

# Public Document Pack



<b>MEETING:</b>	Cabinet
<b>DATE:</b>	Wednesday, 20 March 2019
<b>TIME:</b>	10.00 am
<b>VENUE:</b>	Reception Room, Barnsley Town Hall

## AGENDA

1. Declaration of pecuniary and non-pecuniary interests
2. Leader - Call-in of Cabinet decisions

### Minutes

3. Minutes of the previous meeting held on 6th March, 2019 (Cab.20.3.2019/3)  
(Pages 5 - 10)

### Items for Noting

4. Decisions of Cabinet Spokespersons (Cab.20.3.2019/4) (Pages 11 - 12)

### Petitions

5. Petitions received under Standing Order 44 (Cab.20.3.2019/5)

### Items for Decision/Recommendation to Council

#### Deputy Leader

6. Alcohol Plan (Cab.20.3.2019/6) (Pages 13 - 30)

#### Joint Cabinet Spokesperson without Portfolio and Cabinet Spokesperson People (Achieving Potential)

7. Member Representation on the Virtual School Governance Group  
(Cab.20.3.2019/7) (Pages 31 - 34)  
RECOMMENDATION TO FULL COUNCIL ON 4<sup>TH</sup> APRIL, 2019

#### Communities Spokesperson

8. Proposal to Establish a new Public Space Protection Order (PSPO) for Barnsley Town Centre (Cab.20.3.2019/8) (Pages 35 - 56)

#### Core Services Spokesperson

9. Provision of Employee Benefits (Cab.20.3.2019/9) (Pages 57 - 76)
10. Gender Pay Gap 2018 (Cab.20.3.2019/10) (Pages 77 - 96)
11. Implementation of the 2019/20 Pay Policy Statement (Cab.20.3.2019/11)  
(Pages 97 - 112)  
RECOMMENDATION TO FULL COUNCIL ON 4<sup>TH</sup> APRIL, 2019

## **Place Spokesperson**

12. Adult Skills and Community Learning Service: OFSTED Inspection November 2018 (Cab.20.3.2019/12) *(Pages 113 - 172)*
13. Digital Media Centre/The Core Conversion (Cab.20.3.2019/13) *(Pages 173 - 228)*
14. Highways Capital Programme Update (Cab.20.3.2019/14) *(Pages 229 - 254)*
15. Street Lighting Replacement Programme (Cab.20.3.2019/15) *(Pages 255 - 264)*
16. Launchpad Phase 2 (Cab.20.3.2019/16) *(Pages 265 - 274)*
17. Strategic Growth Clusters - Update (Cab.20.3.2019/17) *(Pages 275 - 314)*

## **People (Safeguarding) Spokesperson**

18. Exclusion of Public and Press  
It is likely that the public and press will be excluded from this meeting during consideration of the items so marked because of the likely disclosure of exempt information as defined by the specific paragraphs of Part I of Schedule 12A of the Local Government Act 1972 as amended, subject to the public interest test.
19. Older People's Residential and Nursing Care Fees (Agreed Cost of Care) (Cab.20.3.2019/19) *(Pages 315 - 386)*  
**Reason restricted:**  
**Paragraph (3) Information relating to the financial or business affairs of any particular person (including the authority holding that information)**

To: Chair and Members of Cabinet:-

Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Cheetham, Gardiner, Howard, Miller and Platts

Cabinet Support Members:

Councillors Franklin, Frost, Daniel Griffin, Pourali, Saunders and Tattersall

Chair of Overview and Scrutiny Committee  
Chair of Audit Committee

Diana Terris, Chief Executive  
Rachel Dickinson, Executive Director People  
Matt Gladstone, Executive Director Place  
Wendy Lowder, Executive Director Communities  
Julia Burrows, Director Public Health  
Andrew Frostdick, Executive Director Core Services  
Alison Brown, Service Director Human Resources and Business Support  
Michael Potter, Service Director Business Improvement and Communications  
Neil Copley, Service Director Finance (Section 151 Officer)  
Katie Rogers, Head of Communications and Marketing

Anna Marshall, Scrutiny Officer  
Ian Turner, Service Director, Council Governance

Corporate Communications and Marketing

Please contact Ian Turner on email [governance@barnsley.gov.uk](mailto:governance@barnsley.gov.uk)

Tuesday, 12 March 2019

This page is intentionally left blank



<b>MEETING:</b>	Cabinet
<b>DATE:</b>	Wednesday, 6 March 2019
<b>TIME:</b>	10.00 am
<b>VENUE:</b>	Reception Room, Barnsley Town Hall

## MINUTES

**Present** Councillors Andrews BEM, Bruff, Cheetham, Gardiner, Howard, Miller and Platts

**Members in Attendance:** Councillors Franklin, Frost, Daniel Griffin, Pourali, Saunders, Sheard and Tattersall

### 213. Declaration of pecuniary and non-pecuniary interests

There were no declarations of pecuniary interests. Councillors Andrews and Howard declared a non-pecuniary interest in agenda item 228.

### 214. Leader - Call-in of Cabinet decisions

The Leader reported that no decisions from the previous meeting held on 20<sup>th</sup> February, 2019 had been called in.

### 215. Minutes of the previous meeting held on 20th February, 2019 (Cab.6.3.2019/3)

The minutes of the meeting held on 20<sup>th</sup> February, 2019 were taken as read and signed by the Chair as a correct record.

### 216. Decisions of Cabinet Spokespersons (Cab.6.3.2019/4)

The Record of Decisions taken by Cabinet Spokespersons under delegated powers during the week ending 15<sup>th</sup> February, 2019 were noted.

### 217. Petitions received under Standing Order 44 (Cab.6.3.2019/5)

It was reported that no petitions had been received under Standing Order 44.

#### Place Spokesperson

### 218. Outgoing Poet Laureate (Cab.6.3.2019/6)

The Place Cabinet Spokesperson delivered a citation to Ian McMillan, marking the end of his tenure as the town's Poet Laureate, thanking him for his three years of dedicated service to the town. It was noted that as Poet Laureate, Ian has created new poems for the town and championed local literary causes, engaged new audiences, inspired upcoming local poets and artists and through the Hear My Voice initiative delivered enrichment projects reaching school children, young people and community organisations.

Cabinet Members contributed similar thanks to Ian for his inspirational literary dedication to the town and its people.

It was noted Ian will be succeeded by our new Poet Laureate 19 year old Eloise Unerman from Goldthorpe.

In reciprocation, Ian thanked Members for their kind words and reflected on the many positive experiences he had experienced during his time as Poet Laureate.

### **Core Services Spokesperson**

#### **219. Approval to Re-Procure Utility Contracts (Cab.6.3.2019/8)**

**RESOLVED** that approval be given to the intention to re-procure the Council's gas, electricity, water and wastewater and associated services using the Yorkshire Purchasing Organisation (YPO) framework agreements.

It was noted that in view of the need to conclude all necessary agreements in the above matter, the Chair of the Overview and Scrutiny Committee has agreed to waive the delay in implementation associated with the Call-In procedures.

### **Communities Spokesperson**

#### **220. Civil Penalties Policy Implementation (Cab.6.3.2019/7)**

##### **RESOLVED:-**

- (i) that the Civil Penalties Policy, as set out at Appendix 1 to the report, be approved; and
- (ii) that the Service Director Stronger, Safer and Healthier Communities be authorised to implement the Policy and to undertake relevant enforcement under it, including the issuing and enforcement of Civil Penalty Notices.

#### **221. Corporate Plan Performance Report - Quarter 3 ending 31st December, 2018 (Cab.6.3.2019/9)**

##### **RESOLVED:-**

- (i) that the Corporate Plan Performance Report for Quarter 3 (October to December 2018), as detailed in the report now submitted, be noted;
- (ii) that it be noted that there are no suggested areas for improvement or achievement for follow-up at the end of Quarter 3. Initiatives are already in progress to address areas of concern;
- (iii) that the inclusion of the Stronger Communities quarterly narrative report be noted which details the contribution of Area Councils and Ward Alliances to the Corporate Plan priorities and outcomes;
- (iv) that the report be shared with the Overview and Scrutiny Committee to inform and support their ongoing work programme; and

- (v) that Cabinet place on record its thanks to the staff involved in the achievements recorded in the report, and in bringing together the performance information.

**222. Corporate Financial Performance Report - Quarter 3 ending 31st December, 2018 (Cab.6.3.2019/10)**

**RESOLVED:-**

- (i) that the Corporate Financial Performance Report for Quarter 3 ending 31<sup>st</sup> December, 2018, as set out in the report now submitted, be noted;
- (ii) that the Executive Director Place be requested to review the plans in place within Environment and Transport to ensure a balanced position and sustainable budget in 2019/20 and beyond;
- (iii) that the Executive Director People be requested to bring forward a further report on the specific interventions planned in relation to Special Educational Needs outlining the impacts that these are projected to have on both the outcomes for children and the associated cost profile;
- (iv) that approval be given to the earmarking of £4m of the projected underspend for Special Educational Needs on the basis that this is a known commitment;
- (v) that the anticipated slippage in expenditure/transfer to reserves required to fund known expenditure commitments in 2019/20, as shown in Appendix 2 Column 7 of the report submitted, be noted;
- (vi) that the write off totalling £1.549m of historic debt (£1.423m General Fund/£0.126m HRA) as shown at paragraph 5.11 of the report be approved;
- (vii) that the budget virements detailed at Appendix 1 of the report, be approved; and
- (viii) that the challenging financial environment facing the Council despite the positive Quarter 3 position be noted.

