

OFFICER DECISION RECORD 1 FORM

This form should be used to record Officer Decisions in Excess of £100k (but below the key decision threshold), or where required by Financial, Contract or other Procedure Rules or following formal delegation from Cabinet or a Cabinet Member or a Council Committee.

Decision Reference No: CR/304/11/18

BOX 1

DIRECTORATE: Corporate Resources

DATE: 24/10/18

Contact Name: Karen South

Tel. No.: 736236

Subject Matter: Sheffield City Region (SCR) Local Integration Board Support Budget Grant Award to Doncaster Local Integration Board (LIB).

BOX 2**DECISION TAKEN**

The Council enters into a Facility Agreement with Sheffield City Council (SCC) to claim a maximum of £20,000 from the Local Integration Board Support Budget for the purposes of removing barriers or perceived barriers experienced by participants in the Sheffield City Region Health Led Employment Trial.

This grant will support the work of the LIB in addressing these barriers and adapting and responding to participant's needs, working across the entire Local Authority area and with appropriate stakeholders, in particular the private sector to open new employment opportunities.

BOX 3**REASON FOR THE DECISION**

The Doncaster Local Integration Board was established in 2018 to:

1. To ensure that Doncaster's Employment and Health systems are integrated and enabling;
2. To provide a steer and be ambassadors for the Stronger Families Programme;
3. The overview of the Doncaster Growing Together (DGT) Programme and wider employment programmes;
4. To influence and monitor the Health and Employment Agenda with the focus on securing tangible benefits in Doncaster;
5. Ensure opportunities to expand pathways and interventions to support for Doncaster people are exploited;
6. Embed Inclusive Growth and Opportunity for All.

Local Integration Boards are a critical foundation of the emerging employment support ecosystem in SCR, providing local forums to address the many systemic issues faced by residents with multiple barriers to work. Boards will consider case examples and work together to pool resources and design out barriers faced locally. Doncaster is 1 of the 5 Local Integration Boards across the geography of the Health Led Employment Trial in Sheffield City Region. These Boards, led by Local Authorities, involve key stakeholders involved in supporting vulnerable people to overcome the many barriers they face in finding and staying in work.

Good progress has been made by the Health Led Trial in Doncaster to secure referrals, however success is also measured by the number of participants helped into employment or staying in employment. For this momentum to be maintained it will require employers to offer employment to the widest pool of local people and be supported to retain workers who may be struggling.

There is currently very little support available to employers who take on individuals with barriers to employment or for those with employees at risk of falling into unemployment. Doncaster Council submitted a Business Case, which has been accepted and approved by the Sheffield City Region Employment Programme Board. The aim is to assist them in retaining their workforce and to overcome the transitional challenges, issues and problems associated with the individual as they first find themselves in work.

The Integration Fund in Doncaster will be used to fund a campaign to:

- Raise awareness of the support available to employers;
- Help to positively change attitudes, behaviours and culture;
- Engage business and support business champions that will lead the way in the business sector;
- Increase the number of employers signing up to the Disability Confident Scheme at Level 1;
- Increase the number of employers at Disability Confident Level 2;
- Act as a catalyst to the further work and education of employers in Doncaster.
- Test, review and amend the service offered to employers.
- Create a stronger framework of responsibilities so that employers have the support they need.

A grant of £20,000 has been made available to support the development of The Doncaster Integration Board to enable it to respond to the needs of the Health Led Employment Trial as it mobilises across the Local Authority area. Funds are available for investment across 2018/19.

BOX 4**ALTERNATIVE OPTIONS CONSIDERED AND REJECTED**

Option 1: (Preferred): Accept the Integration Fund monies and work in partnership with the LIB stakeholders to ensure the LIB can respond to the needs of the Health Led Employment Trial as it mobilises across the Local Authority area.

Option 2: Do not accept the LIB Support Budget grant award, however this will severely restrict the ability of the project partners to engage and support employers to consider extending their employment options to the benefit of people with barriers to work and continuing in work.

BOX 5**LEGAL IMPLICATIONS**

Section 1 of the Localism Act 2011 provides the Council with a general power of competence, allowing the Council to do anything that individuals generally may do. Section 111 of the Local Government Act 1972 gives the Council the power to purchase goods and services.

The Council will need to procure any goods or services bought using these funds in accordance with contract Procedure Rules and any funder requirements

In the event that the Council is required to enter into a funding agreement in respect of this project, the Council will need to comply with the terms of that funding agreement if it is to avoid clawback.

Name: _____ **Signature:** _____ **Date:** 25/10/18

Signature of Assistant Director of Legal and Democratic Services (or representative)

BOX 6**FINANCIAL IMPLICATIONS:**

The Council has secured a grant of up to maximum of £20,000 from Sheffield City Region (SCR) Local Integration Board Support Budget to support the development of The Doncaster Local Integration Board (LIB). It is proposed to utilise the funding to work in partnership with LIB stakeholders to respond to the needs of the Health Led Employment Trial

The delivery period for this funding is between 28th October 18 and to 29th March 2019. The budget will be monitored within the Strategy and Performance Unit team service area.

