

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

Decision Maker (Post Title)	Head of PMO
Subject of the decision	Approval for Implementation of Standing Order 10.02.1a extension and variation of contract for provision of continuation of supporting the Second Cohort of Emerging Talent Programme (ETP) a sister company of Future of London to the Councils Regeneration and Economic Development (RED) over a 6 months period.
Date of decision	29/04/2024
Decision	For the Head of PMO to approve the implementation of Contract Standing Order 10.02.1a and Extend and Vary the contract with the sister company of Future of London for a period of 6 months from January 2024 until July 2024 at a cost of £12,000. This is an increase on the previous contract (4400012455) value of £63,000.00. The aggregated total value of the contract is £75,000.
Reasons for the decision	<p>The Council continues to support the Future of London (FoL) as this is an opportunity for cohorts to start a professional career in local government from London's ethnic minority communities.</p> <p>To fund one placement from Cohort 2 up to July 2024.</p>
Details of any alternative options considered and rejected by the officer when making the decision	<p>The following options were considered:</p> <p>Option 1 – not to appoint secondees from the ETP - option rejected as not to agree to enter into contract with ETP will mean that the Council would miss an opportunity to support London's ethnic minority communities that are looking to build and develop in their careers in the built environment sector. This is also an opportunity to have talented people working alongside us who can help support our regeneration programmes which may be a missed opportunity.</p> <p>Option 2 – continue with the existing contact for the services of the second cohort who was appointed in January 2024 to remain in post for the duration of her contract of six months ending July 2024.</p>

<u>Conflicts of interest – Executive decisions</u>	N/A
<u>Conflicts of interest – Non executive decisions</u>	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)	ETP agreement to enter into contract to support the programme. Previous Waiver.
Reasons for exemption with reference to categories of exemption specified overleaf, or Reason why decision is confidential (see overleaf) Note: decisions containing exempt or confidential information falling within the categories specified overleaf are not required to be published.	
Signature of Decision Maker	
Name of Decision Maker	David Lee
Does the decision need to be published? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

Exempt Information

Local Government Act 1972 Schedule 12A

Part 1: Descriptions of Exempt Information

1. Information relating to any individual.
2. Information which is likely to reveal the identity of an individual.
3. Information relating to the financial or business affairs of any person (including the authority holding that information).
4. Information relating to any consultations or negotiations or contemplated consultations or negotiations in connection with any labour relations matter arising between the authority or a Minister of the Crown and secondees of, or office holders under, the authority.
5. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
6. Information which reveals that the authority proposes -
 - (a) To give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
 - (b) To make an order or direction under any enactment.
7. Information relating to any action taken or to be taken in connection with the prevention, investigation, or prosecution of crime.

Note: It is insufficient to simply identify a category of exemption, you must also conduct a public interest test on the basis specified in the Act as follows:

Information falling within categories 1-7 is exempt if and so long as in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Confidential Decisions

- 1.1 The decision contains information provided by a Government department on a non-disclosure basis.
- 2.1 There is a Court order against disclosure

DECISION MAKING REPORT

Report for: David Lee, Head of PMO, Regeneration and Economic Development

Item number: N/A

Title: Extension of contract value and end date for the Emerging Talent Programme to continue to until the end of July 2024.

Report authorised by : David Lee, Head of PMO, Regeneration and Economic Development

Lead Officer: Shamim Baikie, Programme Manager, RED

Ward(s) affected: All

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

1. Describe the issue under consideration

- 1.1. Since the first cohort was appointed we have successfully continued to support the Emerging Talent Programme. In the second Cohort the first placement was provided under a 9 month period. The first placement from Cohort 2 was provided from May 2023 to January 2024. To enable the second placement from Cohort 2 to complete their placement by end of July 2024 we require contract capacity. An extension of contract value and the end date under Contract Standing Order (CSO) 10.02.1 to Emerging Talent Programme, a sister company of Future of London will continue to provide contractual obligations from Cohort 2.
- 1.2. The original contract value was £63,000. The first cohort cost £27,000 leaving £36,000 remaining. The second cohort has had two placements, one costing £28,800 over a nine month period, which has now ended and the second placement costing £19,200 which ends in July 2024. From the £63,000 we have spent so far £55,800 which leaves £7,200. The final placement will cost £19,200 so a further £12,000 is required to complete the contract up until end of July 2024.

