

**Decision cover page**

Report Title: Acceptance of a UK Shared Prosperity Fund grant (UKSPF) from CLF to provide enhanced employment & skills provision in Haringey.  
Date of Decision: 12<sup>th</sup> March 2024  
Report Author: Julie Khan, Employment and Skills Lead  
Contact No: 07583 108745  
Council Leadership Team Lead (and date report agreed):

Report Title	
<b>*Legal Comments Provided by:</b>	Oliver Higgins
<b>*Financial Comments Provided by:</b>	Sheela Thakrar
<b>*Equalities Comments Reviewed by:</b>	Elliot Sinnhuber
<b>*Procurement Comments Provided by:</b>	Peter Capp
<b>In the Background - This section of the report includes outlining consultation with partners/stakeholders, service users, residents more generally, business, other public bodies, interest groups, government, staff or statutory consultees. Please indicate if this has happened and who has been consulted. Also include how consideration has been given to the Haringey Deal and to hearing the voices that are too often overlooked</b>	<p>Haringey is part of the Central London Forward (CLF) partnership and the borough allocation for UKSPF People and Skills is for £807,302 for the 24/25 financial year.</p> <p>The intention is to utilise the UKSPF People and Skills allocation to align with the objectives of the borough's Inclusive Economy Framework, known as Opportunity Haringey. The SPF funding will be delivered through our hub and spoke model supporting unemployed people and economically inactive residents to help gain skill to employment.</p> <p>This targeted approach has been informed by research and focus groups of residents undertaken by London Metropolitan University</p>

<p><b>Number of Appendices included –please check the report writing guidance on the template and consider can these be included as background documents if they do not refer to in the recommendations or need to be referred to agree the proposals.</b></p>	<p>N/A</p>
<p><b>*Background documents</b> listed that are available for public inspection or web links exists?  [These are the documents that have been relied upon to a material extent in the preparation of the report. Any background papers that are listed must be retained and accessible for public inspection for a period of 6 years. It is the responsibility of the report author to ensure this is done.]</p>	<p>N/A</p>
<p><b>Date considered by Cabinet Member</b>  Please note that if your report impacts or relates to two or more Cabinet portfolios, you will need to also arrange a further briefing meeting with the Cabinet members before submission of the report to Informal CAB.</p>	<p><b>12<sup>th</sup> March 2024</b></p>
<p><b>Dates considered by Officer Internal Boards</b>  [This can include internal Cabinet and Officer Groups]</p>	<p><b>Placemaking and Housing Board 1<sup>st</sup> February 2024</b></p>
<p><b>Date considered by Council Leadership Team</b>  Politically sensitive strategic key decisions would need to be considered by .] Please contact Ben Hunt on x1164 if you have any queries about which meeting your report should be considered at. Meetings table place on a Thursday morning</p>	
<p><b>Date considered by informal CAB</b>  [Politically sensitive strategic key decisions would need consideration at CAB – Please contact Felicity Foley with any queries about Informal CAB.]</p>	
<p>Please consider if a wider briefing on this key decision is required at <b>Labour Group / Liberal Democrat Group meetings?</b> When?</p>	
<p>Is the decision compliant with the <b>Council’s Budget and Policy Framework</b> as set out in Part Four Section E of the Constitution?</p>	

**Report for:** Cabinet

**Item number:** To be added by the Committee Section

**Title:** Acceptance of a UK Shared Prosperity Fund grant (UKSPF) from CLF to provide enhanced employment & skills provision in Haringey.

**Report authorised by :** David Joyce, Director of Housing, Regeneration & Planning

**Lead Officer:** Helen McDonough, Head of Inclusive Economy

**Ward(s) affected:** All

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

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

1.1. This proposal seeks Cabinet approval for Haringey Council to accept £807,302 UK Shared Prosperity Fund (UKSPF) revenue funding from Central London Forward for the period spanning April 1, 2024, to March 31, 2025. No additional funding is required for this grant. The allocated funds will directly support Opportunity Haringey, our Inclusive Economy Framework Theme 3 – Good Work and Skills and be delivered by a collaboration of Haringey Learns and Haringey Works.