**223. Capital Programme Performance Report - Quarter 3 ending 31st December, 2018 (Cab.6.3.2019/11)**

**RESOLVED:-**

- (i) that the Capital Programme Performance for Quarter 3 ending 31<sup>st</sup> December 2018, as set out in the report now submitted, be noted;
- (ii) that both the 2018/19 and overall five year Capital Programme positions be noted;
- (iii) that approval be given for the 2018/19 scheme slippage totalling £5.102m and re-phasing totalling £1.530m (paragraphs 5.4, 5.5 and Appendix B refer);

- (iv) that the total net decrease in scheme costs in 2018/19 of £0.307m (as detailed in paragraph 5.6 and Appendix B) be approved;
- (v) that approval be given to the net decrease in scheme costs in future years totalling £0.259m (as set out in paragraph 5.7 and Appendix B); and
- (vi) that approval be given to the reprioritisation of schemes within the quarter (as detailed in paragraph 5.8).

**224. Treasury Management Activities Review - Quarter 3 ending 31st December, 2018 (Cab.6.3.2019/12)**

**RESOLVED:-**

- (i) that the Treasury Management activities including borrowing and investment undertaken in Quarter 3 ending 31<sup>st</sup> December, 2018, as set out in the report submitted, be noted; and
- (ii) that the Prudential and Treasury Indicators detailed in Appendix 1 of the report be noted.

**225. Revision to Disciplinary Policy (Cab.6.3.2019/13)**

**RESOLVED** that the revisions to the Council's Disciplinary Procedure, as detailed in the report now submitted, be approved.

**226. Revision to Grievance Policy (Cab.6.3.2019/14)**

**RESOLVED** that the revisions to the Council's Grievance Procedure, as detailed in the report now submitted, be approved.

**227. Exclusion of Public and Press**

**RESOLVED** that the public and press be excluded from the meeting during consideration of the following items, because of the likely disclosure of exempt information as described by the specific paragraphs of Part I of Schedule 12A of the Local Government Act 1972 as amended, as follows:-

<u>Item Number</u>	<u>Type of Information Likely to be Disclosed</u>
--------------------	---

228	Paragraph 3
-----	-------------

**Place Spokesperson**

**228. Community Asset Transfer: Wilthorpe Tennis Courts, Wilthorpe, Barnsley (Cab.6.3.2019/16)**

**RESOLVED:-**

- (i) that the Community Asset Transfer based on the business case from the Trustees of the Barnsley Lawn Tennis Club to allow them to develop and expand the existing tennis club facility at Wilthorpe Road, Barnsley;



- (ii) that the Corporate Asset Manager be authorised to finalise heads of terms for a 125 year lease to the Trustees of Barnsley Lawn Tennis Club for a nominal rental;
- (iii) that the Executive Director Core Services be authorised to complete the lease to the Trustees of Barnsley Lawn Tennis Club; and
- (iv) that an annual report be submitted tracking the success or failures of Community Asset Transfers.

.....  
Chair

This page is intentionally left blank

**BARNSELY METROPOLITAN BOROUGH COUNCIL**

**CABINET SPOKESPERSONS' DECISIONS**

**Schedule of Decisions taken for weeks ending 1<sup>st</sup> and 8<sup>th</sup> March, 2019**

<b><u>Cabinet Spokesperson</u></b>	<b><u>Item</u></b>	<b><u>Decisions</u></b>
1. Place	Affordable Warmth Programme	<p>(i) that the proposed schemes and allocation of funds outlined in Section 4 of the report be approved; and</p> <p>(ii) that the Service Director Regeneration and Property be authorised in consultation with the Cabinet Spokesperson Place to reallocate the funds between the outlined schemes as required to ensure successful management of the overall budget allocation.</p>
2. Place	Notice to Appropriate Land – Revised Plan	<p>(i) that approval be given to the revised plan as set out in Appendix 2 (Drawing7122127-PH01) which shows the revised area of 1.133ha of land at the A628 Dodworth Road/Broadway Junction required for the purposes of appropriation; and</p> <p>(ii) that the Service Director Regeneration and Property undertake statutory consultation as per the Cabinet report (Cab.25.7.2018/14) with the responses to the consultation being analysed and a further report presented to Cabinet to consider making a decision whether to appropriate.</p>

<b><u>Cabinet Spokesperson</u></b>	<b><u>Item</u></b>	<b><u>Decisions</u></b>
3. Place	Appointment of Poet Laureate	<p>(i) that Eloise Unerman be appointed as Apprentice Poet to Ian McMillan from January 2019; and</p> <p>(ii) that Eloise Unerman be appointed as Poet Laureate for Barnsley for the period April 2019 – March 2021 with a break clause at one year with a period of three months' notice.</p>
4. Core	Amendment to Local Council Tax Support Scheme (LCTS)	<p>that the existing Local Council Tax Support Scheme (LCTS) be amended to bring the scheme for working age claimants in line with Universal Credit, Housing Benefit and LCTS for pension age claimants. The current assessment for awarding LCTS for working age claimants includes all children in the household with the amendment limiting this to two children.</p>

## BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

### REPORT OF THE DIRECTOR OF PUBLIC HEALTH TO CABINET ON 20<sup>TH</sup> MARCH 2019

#### ALCOHOL PLAN

#### 1. PURPOSE OF REPORT

1.1 Alcohol is one of three priorities in the refreshed public health strategy along with food and emotional resilience. This report provides:

- an overview of the issue from a national and local perspective;
- results from the alcohol CLear self-assessment;
- the alcohol plan on a page; and
- details of the alcohol improvement plan.

This suite of documents forms the Alcohol Plan for the borough.

#### 2. RECOMMENDATIONS

2.1 **Cabinet to support the strategic direction of the Alcohol Plan including the vision, priorities, outcomes and targets.**

#### 3. INTRODUCTION

3.1 Alcohol plays a significant role in our social lives and in our economy: it provides employment, generates tax revenue and stimulates the night-time economy.

3.2 Although the majority of people who drink do so moderately, alcohol consumption has doubled over the past 40 years. As a result, alcohol is the leading risk factor for deaths among men and women aged 15–49 years in the UK (PHE, 2018<sup>1</sup>), and there are more than one million alcohol-related hospital admissions every year. The harm from alcohol goes far beyond individual health affecting families, friends and communities; it contributes to violent crime, domestic violence and absence from work.

3.3 The impact of alcohol harm falls disproportionately on the more vulnerable people in society. Those in the lowest socioeconomic groups are more likely to be admitted to hospital or die from an alcohol-related condition compared to those in higher socioeconomic groups, so action that supports local work to prevent or reduce alcohol-related harm can also help reduce health inequality.

3.4 However, it is important that we do not neglect our efforts to those in the higher socioeconomic status groups. A study released by the [Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/drugusealcoholandsmoking/bulletins/opinionsandlifestylesurveyadultdrinkinghabitsingreatbritain/2017#main-points) (ONS<sup>2</sup>) has found that the most regular drinkers are those in professional jobs, with 69.5% of

---

<sup>1</sup> <https://www.gov.uk/government/publications/alcohol-applying-all-our-health/alcohol-applying-all-our-health>

<sup>2</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/drugusealcoholandsmoking/bulletins/opinionsandlifestylesurveyadultdrinkinghabitsingreatbritain/2017#main-points>

professionals reported having drunk in the last week, compared with 51.2% of people in routine or manual occupations.

- 3.5 Although the relationship between alcohol consumption and socioeconomic status is complex there is a need to dismantle the stereotype around those who are problem drinkers
- 3.6 The new national alcohol strategy is due to be published late 2019 and will focus on the need to reduce alcohol related harm in the home and community as well as the balance with the night time economy. In addition to a focus on behaviour change, marketing, NHS interventions and treatment, it is understood that the strategy will include longer term ambitions around fiscal policies including taxation, duties and reformulation.

#### **4. PROPOSAL AND JUSTIFICATION**

- 4.1 The alcohol CLear (Challenge, Leadership, Results) self-assessment tool has been produced by Public Health England (PHE) to support an evidence-based response to preventing and reducing alcohol-related harm at a local level and builds on experience and successes from the tobacco control CLear model.
- 4.2 CLear helps place-based alcohol partnerships to assess local arrangements and delivery plans providing assurance that resources are being invested in a range of services and interventions that meet local need and which, the evidence indicates, support the most positive outcomes.
- 4.3 The CLear self and peer-assessment have been completed in Barnsley and 40 areas of improvement have been identified.
- 4.4 Key findings from the Barnsley alcohol Health Needs Assessment include:
- 1 in 4 residents drink too much
  - 56 – 80 year olds with a high socioeconomic status are most likely to drink daily at home
  - Audit scores in GP records show 1 in 7 Barnsley residents are drinking at 'increasing risk' levels
  - Treatment services for dependent drinkers are performing better than the national average
  - Dying is not particularly the problem (mortality is in line with national average), but there is a significant non-specific health burden from alcohol, shown by high alcohol hospital admissions
  - Alcohol is widely available at a high density per head of population, particularly in the town centre
- 4.5 The results from the CLear self and peer assessment and alcohol Health Needs Assessment for Barnsley allows an approach to forming an alcohol partnership with a remit to: challenge services; provide leadership; develop and review pathways; establish information sharing protocols; and examine results all with a view to reducing the availability, affordability and acceptability of alcohol misuse across the population.

