one of those key objectives. 'Opportunities for young people – through education and skills training, personal development, work-based placements, traineeships and youth activities including mentoring'.

6.3 The Council's Young Adults Service and Drive Forward has been working with Care Leavers in the borough in a strong and close partnership, which has gathered detailed local intelligence of the needs and aspirations of young care leavers and the gaps in provision locally, which this project aims to address.

6.4 This project works with a subsection of care leavers who are more disadvantaged than others. 15% of the young care leavers being supported in 2020 in the borough have been in contact with the criminal justice system. It is the most challenging of cohorts that this project

seeks to work with: not just care leavers, but those who are on the fringes of crime or attracted to it due to limited prospects of employment, who have very little or no work experience, no formal education and training, and are increasingly likely to be young women. 30% of the young people Drive Forward supports locally have experienced homelessness, and 99% report some sort of mental health issue (from depression and self-harm to eating disorders and bipolar disorder). A lack of financial and practical support as well as missing a robust family-friends network, make these young people more prone to grooming and getting involved in criminal activities, often as a means of generating extra income.

6.5 The project is a unique service to care leavers that provides the opportunity for care leavers to receive 1-2-1 specialised employment consultancy support, career planning, CV and job interview opportunities and the Foundation can provide access to Haringey Care leavers from a multitude of employers across a wide section. This has already been contracted for a year via the Haringey YAS Hub where both DWP officer and Drive Forward Employment consultant have worked together to provide specialised support. Drive Forward has an effective relationship with DWP and Young Adult Service and continued to offer a flexible service in employment consultancy that could meet the challenges of vulnerable young care leavers.

6.6 The selection and recruitment are carried out by Drive Forward Foundation who offer ongoing supportive supervision and training to their Employment Consultants.

## **7. Contribution to Strategic Outcomes**

7.1 This funding supports vulnerable care leavers to transition to full independent living and realise this aspirations and careers which contributes to the Borough Plan 2019 – 2023, Priority 2 – People. ‘Every young person whatever their background, has a pathway to success for the future’. The care leavers strategy policy sits under the people priority. Setting out a vision for Haringey to be a borough that supports young people who have been in care to make successful transitions to adulthood and to achieve positive outcomes. This project sets out to achieve two of the outcomes of the care leaver strategy. More sustained employment, education and training and reduced demand on other services including health, criminal justice, and welfare.

7.2 The project also contributes to strategic outcomes of the Employment and Skills Recovery Action Plan, as part of the Good Economy Recovery Plan, which prioritises supporting residents into work and training to address the economic impact of COVID-19.

## **8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)**

### **8.1. Procurement**

N/A

### **8.2. Legal**

N/A

### **8.3. Equality**

N/A

**9. Use of Appendices**

None

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

None.