## **2. Cabinet Member Introduction**

2.1. In April 2022 the UK government launched a three year programme - UK Shared Prosperity Fund (UKSPF). UKSPF is a central pillar of the UK government's Levelling Up agenda and provides £2.6 billion of funding for local investment across the UK by March 2025. The Fund aims to improve pride in place and increase life chances across the UK, investing in communities and place, supporting local business, and people and skills.

2.2. The People and Skills element of UKSPF came into force once European Social Fund monies ceased, and this element was released in October 2023 for the period up to March 2025. This funding has gone to the GLA for distribution. The GLA are using the funding in two ways firstly they are commissioning a range of People and Skills programmes, and the remaining balance of funds have been devolved to sub-regional partnerships. Haringey is part of the Central London Forward (CLF) partnership and the borough allocation to Haringey is spend, £807,302 for the 24/25 financial year.

- 2.3. Haringey's approved plan for use of SPF funding outlines our intention to deliver employment support to residents furthest from the labour market through our Haringey Works and Haringey Learns services, and to work closely with locality and customer facing services across the Council to target residents facing the greatest barriers to accessing employment support. This aligns to our ambitions set out in Opportunity Haringey our Inclusive Economy Framework which aims to achieve an inclusive, more resilient economy, that is better able to withstand economic shocks and where our businesses can grow and thrive; with an economy that provides rewarding, well paid (at least London Living Wage) work. These ambitions directly align with the aims of the People and Skills UKSPF activities.
- 2.4. Haringey Works and Haringey Learns are central to delivering the aspirations of Theme 3 of Opportunity Haringey – 'Good Work and Skills' through a targeted and community based approach

### **3. Recommendations**

- 3.1. For Cabinet to approve acceptance of a grant from CLF for £807,302 for the delivery of the UKSPF People and Skills programme. The current agreement is for a grant of £807,302, however dependent on whether there are underspends by other authorities Cabinet are requested to approve acceptance of up to a grant of £900,000. This will create an Employment Support programme providing additional capacity for Haringey Works and Haringey Learns to deliver employment and skills support for Haringey Residents. This is in accordance with Contract Standing Order 17.1 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 at less than £500,000. For approval of receipt of grants valued at £500,000 or more, a Cabinet decision is required).

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

- 4.1. Haringey has a track record of delivering high quality employment support through Haringey Works and a range of partners. Haringey Learns has had two consecutive positive Ofsted reports.
- 4.2. The acceptance of this UKSPF grant will enable the council to continue to deliver employment support to residents who are unemployed or economically inactive, and support the restructuring of the service and introducing new ways of working.

### **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

2024, not accepting the funding would make the Council less able to support into employment those furthest away from the job market.

- 5.2. Option to commission delivery through sub-contracting – this would create an additional layer of contract management and reduce the funding available to directly support residents. Haringey Works is the Council's employment support service with a track record of successfully supporting residents into employment and is aligned to Haringey Learns, our Adult Learning Service.

