

Decision Note – Princes Trust



STAFFORDSHIRE COMMISSIONER
Police | Fire and Rescue | Crime

REQUEST FOR DECISION BY THE STAFFORDSHIRE COMMISSIONER

	Policing:	Crime:	Fire & Rescue:
This decision relates to:		x	

APPROVAL (for completion by Staffordshire Commissioner only)

Rationale for approval

STAFFORDSHIRE COMMISSIONER

Signature

Date

30/9/2019

Date decision required by: 31 August 2019

If an urgent approval is required, please state reasons:

Not applicable

For completion by Staffordshire Commissioner's Office only:-

Decision Number: **SCP/D/201920/004**

Date Received: **2 October 2019**

	Yes	No
Has the required decision been considered under the guidance of the Staffordshire Commissioner's Decision Making Policy?	✓	
Has the required decision been deemed to be a Key Decision as defined within the Staffordshire Commissioner's Decision Making Policy?	✓	
Who is empowered to make the required decision? PFCC		

Title	Princes Trust
Summary:	
<p>Since the partnership between the Princes Trust and the Staffordshire Commissioner began in 2015, the Trust has supported a total of 740 vulnerable young people through the Targeted Prevention Project; with almost 70% moving into positive outcomes including education, training, volunteering, apprenticeships and employment.</p> <p>Over recent months, discussions have been taking place to extend this programme for a further three years until the end of September 2022.</p> <p>The amount of Staffordshire Commissioner funding required to support the programme will increase slightly in the first two years of the contract (£30,000 per year), whilst the Trust have successfully attracted investment from private sector donors as well as using their own unrestricted funds. The Staffordshire Commissioner will reap more return for their investments as outputs and outcomes increase proportionately when compared to the additional investment sought.</p>	
Recommendation:	
<p>The Staffordshire Commissioner supports the Princes Trust Programme for the next three years by providing £145,574 per annum for three years (2019-2022). In addition the Staffordshire Commissioner will contribute an additional £30,000 per year for the first two years of the contract (2019-2021). The total funding required from the Staffordshire Commissioner equates to £496,722.) The additional funding will be used to engage corporate partners to develop appropriate work experience and training programmes which will enable this cohort of young people to be supported to progress into local job and apprenticeship opportunities. This additional activity will not only increase the number of positive outcomes but will help leverage more private sector funding into the area to support our most vulnerable young people.</p>	

Similarly to previous years, this will be funded through the Staffordshire Commissioner Innovation Grant and the ring-fenced POCA reserve.

This funding will be provided in addition to funding from private sector donors, corporate donors as well as from the Trust's unrestricted funds (**which equates to £739,067 over the three year period**). The Staffordshire Commissioner contribution to the project equates to 67% of the overall contract value over the three year period.

Chief Executive

I hereby approve the recommendation for consideration.

Signature



Date

25/9/2019

REPORT AND ADVICE TO THE STAFFORDSHIRE COMMISSIONER

1. Introduction and background

- See Appendix 1 (Princes Trust Briefing Note)

2. Issues for consideration

- As the Staffordshire Commissioner funds only provide a proportion (67%) of the overall Project Costs a Procurement Process or an exemption certificate is not required.
- Following discussions with the Procurement and Legal Departments, it has been agreed that the development of a grant agreement between the Staffordshire Commissioner and the Princes Trust would be the best way forward. Appendix 2 has been used for guidance. This Agreement will include outputs and outcomes for the next phase of the Project and the provider will be expected to complete a Performance Framework on a quarterly basis and attend performance meetings every quarter.
- The figures cited in Appendix 1 (Page 3) demonstrate that funding provides exceptional value for money for the Staffordshire Commissioner. Due to the Trust restructure and the proposed changes to the delivery model we are able to support more young people year on year for a reduced unit cost. In comparison to the current contract, in the first year of the proposed model the cost to the Staffordshire Commissioner per young person will remain the same with an additional 40 young people supported into positive outcomes. By year three of the project the cost to the Staffordshire Commissioner will have reduced by a total of £272.95 per young person due to economies of scale and an increased Prince's Trust match funding commitment.

2. What other options have been considered?

- Shorter time period would not yield the value for money that a three year contract will offer.