2. Recommendations

- 2.1 For the Head of Programme Management, Regeneration and Economic Development to:
 - 2.1 Approve the continuation of the current ETP, providing one secondee who started 26 January 2024 for a period of 6 months, until 26 July 2024;
 - 2.2 Approve an extension of £12,000 (excluding VAT) increasing the contract value from £63,000 to £75,000 to facilitate the continuing services of its programme.

3. Reasons for decision

- 3.1 In January 2022 the Council entered into contract with ETP for the first cohort of the Emerging Talent Programme participating, alongside other authorities, in a new programme being led by the Future of London to bring diverse talent into the sector. At the time it was agreed that we would take the first secondee over nine months and then agree a second secondee. It was later found this was not possible as no further secondees could be found.
- 3.2 From the first cohort the Council only spent £27,000 from the agreed £63,000 contract award due to only one secondee provided. This left £36,000 unspent. The cost of the second cohort for two secondees was £48,000. £28,800 was spent on the first placement in Cohort 2 leaving £8,800 see table 1 below:

Contract Value	63,000
Spent to date on Cohort 1	-27,000
Spent to date on Cohort 2 First placement	-28,800
Funds required for Cohort 2 Second placement	-19,200
Total required for three placements	75,000
Still required to continue second placement	+12,000

Table 1

4. Alternative options considered

- 4.1 Option 1: Do not agree to extend the contract with ETP for the current secondee which will miss the opportunity of supporting a programme focuses on the talent pipeline and is a natural complement to FoL's Leaders programme and to the BAME professional development programme Leadership 2025's aspiration to create a talent pool of diverse future leaders.
- 4.2 Option 2 – the first secondee has already carried out the role over 9 months and the second placement has, so far, worked for RED over three months with a contract end date of 26 July 2024. Ending the contract early will impact on the placements progression and affect the working relationship with ETP an FoL.

5. Background information

- 5.1 In collaboration with a range of public and private sector companies driving forward housing, regeneration and development in London, the Future of London (FoL) offered the opportunity to start a professional career in the sector to candidates from London's ethnic minority communities. The objective is to place individuals looking to improve the buildings and spaces in which Londoners live, work, and play with leading built environment sector organisations. Future of London and its partners have designed the Emerging Talent Programme to help transform the housing and regeneration sector so that it better represents the community it is working for.
- 5.2 The Emerging Talent Programme, a sister company of Future of London, seconded a secondee from the first Cohort from February 2022 to October 2022 last year. This was hugely successful for both the Council in finding talented individuals who could support the project work for various teams in the Council whilst the secondee obtained learning and experiencing, first hand, what it is like to work for in a local authority setting within a regeneration context.

5.3 In the first and second cohort three secondees have been appointed to the Council as part of the Emerging Talent Programme in accordance with the terms of the attached Agreement.

5.4 The ETP second cohort takes place over 16 months, which started 17 April 2023 and ends 26 July 2024.

6. Fees

7.1 The total cost for cohort 2 is £48,000 for 15 months for two secondees. The Council requires a further five months salary costs of £12,000 to honour the contract value of 19,200.

7.2 ETP will invoice fees as listed above and the Council will pay any fees due within 30 days of receipt of an invoice. If the Council is overdue with any fee payments, then ETP reserves the right to apply a charge an annual rate of 2% above the prevailing base rate of the Bank of England on invoices outstanding longer than 60 days.

7. Contribution to strategic outcomes

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

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

Finance

Not required

Procurement

Legal

Not required

9. Use of Appendices

Appendix 1 – EPT Agreement