## **6. Background information**

- 6.1. The People and Skills element of UKSPF came into force once European Social Fund monies ceased, and released in October 2023 for the period up to March 2025. This funding has gone to the GLA for distribution. The GLA are using the funding in two ways firstly they are commissioning a range of People and Skills programmes, and the remaining balance of funds have been devolved to sub-regional partnerships. Haringey is part of the Central London Forward (CLF) partnership and the borough allocation to Haringey is spend, £807,302 for the 24/25 financial year. CLF notified the relevant boroughs of the successful bid in October 2023. Haringey proposes to commence delivering April 2024.
- 6.2. The intention is to utilise the UKSPF People and Skills allocation to align with the objectives of the borough's Inclusive Economy Framework, known as Opportunity Haringey. The SPF funding will be delivered through our hub and spoke model, encompassing the following initiatives:
  - Conducting intensive one-on-one case work, group employability sessions, employer information sessions, job clubs, CV support, and in-work support for Haringey residents, delivered by Haringey Works and Haringey Learns, .
  - Prioritising our employment support for individuals facing significant challenges in the labour market, particularly in response to the persistently high levels of unemployment and economic inactivity since the Covid-19 Pandemic. Addressing specific employment gaps is a key focus.
  - Ensuring that our approach is data-driven and directed towards groups experiencing the most substantial employment gaps. This includes but is not limited to young people, NEETs, residents with disabilities and health conditions, Black, Asian, and Minority Ethnic residents, lone parents, and residents over 50.
  - Implementing a Hub and Spoke approach, wherein tailored support is delivered in community locations across the borough. This flexible model allows us to target specific areas of need and collaborate with other frontline preventative and early help services.

6.3. Funding is output related and dependent on delivery of target outputs and outcomes, and evidence of defrayed expenditure, as outlined below. Officers

E33 - Economically inactive							E34 - Unemployed						
Outputs			Outcomes				Outputs			Outcomes			
OP001: Total number of starts	OP35: Number of People receiving support to gain employment	OP38: Number of economically inactive people engaging with keyworker support services	OC38: Number of people engaged in job-searching following support	OC43: Number of people in employment, including self-employment, following support	OC45: Number of people reporting increase in employability through development of interpersonal skills funded by UKSPF	OC65: Number of 'good work' jobs	Total Number of Starts	Number of people supported onto a course through provision of financial support	Number of people supported to engage in life skills	Number of people supported to gain a qualification	Number of people experiencing reduced structural barriers into employment and into skills provision	OC43: Number of people in employment, including self-employment, following support	People gaining a qualification or completing a course following support
100	70	30	14	15	20	6	135	27	81	27	18	20	27

have considered these targets, and believe these to be achievable, based on recent performance.

6.4. The programme will help unemployed and economically inactive residents to move closer to work through increased confidence and motivation, skills training, volunteering and work experience opportunities and employment support. Once in work, residents will continue to receive appropriate in-work support including mentoring to help them sustain employment. Residents will be able to access a menu of activities and support through Haringey Works and Haringey Learns and Employment Advisors will help link to specialist support services, including statutory services such as housing (e.g. for those at risk of homelessness) and social services (e.g. residents that have caring responsibilities) where appropriate. The programme will complement existing provision elsewhere. The project will support:

- marginalised residents who have been historically excluded from social, economic, educational, and/or cultural life
- residents with multiple and complex barriers to engaging with education and work.

6.5. Good Work job outcomes in line with the priorities of the London Recovery Programme and the Good Work for All Mission, employment provision funded by UKSPF should support Londoners into Good Work where possible.

6.6. A 'Good Work' job outcome is defined as a job, apprenticeship or paid work placement for a learner who is not in employment upon enrolment, which:

- offers a minimum of 16 hours/week and is expected to last at least four consecutive weeks; and
- pays a basic salary of the London Living Wage or above and does not involve the use of zero-hours contracts.

## 7. Contribution to the Corporate Delivery Plan 2022-2024 High level Strategic outcomes'?

- 7.1. This grant will support activity to deliver Theme 8 –Place and Economy of the **Corporate Delivery Plan**, and directly supports the action - Employment & Skills - Haringey residents can easily access education and skills training. Support will be targeted at those furthest from the labour market, helping residents into growth sectors, with a focus on obtaining Good Work.
- 7.2. Underneath the Corporate Delivery Plan, this work will support the delivery of **Opportunity Haringey**, Our Inclusive Economy Framework – Theme 3 – Good Work and Skills

## 8. Carbon and Climate Change

8.1. The Climate Change Action Plan set out how the borough will become net zero carbon by 2041. The proposed UKSPF People and Skills programme supports that objective with direct activities for local people including:

- Signposting and supporting individuals to access Haringey Learns Environmental sustainability online courses and also encourage residents to attend workshops on green and environmental themes.
- Embedding carbon literacy principles in all courses delivered by Haringey Learns.
- Providing career guidance linked to training and employment within green sector, with a particular focus on opportunities within construction/retrofit – in line with growth sector priorities identified in 'Opportunity Haringey'
- In addition, with the proposed hub and spoke delivery model, it is proposed that many of the activities will be held at local community sites, reducing the impact of travel for local residents.