#### **5. CONSIDERATION OF ALTERNATIVE APPROACHES**

- 5.1 The Alcohol Plan is based on a local health needs assessment and results from the CLear self and peer assessment which is based on the best national and international evidence. The local approach is comprehensive and robust, with a clear strategic direction. A number of targets have been set which will provide a measure of improvement over the next few years. Therefore alternative approaches have not been considered for to tackle alcohol misuse in Barnsley.

## **6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS**

- 6.1 The local alcohol health needs assessment has identified that 1 in 4 residents drink more than recommended levels and GP records show that 1 in 7 residents are drinking at 'increasing risk' levels.
- 6.2 There are a high number of alcohol related hospital admissions in Barnsley.
- 6.3 The alcohol plan aims to create a sensible drinking culture across the borough to ensure that everyone who chooses to drink alcohol does so sensibly.

## **7. FINANCIAL IMPLICATIONS**

- 7.1 The alcohol plan does not contain any additional financial or HR implications in terms of its successful delivery.

## **8. EMPLOYEE IMPLICATIONS**

- 8.1 Some employees may be drinking alcohol at increasing risk or harmful levels and therefore this plan will have a positive impact on their health and wellbeing.

## **9. LEGAL IMPLICATIONS**

- 9.1 None

## **10. CUSTOMER AND DIGITAL IMPLICATIONS**

- 10.1 The alcohol plan will consider digital applications to raise awareness of alcohol use over the next 2 years.

## **11. COMMUNICATIONS IMPLICATIONS**

- 11.1 Communications will form an important part of the alcohol plan and it is one of two areas where peer assessors assessed our efforts lower than we assessed ourselves. Therefore there is more to do and a dedicated communications plan has already been developed.

## **12. CONSULTATIONS**

- 12.1 All Directorate Management Teams have been consulted and feedback actioned appropriately. The alcohol plan has been presented to SMT and is scheduled to be presented at SSDG and the Health and Wellbeing Board in April.

## **13. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK**

- 13.1 The council's corporate priorities and corporate plan have been considered throughout the development of the alcohol plan and are the golden thread throughout.

## **14. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION**

- 14.1 An equality impact assessment has been completed with recommendations built into the improvement plan.

**15. TACKLING THE IMPACT OF POVERTY**

15.1 The alcohol plan will focus on reducing the affordability of alcohol which will contribute to tackling the impact of poverty.

**16. TACKLING HEALTH INEQUALITIES**

16.1 The impact of alcohol harm falls disproportionately on the more vulnerable people in society. Those in the lowest socioeconomic groups are more likely to be admitted to hospital or die from an alcohol-related condition compared to those in higher socioeconomic groups, so action that supports local work to prevent or reduce alcohol-related harm can also help reduce health inequality.

16.2 However, it is important that we do not neglect our efforts to those in the higher socioeconomic status groups. A study released by the Office for National Statistics (ONS ) has found that the most regular drinkers are those in professional jobs, with 69.5% of professionals reported having drunk in the last week, compared with 51.2% of people in routine or manual occupations.

16.3 Although the relationship between alcohol consumption and socioeconomic status is complex there is a need to dismantle the stereotype around those who are problem drinkers

**17. REDUCTION OF CRIME AND DISORDER**

17.1 Alcohol related crime and disorder is a particular problem in the night time economy and in terms of domestic abuse. The alcohol plan and development of an alcohol alliance will focus on the reduction of the harm caused.

**18. RISK MANAGEMENT ISSUES**


18.1 Alcohol use is an important part of the local economy and so the alcohol plan needs to balance this with addressing the impact on alcohol, society and crime.

**19. LIST OF APPENDICES**

- Appendix 1: Alcohol Plan
- Appendix 2: Alcohol targets
- Appendix 3: Equality Impact Assessment

**Report author:** Diane Lee, Head of Public Health

Financial Implications/Consultation



.....  
*(To be signed by senior Financial Services officer where no financial implications)*



# ALCOHOL PLAN 2018-2021

OUR VISION: TO CREATE A BOROUGH WHERE ALCOHOL IS ENJOYED SENSIBLY

## OUR PRIORITIES

NIGHT TIME  
ECONOMY

AVAILABILITY

AFFORDABILITY

ACCEPTABILITY

YOUNG  
PEOPLE

INDUSTRY

## OUTCOMES

- We will achieve Purple Flag accreditation and expand the Best Bar None awards
- We will assess the health impacts of each licensing application building an evidence base for cumulative impact policy where appropriate
- A reduction in the number of people diagnosed with alcohol-related liver disease
- A reduction in the number of alcohol-related hospital admissions
- A reduction in young people's alcohol consumption
- A reduction in alcohol-related crime and disorder
- A reduction in the number of dependent drinkers
- To stop the sale of high strength, low cost alcohol
- Increased awareness and understanding of alcohol-related harm across the whole population
- An informed workforce that feels empowered to have meaningful conversations about alcohol
- That people who are vulnerable due to alcohol are supported and kept safe (children, young people and adults)
- Developing better intelligence to achieve our vision
- Self-regulate local alcohol marketing and promotions to protect the under 18s from advertising

## QUICK WINS

Establish an alcohol alliance / partnership

To undertake CLear peer assessment and implement improvement plan

Develop communications plan which aims to promote a sensible drinking culture

Raise awareness of alcohol units with wider Barnsley's workforce #whatsyourtotal

## INDICATORS

- Hospital admission episodes for alcohol-related conditions
- Under 75 mortality rate from alcohol-related liver disease
- Hospital admission episodes for alcohol-related unintentional injury
- Violent crime (including sexual violence) - hospital admissions for violence
- Alcohol-related mortality
- Admission episodes for alcohol-specific conditions - Under 18s (Male & Females)
- Emergency hospital alcohol specific readmissions

## DIGITAL

- Education & training
- Campaigns

## HOW WE'LL GET THERE

- One Council
- Alcohol Alliance
- Action Plan



## Executive Summary

Alcohol plays a significant role in our social lives and in our economy: it provides employment, generates tax revenue and stimulates the night-time economy.

Although the majority of people who drink do so moderately, alcohol consumption has doubled over the past 40 years. As a result, alcohol is the leading risk factor for deaths among men and women aged 15–49 years in the UK (PHE, 2018), and there are more than one million alcohol-related hospital admissions every year.

The harm from alcohol goes far beyond individual health affecting families, friends and communities; it contributes to violent crime, domestic violence and absence from work.

The impact of alcohol harm falls disproportionately on the more vulnerable people in society. Those in the lowest socioeconomic groups are more likely to be admitted to hospital or die from an alcohol-related condition compared to those in higher socioeconomic groups, so action that supports local work to prevent or reduce alcohol-related harm can also help reduce health inequality.

However, it is important that we do not neglect our efforts to those in the higher socioeconomic status groups. A study released by the Office for National Statistics (ONS) has found that the most regular drinkers are those in professional jobs, with 69.5% of professionals reported having drunk in the last week, compared with 51.2% of people in routine or manual occupations.

Although the relationship between alcohol consumption and socioeconomic status is complex there is a need to dismantle the stereotype around those who are problem drinkers.

## National context

The new national alcohol strategy is due to be published in late 2019 and will focus on the need to reduce alcohol related harm in the home and community as well as the balance with the night time economy. In addition to a focus on behaviour change, marketing, NHS interventions and treatment it is understood that the strategy will include longer term ambitions around fiscal policies including taxation, duties and reformulation.

## Local context

The alcohol CLear (Challenge, Leadership, Results) self-assessment tool has been produced by Public Health England (PHE) to support an evidence-based response to preventing and reducing alcohol-related harm at a local level and builds on experience and successes from the tobacco control CLear model.

CLear helps place-based alcohol partnerships to assess local arrangements and delivery plans providing assurance that resources are being invested in a range of services and interventions that meet local need and which, the evidence indicates, support the most positive outcomes.

The CLear self and peer-assessment has been completed in Barnsley and the results, along with a recently completed health needs assessment, now allows an approach to forming an alcohol partnership with a remit to: challenge services; provide leadership; develop and review pathways; establish information sharing protocols; and examine results all with a view to reducing the availability, affordability and acceptability of alcohol misuse across the population.

