



Oldham
Council

Delegated Cabinet Member Key Decision Report

Decision Maker and Portfolio area:	Councillor Amanda Chadderton – Children’s Services Councillor Arooj Shah – Social Justice and Communities
Date of Decision:	August 2019
Subject:	District Youth Offer
Report Author:	Neil Consterdine – Assistant Director Youth, Leisure and Communities
Ward(s) Affected:	All wards

Reason for the decision: To approve the acceptance of additional funding for the Youth Service to support the development of a district youth offer as outlined in the paper including the establishment of additional youth work posts for a period of 2 years to deliver the project activity.

Summary:

The Youth Service will receive £170k in year one (19/20) and £70k plus a potential additional £100k in year two (20/21) – a total of £340k over two years from the following two sources:

Part one - The Leader of the Council, Cabinet Member for Children’s Services and the Cabinet Member for Social Justice and Communities through the Chief Executive have committed £140k. This will be £70k per year for the next two years.

Part two- Community Safety funds of £100k for year one has been confirmed through the Deputy Mayor’s allocation to develop a local response to serious violence. It is highly likely that £100k will be provided for year two to support youth violence reduction. The Community Safety and Cohesion Partnership are supportive of this investment.

The total funding therefore is £140k from the Council and £200k (£100k year 1 secure - £100k year 2 tbc) from community safety funds over a two-year period - £170K per year. The cost would be to support the staffing costs and associated delivery costs.

Following consultation with thousands of young residents, Oldham Council will focus funds on projects that build young people's confidence as part of our community, raising their aspirations and expectations, and reducing violence.

The investment will be used to develop youth services across our districts tailored to local needs, with every part of the borough benefiting.

The main objectives of the 2-year additional work will be:

- To map and promote the youth work offer across Oldham – working in partnership with organisations and services from across the youth sector in Oldham to ensure a diverse, accessible and well communicated youth offer.
- To deliver a range of targeted youth work programs across the Oldham districts that will improve outcomes for young people and address key issues
- To undertake consistent engagement work with young people and youth work providers to identify and report on key themes and issues facing young people within Oldham.

If the second £100k does not materialise the project would be scaled accordingly in year two.

The additional resource required to deliver the project is 8 Youth Work posts employed on fixed term contracts of one year initially, with the potential to extend these to 2 years if the second £100k is provided.

- 1 professionally qualified youth worker (JNC SCP point 19) to support the system change and management,
- 1 full time local qualified and 6 part time (0.5 FTE) local qualified youth workers (JNC SCP point 11) to deliver the work.

What are the alternative option(s) to be considered? Please give the reason(s) for recommendation(s):

Option 1 - Accept the funding and use it to deliver the specified project, including the employment of 8 fixed term youth work posts.

Option 2. Do not accept the funding, do not deliver the increase into Youth services.

Recommendation(s):

Option 1 is the preferred option. This provides us with the opportunity to deliver a comprehensive youth work programme that will support the development of the District Youth Offer in Oldham.

Implications:

What are the financial implications?

The total expected costs for establishing the 8 posts (5 FTE's) and associated service delivery costs is shown in the table below.

Posts	Year 1 (£'000)	Year 2 (£'000)
Level 2 Youth Worker (1 FTE)	39	40
Level 1 Youth Worker (1 FTE)	29	31
Level 1 Youth Worker (6 x 0.5 FTE)	87	92
Service Delivery Costs	15	7
Total Costs (8 posts 5 FTE's)	170	170
Funded By:		
Council Funds	(70)	(70)
Community Safety Grant	(100)	(100)
	(170)	(170)

All staffing costs shown are inclusive of on costs and are based on salary scales as at 1st September 2019. Year 2 costs may be subject to inflationary increases which are not reflected in the table above.

Funding has currently been confirmed from existing Council resources of £70k per annum for a two-year period. A further one-year of funding (£100k) has been allocated in the form of a grant from the Deputy Mayor of GM which will be paid to the Councils Community Safety Service and then passported onto the Youth Service. The second-year funding of £100k has yet to be confirmed. If these funds aren't available posts will not be extended further than the initial one-year period.

All posts will be recruited to on a twelve-month fixed term basis initially subject to confirmation of the second years

funding from Greater Manchester Deputy Mayor allocation to Community Safety.

(Owen Brierley – Accountant)

What are the *procurement* implications?

N/A

What are the *legal* implications?

Funding to youth services and projects to tackle serious violence in local communities are issues live to members of the public. This level of commitment for the next two years would be seen as a positive step in the right direction. Option 1 is recommended. Option 2 would likely have reputational damage to the council considering the Leader of the Council has committed funding to youth services after public consultation. **(Alex Bougatef Legal Services – Litigation)**

What are the *Human Resources* implications?

If option 1 is approved, the creation of the additional posts and recruitment to these must be done in accordance with the Council's Expenditure Management, Establishment Control and Recruitment policies and processes.

Changes to the JNC Youth Worker grading structure are pending approval, and fixed-term staff would be eligible for annual increments which would impact the staffing costs referenced above (in addition to inflationary increases).

The ending or extension of fixed-term contracts must be undertaken in line with the Council's Fixed-term Worker guidance and associated employment law, and it should be noted that employees become eligible for redundancy pay after two years' service.

Lauren Jones – HR Business Partner

Equality and Diversity Impact Assessment attached or not required because (please give reason)

An extended youth offer will support young people from across all our districts.

What are the *property* implications

Non

Risks:

The main risk is continued funding and in addition the potential that qualified youth workers can not be employed.

Co-operative agenda

This programme will enable us to directly support the cooperative agenda as it will enable us to co-produce services with the community and support residents to be

actively involved in decision making processes. The youth work approach will be participatory and empower young people involved to have a voice on what is delivered as well as issues they face in their communities.

Has the relevant Legal Officer confirmed that the recommendations within this report are lawful and comply with the Council's Constitution?

Has the relevant Finance Officer confirmed that any expenditure referred to within this report is consistent with the Council's budget? Yes

Are any of the recommendations within this report contrary to the Policy Framework of the Council? No

Reason why this Is a Key Decision (1) to result in the local authority incurring expenditure or the making of savings which are, significant (over £250k) having regard to the local authority's budget for the service or function to which the decision relates;

The Key Decision made as a result of this report will be published within **48 hours** and cannot be actioned until **five working days** have elapsed from the publication date of the decision, i.e. before 16th September 2019 unless exempt from call-in.

This item has been included on the Forward Plan under reference CHS-01-19.

There are no background papers for this report

Report Author Sign-off:	
Neil Consterdine	

Date: 16/9/19	

Please list any appendices:-

Appendix number or letter	Description
Non	

In consultation with

(Relevant Executive Director/Director)



Date: 16/9/19