- If this service were to be tendered the additional finances from the Princes Trust private sector donors, corporate partners and unrestricted funds would not be available. This amount is significant and equates to £739,067 over the three year contract period.

3. Consultation and Engagement undertaken

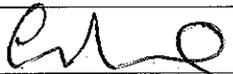
- Since the introduction of this contract there has been continual engagement with staff, stakeholders and service users about the development of the Princes Trust programmes. As a result, the Trust have developed their programmes to operate more flexible type programmes which suit the intended client group better.

Report Implications

Monitoring Officer comments:

N/A

Signature



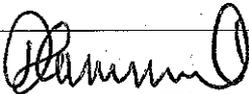
Date

25/9/2019

Section 151 Officer comments:

FUNDING IS AVAILABLE IN THE 2019/20 BUDGET

Signature



Date

1/10/19

Yes

No

Has legal advice (outside of that provided by the Monitoring Officer) been sought on the content of this report?

x

Legal Comments:

The Police/Staffordshire Commissioner Legal Advisors have recognised that It is not always easy to distinguish between a public contract and a grant agreement. Legal have recognised that as the Staffordshire Commissioner contributes a specified amount towards the proposal by the Princes Trust the arrangement best suited for this Project should take the form of a grant agreement in which, following the guidelines set out in the attached flow chart, the requirements of the Public Contracts Regulations would not apply.

This option is safer from challenge, but the Staffordshire Commissioner would perhaps lose a degree of control over the delivery of the services. We would endeavour to work with the Princes Trust in a collaborative way to agree clear project outputs and outcomes for the next three years.

The advice above was obtained in 2017 but remains the same.