## Key findings from the Barnsley HNA include:

- 1 in 4 residents drink too much
- By aged 15, almost 4 in 5 Barnsley young people have tried alcohol, and Barnsley has the highest prevalence in the country for 15 year olds who have ever had a drink
- 56 – 80 year olds with a high socioeconomic status are most likely to drink daily at home
- Audit scores in GP records show 1 in 7 Barnsley residents are drinking at ‘increasing risk’ levels
- Treatment services for dependent drinkers are performing better than the national average
- Dying is not particularly the problem (mortality is in line with national average), but there is a significant non-specific health burden from alcohol, shown by high alcohol hospital admissions
- Alcohol is widely available at a high density per head of population, particularly in the town centre

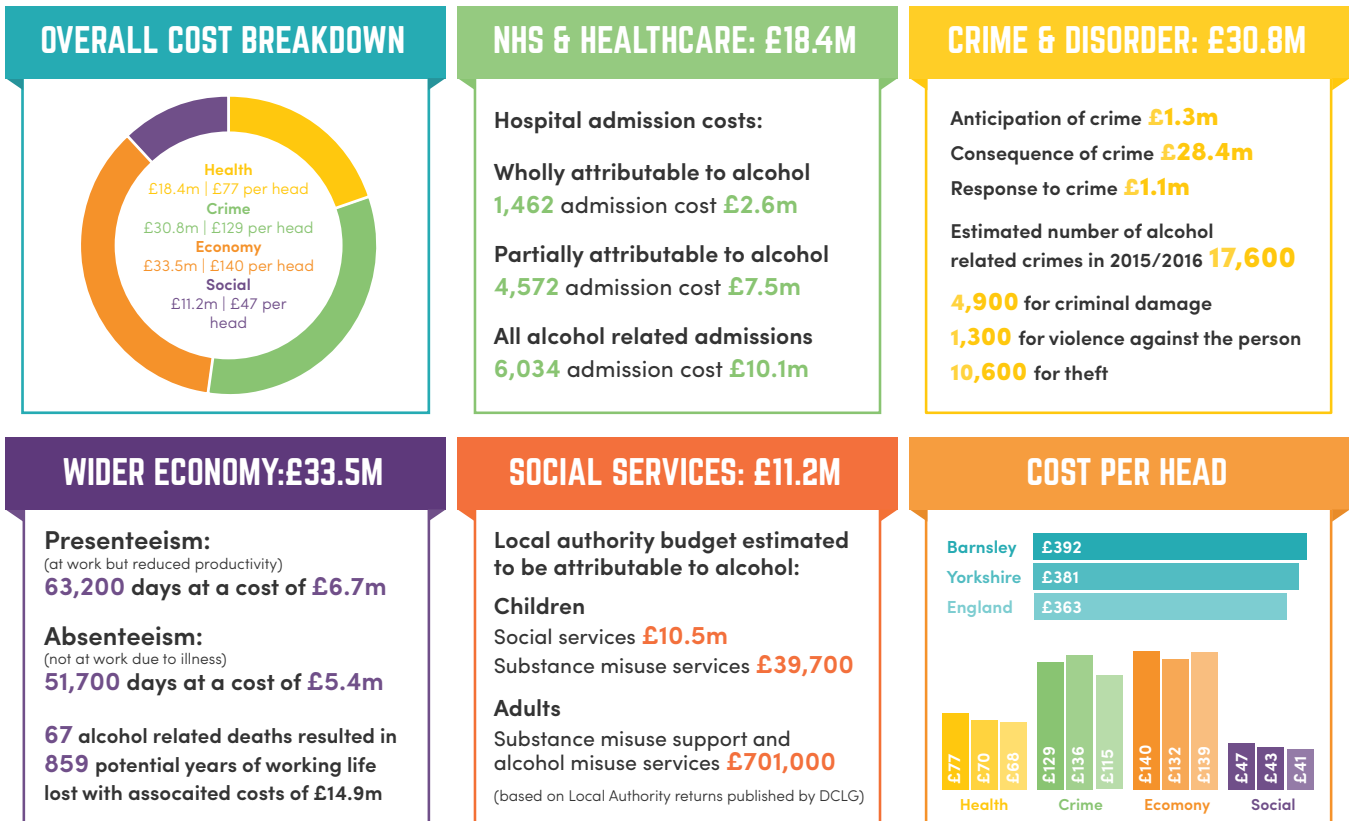
## The HNA makes a number of recommendations as follows:

- Different approaches are needed for the different ‘types’ of drinkers – such as differently marketed communication and health messaging
- Build on previous local work with young people to delay drinking or provide social opportunities with alternatives to drinking
- Use Audit scores in GP records to gain a better understanding of local drinking behaviours and risk
- Limit alcohol outlet density through planning and licensing powers
- Consider the possibilities of local application of minimum unit pricing, which has the potential to reduce the amount of alcohol consumed

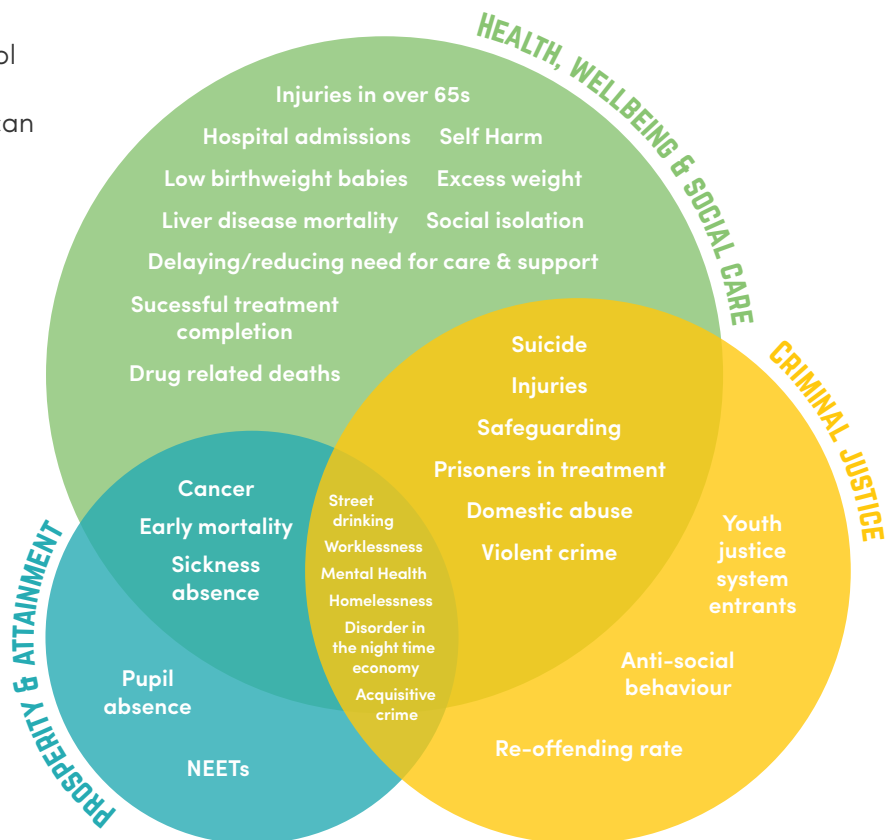
# Making the case for continued investment in reducing alcohol related harm

## Cost of alcohol harm in Barnsley

In 2015/16 the overall cost to the borough was 93.9million estimated to be: £392 per head of population.



The public health burden of alcohol is wide ranging, relating to health, social or economic harms. These can be tangible, direct costs (including costs to the health, criminal justice and welfare systems), or indirect costs (including the costs of lost productivity due to absenteeism, unemployment, decreased output or lost working years due to premature pension or death). The consequences of alcohol misuse are borne by individuals, their families, and the wider community. The figure to the right sets out the range of Public Health Outcomes Framework indicators that alcohol impacts upon. By taking action to reduce alcohol-related harm at the local level, it is possible to improve the positive outcomes achieved across systems.





The alcohol plan will complement other strategic plans where alcohol is a key issue, including, but not limited to:

- Health and Wellbeing Strategy
- Food strategy
- Safer Barnsley Partnership Plan
- Suicide Prevention Plan
- Children and Young People’s Plan
- Neglect Matters Strategy
- Statement of Licensing Policy
- Local Authorities Corporate Aims and Objectives

### The extent of alcohol harm in Barnsley

Alcohol-related health risk is determined by the volume of alcohol consumed and the frequency of drinking occasions. Broadly, the more someone drinks, the greater the risk. As such, understanding levels and patterns of alcohol consumption in your local area can help you plan the activity needed to reduce alcohol-related harm. Dependent drinkers have a particularly high impact on NHS, police, criminal justice, and social care service costs per head.

In Barnsley it is estimated that alcohol consumption is currently at 7.7 litres per capita, representing an annual average expenditure on alcohol of £402.70 per person.

#### AT A GLANCE...

Consumption of pure alcohol per capita per year (based on off-trade sales)	<b>8 LITRES</b>
Proportion of the adult population estimated to be abstainers	<b>14.5%</b>
Proportion of the adult population drinking above low risk guideline	<b>25.8%</b>
Rate of alcohol-related hospital admission episodes (narrow measure)	<b>773 PER 100,000</b>
Estimated number of alcohol dependent adults	<b>3,458</b>
Estimated number of children living with an alcohol dependent adult	<b>1,320</b>
Proportion of children in need assessments that record alcohol as a contributory factor	<b>8.6%</b>

**WE WILL WORK TOGETHER TO PROVIDE STRATEGIC VISION AND LEADERSHIP IN THE DRIVE TO PREVENT AND REDUCE ALCOHOL-RELATED HARM.**

**WE WILL ENSURE EVERYONE IS SUPPORTED TO MAKE INFORMED CHOICES ABOUT THEIR ALCOHOL USE.**

**ALCOHOL IS TAKEN FOR GRANTED IN THE UK TODAY.**

**IT IS EASY TO GET HOLD OF, INCREASINGLY AFFORDABLE, ADVERTISED EVERYWHERE AND ACCEPTED BY MANY AS AN INTEGRAL PART OF DAILY LIFE.**

# How we will deliver the Alcohol Plan

## 1. Action Plan

An action plan has been developed which lists the steps needed to achieve our vision. The action plan includes specific interventions, resources and timescales and will be continuously updated according to local need and national evidence.