## 9. Statutory Officers comments (Director of Finance ( procurement), Assistant Director for Legal and Governance, Equalities)

### Finance

**9.1 This report is for Cabinet to approve the recommendations as set out in Para 3 of this report.** The acceptance of a grant from CLF for £807,302 for the delivery of the UKSPF People and Skills programme and does not require any additional funding from the Council. The current agreement is for a grant of £807,302, however dependent on whether there are underspends by other authorities Cabinet are requested to approve acceptance of up to a grant of £900,000.

### 9.2 Procurement

Strategic Procurement have been consulted on the preparation of the report and note that this is not a procurement related decision. CSO 17.01 permits Cabinet to approve receipt a grant from an external body with the decision made in accordance with CSO 9.07. Strategic Procurement support the recommendations in section 3 of this report

### **9.3 Assistant Director for Legal and Governance.**

9.3.1 The Assistant Director for Legal and Governance has been consulted in the preparation of this report.

9.3.2 Pursuant to Contract Standing Order 17.1 and Contract Standing Order 9.07 Cabinet has authority to approve the recommendations in the report.

9.3.3 The Assistant Director for Legal and Governance sees no legal reasons preventing Cabinet from approving the recommendations in the report.

### **9.4 Equality**

The Council has a Public Sector Equality Duty (PSED) 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.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

The decision in question is regarding Cabinet approval for Haringey Council to accept £807,302 UK Shared Prosperity Fund (UKSPF) revenue funding from Central London Forward for the period spanning April 1, 2024, to March 31, 2025.

This work has been developed to support delivery of the Inclusive Economy Framework, Opportunity Haringey. There are not anticipated to be any negative impacts arising from this programme of support to local individuals. Indeed, positive impacts are anticipated to come from:

- The spillover benefits to all protected groups from a growing inclusive economy that brings more opportunities for business growth and employment.



- Targeted employment and skills interventions seeking to reduce barriers for those experiencing labour market disadvantage.
- Promoting Good Work to reduce the negative impacts of low pay.

Each of the above are likely to have multiple positive impacts on those who share the protected characteristics, including from an intersectional perspective.

**10. Use of Appendices**

N/A

**11. Background papers**

N/A

Section of the report template	Part A (Open)	Part B (Exempt)
1	Award of Contract details excluding value and bidder(s) name (unless direct award).	Award of contract to named bidder(s) and value, including details on any extensions. Reference to any contingency or letter of intent value.
3	Recommendation to state term, any extensions and aggregated value of award to unnamed bidder(s).  Reference to relevant CSO's.	Recommendation to state term, any extensions and aggregated value of award to named bidder(s). Reference to relevant CSO's. Reference to any contingency values.
4	Reasons to include references to top ranked bidder, most economically advantageous tender, best value or alternative reasons as appropriate.	Additional considerations that fall within exempt criteria (e.g. where not appointing to 1st ranked bidder)
5	State alternatives including reference to do nothing, inhouse option etc..	N/A – unless falling within exempt criteria.
6	Describe the procurement process undertaken. Basis for award (quality/price split). Table of results using anonymised bidder info. High level reference to contract and performance management.	Table of results using full details of bidder(s) and pricing/scores etc..
8	Refer to procurement guidance set out in this section	Include any comments that fall within exempt criteria (e.g. non-compliance related issues/risks)