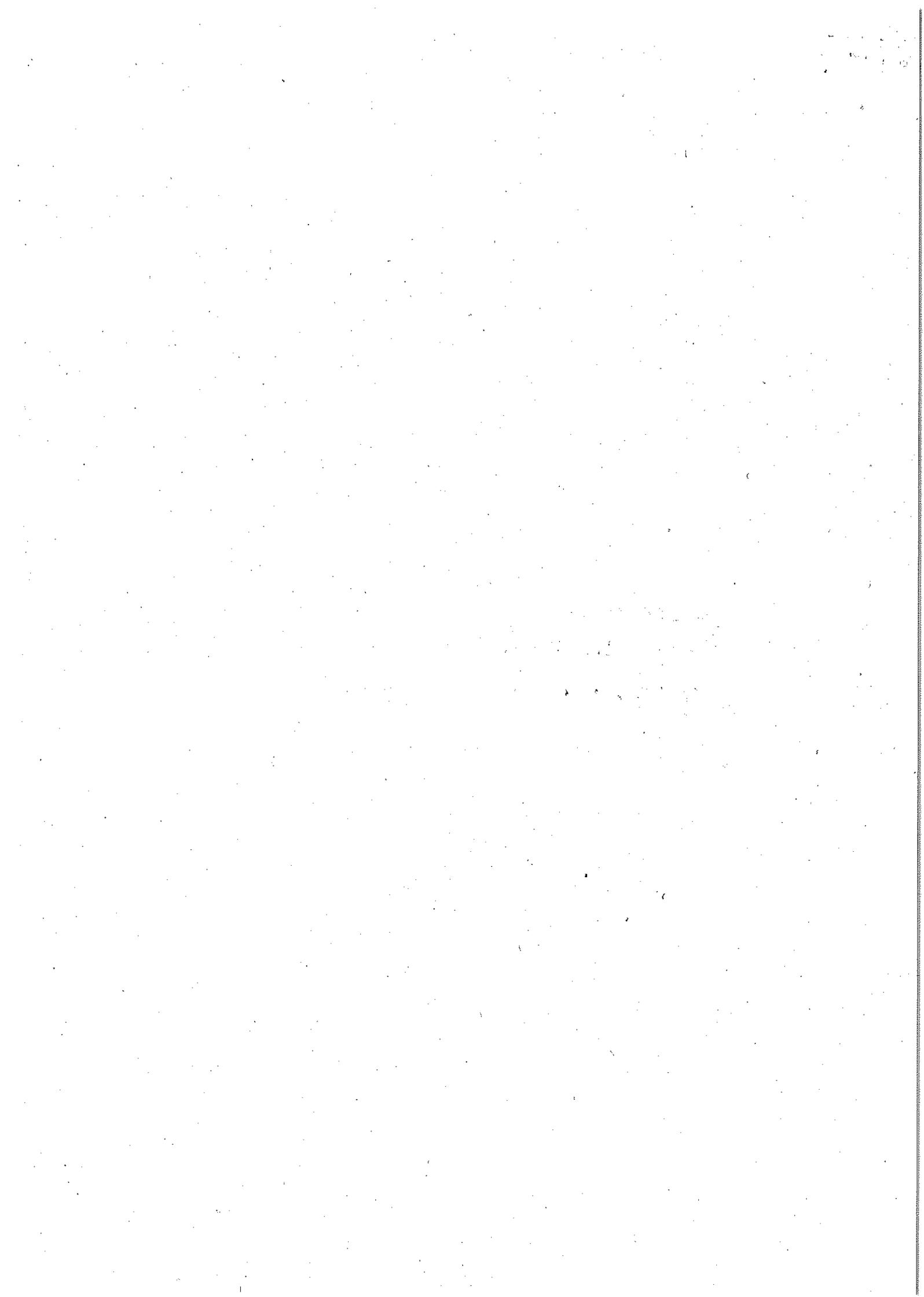
5. Equality Comments

Completed Equality Impact Assessment attached.

6. Background/supporting paper		
Attachment 1: Princes Trust Briefing Note		
Attachment 2: Grant versus Services Flowchart		
7. Public access to information		
Yes (excluding Appendix 1 and Appendix 2)		
8. Is the publication of this form to be deferred?		
No		
9. If the report is for publication, is redaction required?		
	Yes	No
Of the Decision Note?		x
Of the Appendix?	x	

ORIGINATING OFFICER DECLARATION:

Author	<i>J Hammond</i>
Signed	Jenny Hammond
Date	2/10/19





The purpose of this EIA is to ensure you consider any equality issues as part of your decision making when developing / reviewing your policy / procedure.

Please complete the sections below and send to the Police, Fire and Crime Commissioner (PFCC) Equality Lead to be quality assured. New / revised policies cannot be published on the policy database until the EIA has passed the quality assurance process.

Title of policy/procedure:	Princes Trust Targeted Prevention Programme
Department:	Office of the Police and Crime Commissioner
Date:	15 August 2019

1. Identify the aims and purpose of the policy

The PFCC will provide funding to the Princes Trust to deliver some of their bespoke, nationally recognised, programmes for vulnerable young people in Staffordshire. These programmes look to increase confidence, self-esteem of young people and teach them life and employability skills that will assist them to find employment/training opportunities.

This programme is open to all young people between 11 and 30 years regardless of their social/ethnic background, learning and physical disabilities, religious beliefs and sexual orientation. The Princes Trust has a wealth of experience of engaging the most vulnerable young people who may be disadvantaged by a number of factors identified in the EIA.

2. Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.

Young people aged between 11 and 30 who live in Staffordshire. The families of those young people who access the support programmes and the communities in which they live are likely to benefit as a result also.

A wide range of partnership organisations can refer young people into this project including the Local Authorities (Youth Offending Services, Early Help and Social Care Services), other voluntary and community sector services, Department for Work and Pensions/Jobcentre Plus, the Police, Community Rehabilitation Company and Fire and Rescue Service, for example.

3. Data

Summarise the findings of any monitoring data / information which you have considered regarding the impact of this policy on people from all or any of the protected groups. This could include national or local data.

The Prince's Trust contract management team will produce quarterly performance reports on our young people and an annual report on the demographic makeup of our clients accessing this project. A report on these demographics and monitoring information will be disseminated to relevant PFCC and Prince's Trust staff quarterly and at the end of the project.

3.1 Age

Prince's Trust programmes support the most vulnerable groups aged 11 to 30 years it is important we regularly monitor the impact of our programmes on the age groups we are targeting. This is particularly relevant for individual programmes supported through this project. The table below shows the overall age profile for all programme participation by age within the Stoke and Staffordshire area in 2018-19.

Age range	Numbers	Percentage of Total
Under 16	256	39%
16-19	337	35%
20-24	294	17%
25-29	88	9%

3.2 Disability

In 2018-19 of all participants supported on Trust programmes within Stoke and Staffordshire

30% had a disability, this was higher than our UK figure of 27%.