## 2. One Council

The alcohol plan will be delivered in partnership with all council directorates and external partners. Although the plan will be led by public health, the alcohol agenda has relevance to all council business plans and strategies: therefore success will only be made possible through collaboration and shared responsibilities.

## 3. Alcohol Alliance

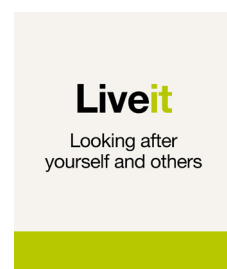
Progress and achievements will be monitored by public health DMT but it is proposed that an alcohol alliance be established with learning gained from the success of the tobacco control alliance.

Given the diversity of alcohol, developments will also be reported into other stakeholder groups as and when required – some of which are listed below.

## 3. Stakeholders

Alcohol is of interest to a number of different services in the community and departments within the Council, with many initiatives already addressing alcohol misuse and alcohol-related harm. To be successful, however, the alcohol plan will need support from all stakeholders who have an interest in this area and these stakeholders will need to work together to form an alliance and achieve shared priorities and outcomes.

Internal Stakeholders	External Stakeholders
Anti-Poverty Delivery Group Area Councils Business Intelligence Barnsley Safeguarding Board Events and Culture Adult Commissioning Children's Commissioning Family Centres Planning Public Health Nursing Service Safer Neighbourhood Service Licencing Youth Offending Team Town Centre Management Trading Standards	CRC and Probation Yorkshire Ambulance Service Barnsley CCG Barnsley GP Federation Barnsley Hospital Healthwatch Schools & Colleges South West Yorkshire NHS Foundation Trust Voluntary Sector South Yorkshire Police South Yorkshire Fire and Rescue



## Alcohol Plan 2018 – 2021

		Definition	Latest performance 2016/17  (2008/9)	Target 2019/20	Target 2020/21	
1.	Admission episodes for alcohol-related conditions (narrow) (male) <i>All ages, per 100,000 population</i>	Admissions to hospital where the primary diagnosis is an alcohol-related condition or a secondary diagnosis is an alcohol-related external cause	955 (942)  Y&H 890 (776)  Eng 818 (793)	910	860	10% decrease over 2 years
2.	Admission episodes for alcohol-related conditions (narrow) (female) <i>All ages, per 100,000 population</i>	Admissions to hospital where the primary diagnosis is an alcohol-related condition or a secondary diagnosis is an alcohol-related external cause	609 (482)  Y&H 532 (472)  Eng 473 (440)	580	550	10% decrease over 2 years
3.	Admission episodes for alcohol-specific conditions – Under 18s (male) <i>Per 100,000 population</i>	Admissions to hospital for under 18s where the primary diagnosis or any of the secondary diagnoses are an alcohol-specific (wholly attributable) condition	32.8 (91)  Y&H 28.9 (65.6)  Eng 27.4 (62)	29	26	Stretch decrease of approximately 10% per year
4.	Admission episodes for alcohol-specific conditions – Under 18s (female) <i>Per 100,000 population</i>	Admissions to hospital for under 18s where the primary diagnosis or any of the secondary diagnoses are an alcohol-specific (wholly attributable) condition	60.3 (84)  Y&H 37.9 (81.5)  Eng 41.3 (82.9)	54	49	Stretch decrease of approximately 10% per year

We have to be mindful with any projected target as nationally published figures for all four measures have a time lag of two years and 3 & 4 being subject to a rolling average across a three year period (ie, the last figures were for 2014/15 – 2016/17). This means that any change in performance for 2019/20 will not be tangibly detected in the statistics until 2021/22. Therefore, we will need to rely on local measures in the short to medium term to give an indication on the effectiveness of any new initiatives and interventions.

Data includes inpatient admissions only.

Narrow definition - where the main reason for admission is caused in full or in part by alcohol e.g. alcohol poisoning, alcoholic liver disease

Broad definition – where the main or secondary reason for admission is caused in full or in part by alcohol e.g. cardiac arrhythmia, hypertension, breast cancer

This page is intentionally left blank



Service Name:	Alcohol Plan (Public Health)
Your Name:	Garreth Robinson
Contact Details:	<a href="mailto:garrethrobinson@barnsley.gov.uk">garrethrobinson@barnsley.gov.uk</a>
Assessment Date:	23/01/2019
Date of EIA Review:	

This EIA will tell you about the following changes we are making (please provide some background/context):

The alcohol CLear self-assessment tool has been produced by Public Health England (PHE) to support an evidence-based response to preventing and reducing alcohol-related harm at local level. CLear helps place-based alcohol partnerships to assess local arrangements and delivery plans providing assurance that resources are being invested in a range of services and interventions that meet local need and which, the evidence indicates, support the most positive outcomes.

The CLear self-assessment has been completed in Barnsley and the results, along with a recently completed health needs assessment, now allows an approach to forming an alcohol partnership with a remit to: challenge services; provide leadership; develop and review pathways; establish information sharing protocols; and examine results all with a view to reducing the availability, affordability and acceptability of alcohol misuse across the population.

An Alcohol plan has been developed that sets out the priorities and suggested outcomes for addressing alcohol related harm in Barnsley. We have identified six priorities;

- Night Time Economy
- Availability
- Affordability
- Acceptability
- Young People
- Industry

A high level detailed action plan has been developed to ensure we are working towards each priority area and our progress is measured.

## We are making these changes because:

Alcohol plays a significant role in our social lives and in our economy: it provides employment, generates tax revenue and stimulates the night-time economy.

Although the majority of people who drink do so moderately, alcohol consumption has doubled over the past 40 years. As a result, alcohol is the leading risk factor for deaths among men and women aged 15–49 years in the UK (PHE, 2018), and there are more than one million alcohol-related hospital admissions every year. The harm from alcohol goes far beyond individual health affecting families, friends and communities; it contributes to violent crime, domestic violence and absence from work.

The impact of alcohol harm falls disproportionately on the more vulnerable people in society. Those in the lowest socioeconomic groups are more likely to be admitted to hospital or die from an alcohol-related condition compared to those in higher socioeconomic groups, so action that supports local work to prevent or reduce alcohol-related harm can also help reduce health inequality.

However, it is important that we do not neglect our efforts to those in the higher socioeconomic status groups. A study released by the Office for National Statistics (ONS) has found that the most regular drinkers are those in professional jobs, with 69.5% of professionals reported having drunk in the last week, compared with 51.2% of people in routine or manual occupations.

Although the relationship between alcohol consumption and socioeconomic status is complex there is a need to dismantle the stereotype around those who are problem drinkers

## As part of this process, we will ask the following equality, diversity and inclusion questions to help us better understand the impact of the changes:

1. Who are the groups of people at the highest risk of alcohol related harm?
2. What groups within the community will struggle to understand our communications and promotion work?
3. How can we ensure that we target resources to the sections of the community who need it the most?
4. Thinking about the protected characteristics groups, what is missing from the alcohol and action plan?

## To answer these questions we will do the following things (e.g. service user or staff consultation, data analysis, research etc):

1. Reviewed local and national evidence about those most at risk from alcohol related harm. Also worked with BMBC internal colleagues to understand what the impact of alcohol related harm is, or could be, with our priority groups such as low income groups, children & young people, disabled people.
2. Conversations with partners and stakeholders who work with people who may fall in to protected characteristic groups.
3. Reviewed the content and outcome of other EIA's e.g. Healthy Lifestyles, Physical Activity Plan and the Food Strategy Action Plan for similarities / overlap.
4. Conversations with BMBC equality and Inclusion colleagues and the points made within the EIA.

From this engagement/research/analysis we have learnt the following things:

1. Alcohol related harm is diverse across all groups in society and not one group can be excluded from the work we do in this area
2. Partners are willing to work with Public Health on our ambitions to make changes and new processes to achieve our outcomes will be introduced in their work areas.
3. Communication may not be suitable for all groups and there is a need to develop resources for a number of different audiences

Which groups will be most affected by the change? (Please delete rows that are not applicable):

Protected characteristic	Details of group affected e.g. Learning Disability,	How will they will be affected by your change (please give details):	Degree of impact
Disability	Deaf, learning disability, physical disability, sensory impairment	<p>Considerations for the alcohol plan and alcohol action plan will include how to remain flexible to the needs of disabled people.</p> <p>Whilst some disabled people may find reducing alcohol related harm communications online more accessible for them, there are some disabled people who may face additional barriers to accessing online resources because of a lack of confidence, a lack of skills, or because of other barriers that they face to accessing services online. Consideration will also be needed for any face to face alternatives. For example, meetings and forums; in which case considerations should be given for an interpreter of signer.</p> <p>There are also some individuals who face barriers to accessing primary, secondary and tertiary services in the more traditional ways as these are also not suitable for their access needs. For example; People with communication support needs or people whose first language isn't English i.e. Deaf BSL users. This will be considered in the</p>	Positive

		alcohol action plan and data monitoring processes.	
Ethnicity	People whose first language isn't English.	<p>Cultural barriers to engagement with services will be covered in Alcohol Action Plan.</p> <p>Considerations for the project will include how to remain flexible to the needs of our BME, Polish and Romanian residents, as evidence suggests there could be problematic drinking behaviours among the latter two.</p> <p>Whilst some ethnic groups may find online communications and services more accessible for them, there are some people who may face additional barriers to accessing services and communications online because of a lack of confidence, a lack of understanding of our offer, a lack of skills, or because of language barriers.</p>	Positive
Age	Young People and Older people	<p>Challenging social norms and perceptions of alcohol use among all young people. Overrepresentation of under 18s (female) hospital admissions.</p> <p>Older People – awareness of alcohol related harms, challenging social norms and ingrained perceptions</p> <p>Considerations for the Alcohol Plan and Alcohol Action Plan will include how to remain flexible to the needs of our younger population; the under 25s:</p> <p>Whilst some older people may find accessing services and communications online more accessible for them, there are some older people who may face additional barriers to accessing services in this way because of a lack of confidence, a lack of skills, or because of a lack of access to equipment or the internet.</p> <p>Tertiary services may be inappropriate for some older people with regards to the environment of these services.</p>	Positive

