

Subject:	Amendment to the Scheme of Delegations		
Date of Meeting:	23 March 2017		
Report of:	Executive Director for Families, Children & Learning Executive Lead Officer for Strategy Governance & Law		
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Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The Committee is asked to resolve to change the Constitution's Scheme of Delegations to transfer the Print & Sign function currently in the Communications Team, (part of the Strategy Governance and Law Directorate) to the Families, Children and Learning Directorate's Employment and Skills service.
- 1.2 The function is not separately identified in the Scheme but is part of the general Corporate Communications function. The Graphic Design Team is not included in the proposal.
- 1.3 The transfer involves seven members of staff, who will be moved between these Directorates.

2. RECOMMENDATIONS:

- 2.1 That the Committee resolves to amend the council's Scheme of Delegations to transfer the Print & Sign function from the Strategy Governance and Law Directorate to the Families Children and Learning Directorate;
- 2.2 That the transfer takes effect from 1st April 2017 or at the conclusion of the consultation process with staff, whichever is later.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The purpose of the transfer is to facilitate the merger of Print & Sign with the ableandwilling service, to form a new business; provisionally called A&W. Ableandwilling has itself recently transferred to Families Children and Learning as this is a more logical fit for a business focused on employment, training, and delivery of the City Employment and Skills Plan (CESP).
- 3.2 The merger will create a more sustainable business and enhance the ability of the council to support the employment of people with disabilities.
- 3.3 The aim of the merged business is to deliver employment and training opportunities for disabled people in the city. The CESP includes the objective 'No

One Left Behind' with a key focus on those furthest from the labour market, and a Supported Business provides employment that people would not otherwise be able to achieve. Supported Businesses are recognised by the Department for Work and Pensions and form part of the Work Choice programme that assists people with disabilities.

- 3.4 The transferring Print & Sign function prints a wide range of paper products, but can also produce banners, traffic signs and other signage. Around 90% of their work is currently 'in-house' printing – the transfer and merger with ableandwilling will potentially extend their capacity to support disabled staff, take advantage of Supported Business status, and generate income from customers outside the council.
- 3.5 Ableandwilling prints on a wide range of merchandise and substrates. It also embroiders uniforms and other items. It employs 18 staff, 11 of whom have disabilities. Their customer base includes Brighton and Hove City Council, Brighton Marina, City Cabs, Ben Shaws Drinks, Buddies Cafe and the GMB Union. The business also prints for events like Paddle Round the Pier and Brighton Big Ball Run. The product ranges for both businesses are deliberately complementary to each other.
- 3.6 The aim is for fewer, larger orders, from inside the council and from businesses (cost recovery basis), and to bid for 'reserved' contracts with other public authorities based on A&W's status as a Supported Business (these businesses have a special status because of their social objectives).
- 3.9 There is potential to generate additional income from
 - marketing the combined service externally;
 - 'insourcing' printing which is currently given to suppliers;
 - expanding the traffic signage function,
 - acquiring a full colour offset litho press (a separate business case will be developed).
- 3.10 The business will contribute to the council 'leading by example' to deliver the key priority of disabled employment in the CESP. It may also contribute to the council's capacity to work in partnership with the DWP.
- 3.11 A&W will work with the Social Enterprise Network. This is currently producing a new cross border social enterprise strategy and action plan. The Network is connected to the CESP so it is in a good position to champion the interests of Supported Businesses like the new A&W. The new strategy is likely to include a focus on procurement as a route to collaborative growth and diversification. This could help to position A&W within a potential growth sector.
- 3.12 Through the Commissioners Network and the Procurement Advisory Board opportunities can be explored in how contracting and market shaping activity could enhance the potential to tackle the disabled employment gap, and how social enterprises like A&W could be helped to win contracts for wider social benefit right across the public sector, alongside supporting contractors to adopt inclusive employment practices and close their own employment gaps.
- 3.13 A model will be developed for A&W to contribute to the supported apprenticeships and internships target set by CESP, along the lines of the government's Maynard Review.

- 3.14 The council is committed to enabling people to develop skills, and support more disabled people into work, rather than the council directly providing long term employment. A&W will have a role to play as part of this Supported Employment Offer.

A&W presents all its customers with an opportunity to generate social value simply by buying its products.

4 ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.10 The creation of separate standalone companies for ableandwilling or Print & Sign is not considered to be a sustainable solution.
- 4.11 It is not considered appropriate to include the Graphic Design Team as part of the new A&W.

5 COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 A draft of this report has been shared with the unions and informal meetings with them continue to be held regarding this and the future for A&W generally. No changes to pay or conditions are proposed as a result of this report.
- 5.2 The transferring staff will be consulted themselves as soon as proposals for line management arrangements have been finalised.

6. CONCLUSION

- 6.1 The recommendation supports the future growth and sustainability of the new business.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 None as a result of this report.

Legal Implications:

- 7.2 Changes to the Scheme of Delegations to officers are required by the Council's constitution to be approved by PR&G Committee.

Lawyer Consulted: Elizabeth Culbert

Date: 07.03.17

Equalities Implications:

- 7.3 None envisaged in relation to this change in the Scheme of Delegations.

Sustainability Implications:

- 7.4 None arising from this report

Any Other Significant Implications:

7.5 None

SUPPORTING DOCUMENTATION

None.

Crime & Disorder Implications:

1.1 None

Risk and Opportunity Management Implications:

1.2 None

Public Health Implications:

1.3 None

Corporate / Citywide Implications:

1.4 None specifically from this report.