The Prince's Trust is a registered 'Disability Confident' employer and will ensure effective implementation of its Diversity and Inclusion policy in its recruitment by committing to equal opportunities at all stages of recruitment and selection as outlined in The Trust's Recruitment Policy.

As part of our Diversity and Inclusion policy, we will;

- Deliver from welcoming and safe venues which are suitable for those with disabilities and easily reachable by public transport
- Provide all staff with Diversity in the Workplace training
- Provide programme information, teaching and learning resources, profile and evaluation forms in a range of languages and formats e.g. Braille, Large print, CD
- Consult with local partners and community organisations to ensure we meet local diversity needs
- Require all delivery partners to have an Equal Opportunities Policy in place
- Assist with arranging a translator

3.3 Race

In 2018-19 our CRM database Dash showed a figure of 14% ethnic minority participation on our programmes within Stoke and Staffordshire, significantly higher than the Census 2011 ethnic minority figure of 5.94%.

3.4 Religion or Belief

This data is collected when the young person completes The Prince's Trust Profile Form on starting with The Prince's Trust – young people do not have to share this information. The data is not currently available broken down for Staffordshire.

The Prince's Trust Diversity and Inclusion policy confirms our commitment to meet our responsibilities under the 2010 Equality Act to eliminate discrimination, advance equality of opportunity, and foster good relations by considering the needs of all individuals in our work, when developing our policies, and in the delivery of our projects and services. Each young person provides, where possible, diversity monitoring data and staff must assess whether reasonable adjustments to delivery are required. With regards to race and religion, we:

- Maintain a team which is representative of our client group and skilled in engaging the hardest-to-reach through proven learning methodologies
- Provide all staff with Diversity in the Workplace training

- Consult with local partners and community organisations to ensure we meet local diversity needs
- Require all delivery partners to have an Equal Opportunities Policy in place
- Make considerations for religious holidays when planning and scheduling programme activities
- Assist with arranging a translator if required.

3.5 Sex

Our CRM database Dash shows our gender profile to be 60% male and 40% female within Stoke and Staffordshire.

3.6 Sexual Orientation

This data is collected when the young person completes The Prince's Trust Profile Form on starting with The Prince's Trust – young people do not have to share this information. The data is not currently available broken down for Staffordshire.

As outlined in The Prince's Trust Diversity and Inclusion policy, we are committed to supporting young people irrespective of their gender or sexual orientation and maintain a database of LGBTQ+ organisations who can offer support locally where needs cannot be sufficiently met by The Trust.

3.7 Transgender

As above.

4. Research

Summarise the findings of any research you have considered regarding this policy for all or any of the protected groups. This could include information you have obtained from other sources eg Home Office.

The Prince's Trust has intranet pages dedicated to 'Equality and the law' with links to pages explaining more about protected characteristics, key facts, the requirements for staff, volunteers and partners plus a list of external resources for both staff and young people. This

page is regularly updated to ensure all staff are aware of developments and key equality policies and good practice are applied.

The Trust continually utilizes key research services to ensure our programmes are meeting necessary targets regarding our key client groups. Examples of sources of information include:

G View which links into our own CRM database DASH and key Government Data and provides key information regarding Equality Impact for example:

- Unemployment data
- NEET numbers
- Effectiveness of Prince's Trust programmes in penetrating unemployment
- Participation showing performance for key priority groups.
- Gender split
- Client profiles
- Ethnic minority

The table below shows the impact Prince's Trust programmes in providing equality of opportunity for young people in the most vulnerable groups. The figures reflect participation in 2018-19 and compares Stoke and Staffordshire to performance in the UK.

Client Group	Stoke and Staffordshire	UK
Single Parent	3%	3%
Refugee Asylum Seeker	1%	1%
Disabled	30%	27%
Ex Offender	6%	7%
Looked after/Care Leavers	6%	6%
Mental Health	27%	30%
Substance Misuse	2%	2%
Homeless	8%	11%
Offending Behaviour	5%	5%

(Prince's Trust CRM Database –DASH)

A database of organisations who can offer support locally where needs cannot be sufficiently met by The Trust is maintained and updated by The Prince's Trust Operations Team who are in regular contact with a number of key agencies within Stoke and Staffordshire. This ensures our young people receive high levels of support whilst participating on Prince's Trust programmes.