What practical steps will you take to make sure that the above changes are as fair and equal as possible? (e.g. will you monitor outcomes for diverse groups, will you include equality actions in your plan, will you change an approach to make it more inclusive etc):

Action	Who?	Please tick					Date updated
		Not due	Not started	Underway	Behind	Complete	
<p><b>Communications</b>            Develop a communication plan to better engage those protected characteristic group highlighted above. Particularly those who are at high risk and underrepresented.            Provide content and information in accessible formats, using different mediums - suitable for the audience and based on our knowledge of who we need to target/engage. E.G Easy Read, Large Print, BSL, different spoken languages, online, leaflets etc.            Undertake evaluation exercise. Gathering feedback on experiences in accessing or engaging with the work we are completing in order to review our approach and tailor or target further.</p>			X				
<p><b>Events, Meetings and Forums</b>            Ensuring we engage a more diverse range of people in our events and activities. We will target promotion to those groups of people underrepresented in services and communication networks.            Ensuring the right access and communication support is provided.            Ensuring Colleagues from the Equality and Inclusion Team are represented in meetings.</p>			X				
<p><b>Primary, Secondary and Tertiary prevention</b>            We will work with our partners and providers to develop monitoring and data mechanisms to enable us to understand who is accessing services, using this information to identify barriers to access and engagement – and to monitor outcomes for diverse groups.</p>			X				

This page is intentionally left blank

**BARNSELEY METROPOLITAN BOROUGH COUNCIL**

**This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan**

**REPORT OF THE EXECUTIVE  
DIRECTOR CORE SERVICES  
CABINET ON 20 MARCH 2019**

**MEMBER REPRESENTATION ON THE VIRTUAL SCHOOL GOVERNANCE GROUP**

**1. Purpose of Report**

- 1.1 To seek the formal appointment of Elected Members to the Virtual School Governing body.

**2. Recommendations**

- 2.1 That the People (Achieving Potential) and People (Safeguarding) Cabinet Spokespersons and the respective Cabinet Support Members be appointed to serve on the Virtual School Governance Group, together with six further Elected Members to be appointed at Full Council.**

**3. Background**

- 3.1 The People Directorate have been progressing arrangements to establish a governing body for Barnsley's Virtual School for Children in Care, separate from the current Corporate Parenting Panel. Interim arrangements have been in place to provide this governance, but these arrangements have now been formalised.
- 3.2 The two People Cabinet Spokespersons, and their respective Support Members, have been serving on the interim body together with a number of Members drawn from the Corporate Parenting Panel, namely Councillors Carr, Pourali, Charlesworth, Wilson, Coates and C. Johnson.
- 3.3 The terms of reference for the proposed Governance Group are set out in the Appendix. In particular, it works to ensure good or outstanding experiences and outcomes for children looked after by Barnsley, to agree and monitor the relevant policies and monitor, evaluate, celebrate and challenge the work of the Local Authority and the virtual school.
- 3.4 In addition to Elected Members, the Governance Group will initially comprise the Headteacher of the Virtual School, the Head of Service for Children in Care, and the Designated Nurses for Safeguarding Children and Looked After Children. Further development of the Governance Group is also proposed to include members from professional groups within the Council beyond People Directorate and representatives of the Council's partners, for example local businesses.

#### **4. Proposal**

- 4.1 It is proposed that the People (Safeguarding) Spokesperson, as Chair, and People (Achieving Potential) Spokesperson, as Vice Chair, and their respective Cabinet Members shall be members of the Governance Group, together with six additional Elected Members. The six Members will be appointed by Full Council in broad political proportionality.
- 4.2 Members involved in the interim arrangements have been drawn from the Corporate Parenting Panel. However, this is not a requirement for the new governance body. Indeed, there may be some merit in broadening out the number of Members involved in corporate parenting responsibilities.

#### **5. Appendices**

- 5.1 Appendix 1 – Terms of Reference of the Virtual School Governance Group.

#### **6. Background Papers**

If you would like to inspect background papers for this report, please email [governance@barnsley.gov.uk](mailto:governance@barnsley.gov.uk) so that appropriate arrangements can be made

**Report author:** Ian Turner, Service Director Governance and Member Support



## **Barnsley Virtual School for Children in Care Governance Group**

### **Terms of Reference**

#### **Purpose**

- The Governing Body of Barnsley’s Virtual School for Children in Care (CiC) needs to take a strategic role, act as a critical friend to the school and be accountable for its decisions. It should agree and monitor policies and monitor, evaluate, celebrate and challenge the work of the local authority and the Virtual School for CiC in its role of ensuring good or outstanding experiences and outcomes for children looked after by Barnsley.

#### **Membership**

- The Governing Body will comprise councillors sitting on the Corporate Parenting Panel, The Virtual Headteacher of the Virtual School, the Head of Service for Children in Care, the Designated Nurse Safeguarding Children and the Designated Nurse for Looked After Children.
- The Chairperson is to be the Cabinet Spokesperson: Safeguarding at the time of the meeting
- The Vice Chairperson is to be the Cabinet Spokesperson: Achieving Potential at the time of meeting

#### **Meetings**

- The governing body will meet bi-monthly, as part of Corporate Parenting Panel meetings
- Dates for the meetings are to be set a year in advance
- Governing body meetings are to last a maximum of 90 minutes, and will form the second half of Corporate Parenting Panel meetings
- Governing Body meetings will be clerked by a member of BMBC’s Business Support Team as part of their duties to the full Corporate Parenting Panel
- In the absence of the Chair, the governing body meetings will be chaired by the Vice Chair.
- In the event of a tied vote the Chair or acting Chair shall have a second or casting vote.
- The draft minutes of each meeting will be circulated with the agenda for the next meeting and will be presented at that meeting by the Chair.

#### **Term**

- The role of chair will transfer with any change in the Cabinet Spokesperson: Safeguarding
- The role of vice chair will transfer with any change in the Cabinet Spokesperson: Achieving Potential
- Remaining councillor membership will reflect membership of the Corporate Parenting Panel

#### **Quorum**

- At least half of the councillors must be present for the meeting to be considered quorate

#### **Role and Responsibilities**

1. To receive and agree the Annual Headteacher report in order to:
  - review and evaluate the examination/national test results for children looked after by Barnsley;
  - review and evaluate the annual level of exclusions of children looked after by Barnsley;
  - review and evaluate the annual school attendance of children looked after by Barnsley.
2. To receive, approve and monitor the School Development Plan for Barnsley’s Virtual School for Looked After Children.

3. To receive and agree termly Virtual School Monitoring reports in order to:
  - monitor the educational attainment and progress of children looked after by Barnsley;
  - monitor the level of exclusions of children looked after by Barnsley;
  - monitor the school attendance of children looked after by Barnsley .
4. To review and approve Barnsley’s policy and procedures for managing the Pupil Premium Grant Plus funding as it relates to children looked after by:
  - monitoring the level of, and distribution of, Pupil Premium Grant Plus Funding;
  - monitoring the impact of work funded by Pupil Premium Grant Plus Funding.
5. To maintain an overview of the staffing of the Virtual School.
6. In consultation with the Headteacher, to determine the staffing structure of the school.
7. To oversee the appointment procedure for staff to the Virtual school.
8. To bring matter to the attention of the full Corporate Parenting Panel as their significance demands.

Date reviewed and adopted:.....

Date of next review:.....

Signature of Chair of Governors:.....

## BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

### REPORT OF THE EXECUTIVE DIRECTOR OF COMMUNITIES TO CABINET ON 20 MARCH 2019

#### Proposal to establish a new Public Space Protection Order (PSPO) for Barnsley Town Centre

#### 1. PURPOSE OF REPORT

- 1.1 To seek agreement from Cabinet on the replacement of the current Town Centre Public Space Protection Order and the relevant conditions applicable to the new order. This is required due to the current order expiring on 1 March 2019.

#### 2. RECOMMENDATIONS

- 2.1 That Cabinet agree to the conditions of the new PSPO being those outlined in the report at section 4.6.
- 2.2 That Cabinet agree with the introduction of the begging related condition at section 4.8 within this report with the understanding that the condition will be utilised as a last resort after other support interventions have been utilised first.
- 2.3 That the Public Space Protection Order will be confined to a new designated area to cover the town centre only, following consideration of the alternative approaches identified in section 5 of this report.
- 2.4 That Cabinet note the intention to further develop the "Help us Help Them" campaign in relation to begging, building upon the success of this scheme to date and through the campaign continue to raise awareness within the general public.