No expenditure should be committed until the funding agreement is in place and signed by all parties. All expenditure incurred in relation to the project must be eligible and comply with the terms and conditions of the funding agreement.

Name: _____ **Signature:** _____ **Date:** 26 10 18

Signature of Chief Financial Officer and Assistant Director of Finance (or representative)

**BOX 7
OTHER RELEVANT IMPLICATIONS**

Name: _____ Signature: _____ Date: _____

Signature of Assistant Director (or representative)

ANY IMPLICATIONS SENT TO DEPARTMENTS SHOULD GENERALLY BE SUBMITTED AT LEAST 5 WORKING DAYS IN ADVANCE TO ENSURE THESE CAN BE GIVEN THE RELEVANT CONSIDERATION.

**BOX 8
EQUALITY IMPLICATIONS:**

Decision makers must consider the Council's duties under the Public Sector Equality Duty at s149 of the Equality Act 2010. The duty requires the Council, when exercising its functions, to have 'due regard' to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the act, and to advance equality of opportunity and foster good relations between those who share a 'protected characteristic' and those who do not share that protected characteristic.

Name: _____ Signature: _____ Date: 24.10.18

(Report author)

**BOX 9
RISK IMPLICATIONS:** (To be completed by the author)

Securing the additional support is key as it could potentially create significant new, job opportunities for residents and create a focal point for companies to gain help and advice in the health issues affecting their competitiveness and identification of those wishing to become a more inclusive employer.

Risks Associated with the Health Led Trial	Mitigation
a) Timescale	SCR are seeking an extension to HLT contract
b) Communication	LIB member organisations are co-ordinating their communication teams to support the proposed actions.
c) Engagement	Persuade companies through good quality examples of benefits and opportunities. Use of existing networks to help generate maximum interest.
d) State Aid	Where work with individual companies is required, this would be delivered under the De Minimis regulation. A State Aid declaration,

	covering the current and previous two years will be used to capture any previous state aid awarded to potential beneficiaries. Post project intervention, we will write to the beneficiaries in order to confirm the value of the support provided under this initiative.
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Do not accept the funding - this will impact negatively on Doncaster Councils ability to:

- Identify gaps in provision.
- Increase the number of companies in Doncaster who support employment for those with health conditions or barriers to work.
- Forge new integrated support between Doncaster Council business support officers and South Yorkshire Housing Association to support people struggling in work.
- Design a link between Doncaster Council, employment advisors and employers - matching services to meet employer's need.
- Understand of the wider stakeholder perspectives relating to the work/health agenda.

**BOX 10
CONSULTATION**

Consultation has taken place with all members of the Doncaster LIB and the application for funding is supported by the Chair of the LIB – Matt Cridge, Head of Stronger Families and Christian Foster, Head of Strategy and Performance Unit, Working Theme of using this resource to provide the necessary capacity to deliver this key project.

**BOX 11
INFORMATION NOT FOR PUBLICATION**

It is in the public's interest to be aware of this decision record under the Freedom of Information Act 2000, therefore this decision will be published in full, redacting signatures only

Name: [REDACTED] Signature [REDACTED] Date: 8/11/2018

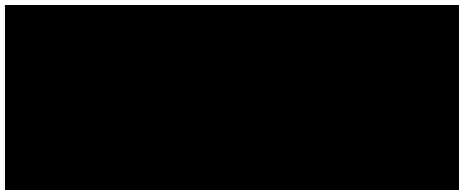
Signature of FOI Lead Officer for service area where ODR originates

**BOX 12
BACKGROUND PAPERS**

Please confirm if any Background Papers are included with this ODR YES/NO

(If YES please list and submit these with this form)

**BOX 13
AUTHORISATION**



Name: Lee Tillman Signature:
2018

Date: 7th November

Chief Executive/Director/Assistant Director of Strategy & Performance

Does this decision require authorisation by the Chief Financial Officer or other Officer

YES/NO

If yes please authorise below:

Name: _____ Signature: _____ Date: _____

Chief Executive/Director/Assistant Director of _____

Consultation with Relevant Member(s)

Name: _____ Signature: _____ Date: _____

Designation _____

(e.g. Mayor, Cabinet Member or Committee Chair/Vice-Chair)

Declaration of Interest YES/NO

If YES please give details below:

PLEASE NOTE THIS FORM WILL BE PUBLISHED ON THE COUNCIL'S WEBSITE IN FULL UNLESS IT CONTAINS EXEMPT OR CONFIDENTIAL INFORMATION.

Once completed a PDF copy of this form and any relevant background papers should be forwarded to Governance Services at Democratic.Services@doncaster.gov.uk who will arrange publication.

It is the responsibility of the decision taker to clearly identify any information that is confidential or exempt and should be redacted before publication.