The Prince's Trust Bid Development team maintains up to date information on all key

thematic areas including equal opportunities and diversity. Key reports and research is communicated on a regularly basis to management and delivery teams to update on key developments within this area.

4.1 Age

Nomis labour market and Office of National Statistics provides a valuable source of data regarding the impact of our equality strategy at the local level through the provision of levels of youth unemployment, population statistics and area profiles. Key statistics to benchmark our performance and assess its impact at the local level.

4.2 Disability

As above

4.3 Race

As above

4.4 Religion or Belief

As above

4.5 Sex

The example below taken from G View and Nomis compares the gender split regarding unemployment to young people's participation on our programmes in 2017/18.

In 2018 we identified that our current programmes in Stoke and Staffordshire were attracting higher amounts of males than females and have since worked closely with our local partners to attract more females and create a more balanced gender split that reflects the local need.

	Male	Female	Not Disclosed
Unemployment rates 2018	45%	55%	-
Participation rates on Stoke/ Staffs Prince's Trust programmes in 2017-18	52%	36%	12%

4.6 Sexual Orientation
4.7 Transgender

5. Consultation

Summarise the opinions of any consultation for all or any of the protected groups.
Who was consulted and how e.g. survey, discussion, forum.
If there was no consultation please justify why.

5.1 Age

All young people who participate on our programmes complete a 'young person's journey' form to assess the personal progress they have made in overcoming their barriers. All young people are also asked for feedback on their experience with The Trust and this is used to improve services.

We have also developed the Staffordshire Youth Forum that helps us shape our offer and gives young people a voice and stake in their local community. The forum consists of 10-15 young people that have taken part in Prince's Trust programmes who meet regularly to share feedback and thoughts around Prince's Trust activities and delivery.

5.2 Disability

As above.

5.3 Race

As above.

5.4 Religion or Belief

As above.

5.5 Sex

The Prince's Trust has developed diversity groups (e.g. Pulse – LGBTI+, PTNOW – Prince's Trust Network of Women), composed of employee representatives from across a broad spectrum of the organisation. The purpose of such groups is to inform the organisation's direction on emerging issues and trends, highlight best practice, support the implementation of actions identified in our organisational strategy, and work to increase visibility and awareness of equality and diversity.

5.6 Sexual Orientation

As above.

5.7 Transgender

As above.

6. Conclusions

Taking into account the results of the monitoring, research and consultation, set out how the policy impacts or could impact on people from the following protected groups? (Include positive and/or negative impacts)

6.1 Age

Vulnerable young people who are NEET or at risk of becoming perpetrators or victims of crime will positively benefit from having access to the Targeted Prevention Programme.

6.2 Disability

Young people with a physical or learning disability as well as those with mental health issues will positively benefit from the additional support provided through the programme. Adjustments will be made as required to ensure access.

6.3 Race

Vulnerable young people who are NEET or at risk of becoming perpetrators or victims of crime, whatever their ethnic background, religion, gender or sexual orientation, will positively benefit from having access to the Targeted Prevention Programme.

6.4 Religion or Belief

As above.

6.5 Sex

As above.

6.6 Sexual Orientation

As above.

6.7 Transgender

As above.

7. Decisions

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way. If no changes are proposed, the policy needs to be objectively justified.

There will be no negative impact on any of the protected groups as a result of this commissioning exercise. This Project will serve to increase the life chances of young people who are often disadvantaged due to a number of the factors listed above.

8. Monitoring arrangements

If the policy is new what consideration has been given to piloting the policy?

If monitoring is not already in place what arrangements have been made to monitor the effects of the policy on equality and diversity?

The Princes Trust provide Commissioners with quarterly performance monitoring reports which outline the demographic and social situation of the young people that access the Programmes. If there are any anomalies in the data or if certain groups appear to be under-represented work will be undertaken to try and remedy this. For example, there was a disproportionate amount of males accessing the programme and as a result the Trust did some scoping work around reasons for females not accessing the programmes and made changes to our delivery based on this.

This equality impact assessment will be published on the PFCC website.