#### 3. INTRODUCTION

- 3.1 Following the implementation of the Anti-Social Behaviour, Crime and Policing Act 2014, the council made a PSPO in 2016 for Barnsley town centre and some surrounding residential areas where evidence existed at that time to justify making such an order, and with overwhelming support from partners and the public.
- 3.2 The PSPO came into effect in March 2016 for the maximum permitted duration of three years; therefore it will expire in March 2019. The legislation in relation to PSPO's requires those that have been in place for three years to be reviewed, removed or renewed.

- 3.3 The current PSPO has been successful in reducing anti-social behaviour throughout the Town Centre with many of those breaching the order and issued with warnings or dispersals taking notice and not receiving a fixed penalty notice.
- 3.4 Leading up to the expiration of the current order further evidence gathering has been undertaken in order to justify its continuation and although the original PSPO is deemed to have been effective, it is believed that the evidence remains, as does support from partners and the public, to continue to have such an order in place. The evidence gathering included a public consultation both on-line and face to face collating the results into a single platform.
- 3.5 The evidence to suggest a PSPO works is as follows:
- Year 1: 307 dispersal notices were issued and 30 breaches.
  - Year 2: 171 dispersal notices were issued and 20 breaches.
  - Year 3: From March to December 2018 40 dispersals were issued and 3 breaches.
- 3.6 The evidence in 3.5 above demonstrates that a PSPO provides a suitable mechanism to deal with low-level, high volume related concerns. There are limited breaches occurring as a result of dispersal notices being issued which demonstrates compliance by most, without the need for further escalation by the issuing of relevant fixed penalty notices. It is important to note within this report that there are less dispersal notices being issued due to there being less problems and a gradual behaviour change is taking place within the Town Centre based on the current terms of the PSPO.
- 3.7 As part of the evidence gathering process the Safer Neighbourhood Service were requested to explore the inclusion of additional conditions to the current PSPO, these being begging related issues and pedlars/unauthorised street traders.

#### **4. PROPOSAL AND JUSTIFICATION.**

- 4.1 A PSPO can only be granted if there is sufficient evidence to support the problems that the conditions are intended to deal with. For the purpose of this report, the evidence has been collated from the outcome of the public consultation and information available from partnership agencies.
- 4.2 Evidence was provided that supported the original conditions of the PSPO to be continued, these being:
- Behaving in a way that causes or is likely to cause harassment, alarm or distress to another person.
  - Using, possessing or supplying to another person any intoxicating substance defined for the purposes of this order as any substance with the capacity to stimulate or depress the central nervous system. Exempt from this are alcohol, caffeine, substances used for a valid and demonstrable medicinal purpose, substances given to an animal as a medicinal remedy and cigarettes (tobacco).
  - Continuing to consume alcohol when required to stop doing so by any authorised officer

- To leave the restricted area and not return within 48 hours of the request to leave
- To immediately surrender any alcohol in his or her possession upon request

4.3 The additional consultation questions in relation to begging received a varied response during the public consultation which consisted of the following elements:

- 7.51% of those consulted would not like to see begging included
- 23.97% of those consulted would like to see aggressive begging included
- 30.05% of those consulted would like to see active and aggressive begging included
- 38.46% of those consulted would like to see passive, active and aggressive begging included.

Within the consultation documents the above definitions for passive, active and aggressive begging were included so respondents could familiarise themselves with the difference.

4.4 The inclusion of a begging related question within the consultation attracted a challenge against the inclusion of such conditions from Liberty (The National Council for Civil Liberties).

4.5 In relation to pedlar related concerns it is felt that a Street Trading Policy should be implemented prior to the inclusion of any condition relating to such behaviour within the order. This policy is current under development and will be discussed separately in due course.

4.6 It is proposed that the new order continues with the previous conditions, these being:

- Behaving in a way that causes or is likely to cause harassment, alarm or distress to another person.
- Using, possessing or supplying to another person any intoxicating substance defined for the purposes of this order as any substance with the capacity to stimulate or depress the central nervous system. Exempt from this are alcohol, caffeine, substances used for a valid and demonstrable medicinal purpose, substances given to an animal as a medicinal remedy and cigarettes (tobacco).
- Continuing to consume alcohol when required to stop doing so by any authorised officer
- To leave the restricted area and not return within 48 hours of the request to leave
- To immediately surrender any alcohol in his or her possession upon request

4.7 Based on the public consultation feedback there is the option for a condition relating to begging to be included, however the condition will be used on a case by case basis taking into account the support mechanisms provided for the individual carrying out such behaviour.

Each case would be subject to a partnership discussion and an appropriate decision regarding a breach would be agreed at such discussions and breaches issued afterwards.

It is important to note that the enforcement of any begging related offence would be taken following a selective and judicious approach to ensure suitability.

- 4.8 If Cabinet agree to include a condition in relation to begging, it is proposed the condition is applied utilising the following prohibition:

“Persistent and repeated or aggressive begging”

- 4.9 Those involved in this activity often have complex lives and backgrounds and we would suggest that we should ensure that all efforts to engage with the individual have been exhausted and that enforcement would be a last resort in dealing with this behaviour. Balancing the needs of people leading complex lives and the rights of the general public whilst in the Town Centre is challenging to balance in the context of Human Rights legislation.
- 4.10 The enforcement of the PSPO can be delegated by the Council to a relevant partner to allow for a range of suitable resources to be deployed in the management of the order. The enforcement of the order will therefore be contained within existing resources and/or an alternative enforcement provider.
- 4.11 South Yorkshire Police are a key partner of Barnsley Council and will provide support in relation to the enforcement of the PSPO however the focus of their enforcement will be around the anti-social behaviour elements of the order and not in relation to begging related issues.
- 4.12 It is recognised that alternative approaches must be considered and implemented in conjunction with a PSPO in order to comprehensively tackle safety, security and anti-social behaviour concerns impacting the town centre and surrounding residential areas.

The PSPO can only be effective when implemented as part of a range of tools and interventions dependent upon the dynamics of the problem in question. For this reason it is not proposed that the PSPO should be regarded as the panacea for more entrenched and persistent behaviours, nor should it be regarded as a solution to “rough sleeping” and persistent offending.

The PSPO is effective as an intervention to quickly address lower level voluminous anti-social behaviour involving those who would respond to the requirements of the intervention and enforcement agents or be deterred by the sanction attached to breaching the PSPO which can carry a fine of up to £1,000.

- 4.13 Evidence to support the making of the PSPO is attached in the following Appendices:

Appendix 1 – Summary of analysis of South Yorkshire Police ASB data.  
Appendix 2 – Results of online public consultation.

- 4.14 A draft Public Space Protection Order is attached at Appendix 3.

- 4.15 A copy of a map showing the existing PSPO area and the proposed new area is attached at Appendix 4.

## **5. CONSIDERATION OF ALTERNATIVE APPROACHES**

### **5.1 Designation Options**

#### **Option 1 - Do nothing and cease to have a PSPO in place after the current one expires in March 2019**

This is not a recommended option because evidence suggests there is still an ongoing problem which a PSPO would provide support for. Failure to continue with a PSPO may result in a rise of anti-social behavior.

#### **Option 2 – Make a new PSPO for a further three years with the same conditions as the 2016 order.**

It is recommended that this option is given consideration which excludes the inclusion of any begging related conditions due to the complexities surrounding any enforcement activity of such offences.

#### **Option 3 - Make a new PSPO for a further three years with the addition of ‘Persistent and repeated or aggressive begging’ as a clause.**

It is recommended that this option is given consideration which includes begging as an option where other mechanisms to engage and change behavior have failed.

### **5.2 Boundary Change Approach (See Appendix 4):**

#### **Option 1 - Retain the original PSPO area**

The conditions in which the PSPO focusses on are no longer occurring in the original area and as such there is limited supporting information to continue with the original boundary. Additionally, 60% of the respondents to the public consultation were in favour of adopting a new boundary.

#### **Option 2 – Amend the order to the new Town Centre boundary**

This is the recommended option as the weight of evidence supports this designation.

## **6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS**

- 6.1 It is intended that the new PSPO, combined with other measures to assure the safety and security of Barnsley, will positively impact the majority of people using our town centre for work, business or leisure and those residents living close to the town centre.

It is also anticipated that by identifying those most responsible for wider “public concerns” the council and its partners will be in a better position to provide support and assistance where possible to address some of the underlying causes of behaviour which negatively impact others.

The overall aim is to ensure Barnsley has a town centre and surrounding locations that support the corporate ambition to boost and rejuvenate our local economy.

## **7. FINANCIAL IMPLICATIONS**

7.1 No direct implications associated with this report.

## **8. EMPLOYEE IMPLICATIONS**

8.1 There are no anticipated employee implications in relation to the PSPO other than those employees given authority to enforce the order will require appropriate training.

## **9. LEGAL IMPLICATIONS**

9.1 The public consultation and the proposal to include begging into the new PSPO resulted in a challenge from an organisation called Liberty.

9.2 Should a begging condition be adopted there will be complex implications in relation to the prosecution of those committing the offences which will need to be understood in detail with relevant processes put in place to ensure effectiveness and that support has been offered or provided in the first instance.

9.3 Each case where prosecution for non-payment is applicable will be evaluated fully prior to processing.

## **10. CUSTOMER AND DIGITAL IMPLICATIONS**

10.1 The positive message that Barnsley Council is continuing to work with stakeholders to develop a safer town centre will be key during the re-launch of the PSPO.

## **11. COMMUNICATIONS IMPLICATIONS**

11.1 Town centre safety and security continues to command intense public interest and as such there are significant communications implications associated with any measures designed to address current and emerging problems.

Very often, singular incidents can receive significant media interest and perceptions of safety are influenced by the way things are reported in the local media. It is therefore crucial that joint messages continue to be produced in terms of reassuring the public that safety and security remains a primary concern for the council and its partners but also to demonstrate a balanced and proportionate approach to the needs of the most vulnerable and isolated in our town.

For this reason, interventions associated with our approach to anti-social behaviour in Barnsley are proactively communicated and approaches to specific problems associated with specific times of year such as the mischief period and Christmas command bespoke communications plans.

11.2 Upon the making of a PSPO both relevant and required information will be made publicly available on the council's website and the PSPO will be publicised via



social media, posters, meetings and forums, etc.

11.3 Home Office guidance requires councils to consult whatever community representatives they think appropriate and that before a Public Space Protection Order is made, the council must publish the draft order in accordance with regulations published by the Secretary of State.

11.4 In respect of the begging clause proposed in this report, the Barnsley Homeless Alliance launched in October 2018 with an accompanying communications strategy to raise awareness and educate our residents, partners and business about:

- the services and support provided by the Homeless Alliance
- alternative ways of giving in order to reduce homelessness and begging
- donations / volunteering time to charity services

This campaign was titled the 'Help Us Help Them' campaign and has already seen significant positive press coverage and public engagement. Over the next 12 months we will look to further develop the communications strategy to particularly target the different audiences affected by the issue of begging and to further the enhance these messages.

## **12. CONSULTATIONS**

12.1 Consultation has been undertaken with the following;

- South Yorkshire Police
- South Yorkshire Police and Crime Commissioner
- Communities Directorate
- Local Member of Parliament
- BMBC Legal Services
- Town Centre Board
- Town Centre Retail & Business Forum
- Barnsley Homeless Alliance
- The general public (by means of an online consultation and by officers going out into the town centre surveying members of the public and businesses)

## **13. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK**

13.1 The PSPO supports the delivery of the following strategic priorities;

### **Thriving and Vibrant Economy**

- Develop a vibrant town centre

### **People Achieving Their Potential**

- Children and adults are safe from harm
- Early targeted support for those that need it

### **Strong and Resilient Communities**

- Protecting the borough for future generations

- 13.2 Performance is actively monitored through a stratified risk and performance framework with a town centre safety and security action plan monitored through the Town Centre Board and Anti-social Behaviour Delivery Partnership.

#### **14. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION**

- 14.1 An Equality Impact Assessment was done at the start of the initial PSPO and this has been revised and updated. (Available as a background paper).

The order is designed to contribute towards a safe and peaceful environment for all residents of the borough and therefore should be supportive of those most affected by the fear of crime and those most fearful of using the town centre. Behaviours prescribed in the PSPO, however, may be more likely to be displayed by individuals with underlying complex and multiple needs and it is therefore essential that the PSPO is regarded as one measure within a range of interventions designed to address both the causes and effects of anti-social behaviour in the town centre and surrounding residential areas.

- 14.2 The European Convention of Human Rights will be considered during any discharge of powers under the Public Space Protection Order and due regard to any requirements of this will be applied.

#### **15. TACKLING THE IMPACT OF POVERTY**

- 15.1 The PSPO and associated measures to address safety concerns in Barnsley are designed to contribute towards the corporate ambition to transform the economy of our town and create an environment for a sustainable and vibrant economy to grow. Ultimately the benefits of stimulating investment and growth should benefit all residents of the borough and help address issues associated with poverty.

#### **16. TACKLING HEALTH INEQUALITIES**

- 16.1 All safety and security measures of which the PSPO forms contribute towards building a more informed picture of the needs of our residents including those with underlying health needs. It is hoped that by contributing towards a greater understanding of the health needs of some of our more excluded and isolated residents proactive engagement will enable the identification of support and treatment needs and opportunities which should contribute towards improving the longer term health prospects of these individuals. Specifically, experience suggests that the PSPO and other proactive measures to support safety and security in the town centre may help in the identification of those with issues relating to substance misuse, mental health, exploitation and victimisation.

- 16.2 A Substance Misuse Overview & Scrutiny Committee already exists which focuses separately on substance misuse in Barnsley.

#### **17. REDUCTION OF CRIME AND DISORDER**

- 17.1 The PSPO is one of a number of interventions specifically designed to reduce crime and disorder in Barnsley. The results so far suggest that improvements have been made and the current approach is endorsed by the Safer Barnsley Partnership.

## 18. RISK MANAGEMENT ISSUES

- 18.1 **Expectations** – There is a danger that public expectations will be unrealistic in terms of the effectiveness of the PSPO to resolve all safety and security concerns relating to the town centre. From its introduction in March 2016 clear messages have been communicated that the PSPO is only one intervention tool of many to help address these issues. A comprehensive town centre safety and security plan has been devised to provide a broader range of prevention, intervention, enforcement and engagement approaches and targeted action plans to more comprehensively address issues relating to the safety of our town centre.
- 18.2 **Stigmatisation** – Initial concerns that the PSPO would automatically stigmatise the location have not materialised. The PSPO is designed to provide additional powers to tackle specific issues peculiar to a locality with the intention of improving that location for the benefit of all. There is no evidence to suggest perceptions of Barnsley have in anyway been damaged by the introduction of the PSPO.
- 18.3 **Displacement of problems elsewhere** – South Yorkshire Police have undertaken analysis of anti-social behaviour demand after the implementation of the PSPO to establish any evident correlation to the displacement of problems out of the boundary of the PSPO. The evidence suggests there is nothing to substantiate that any discernible displacement has occurred analysing a 0.5 mile perimeter abutting the entire boundary of the current PSPO. Some temporary peaks have been identified in certain locations such as Asda and McDonald’s car park, however, there are no clear trends and those peaks have tended to occur on singular months/dates and are not sustained.
- 18.4 **Criminalisation** – As the PSPO criminalises certain types of behaviour there is a risk that certain individuals found to have breached the PSPO will be unnecessarily criminalised. In reality those found to be persistently breaching the terms of the PSPO typically already have offending histories and for these individuals the PSPO alone has not proved an effective intervention to achieve sustained behaviour change.

## 19. COMPATIBILITY WITH THE EUROPEAN CONVENTION ON HUMAN RIGHTS

- 19.1 Articles 10 – “Right to freedom of expression” and Article 11 “right to assembly” were relevant considerations when the first PSPO was introduced in March 2016. It was deemed at the time that by proscribing and requiring behaviours in the Order (outlined above) it was a proportionate and necessary measure to assure other elements of the convention notably Article 8 which entitles the “right to peaceful enjoyment.”
- 19.2 All enforcement taking place as part of the PSPO will be compliant with the European Convention on Human Rights and all fines issued or prosecutions for non-payment will be evaluated fully prior.

## 20. GLOSSARY

ASB – Anti-Social Behaviour  
PSPO – Public Space Protection Order

## 21. LIST OF APPENDICES

- Appendix 1 – Summary of analysis of South Yorkshire Police ASB data.
- Appendix 2 – Results of online public consultation.
- Appendix 3 – Draft Public Space Protection Order.
- Appendix 4 – Map showing existing PSPO area and proposed new area.

## 22. BACKGROUND PAPERS

If you would like to inspect background papers for this report, please email [governance@barnsley.gov.uk](mailto:governance@barnsley.gov.uk) so that appropriate arrangements can be made

**Report author:** Mark Giles

Financial Implications/Consultation



Joshua Amahwe

.....  
*(To be signed by senior Financial Services officer  
where no financial implications)*

## Summary of South Yorkshire Police Asb Data Analysis

Analysis of South Yorkshire Police asb incident data was completed on 31 December 2018 for the purpose of supporting the proposal to extend the Barnsley town centre PSPO. The full analysis cannot be publicly disseminated because it has not been audited.

Below is a summary of the findings:

During the first 12 months of the 2016 PSPO the number of reported asb incidents rose from the previous year but this was probably due to an increase in dedicated officer patrols, publicity of the order, increased confidence in reporting incidents and increased engagement with businesses and members of the public.

The figure reduced significantly in the second year and then again in the third year (until the analysis was completed).

However, the data shows that asb is still occurring in the town centre which shows that a PSPO is still necessary in order to give the council and police additional powers to deal with it.






The analysis shows that 68% of the reported asb occurred in the proposed new PSPO area.









When analysing the top ten streets for each area, all but two streets were the same on both lists (see table below). This supports the proposal to adopt the new area.







Top Streets	Existing PSPO area	Proposed PSPO area
1	Peel Street	Peel Street
2	Midland Street	Midland Street
3	Peel Square	Peel Square
4	Wellington Street	Wellington Street
5	<b>Cemetery Road</b>	Eldon Street
6	<b>Doncaster Road</b>	Race Street
7	Eldon Street	Peel Parade
8	Race Street	Sackville Street
9	Peel Parade	<b>Market Hill</b>
10	Sackville Street	<b>County Way</b>

This page is intentionally left blank

## PSPO Consultation Results

1. Are you responding as a Please select all that apply.							Response Percent	Response Total
1	Local resident who lives within the area						36.65%	206
2	Local resident who lives outside the area						33.10%	186
3	Person who works within the area						47.69%	268
4	Visitor to the area						8.90%	50
5	Other e.g. community group, councillor etc.						4.45%	25
<b>Analysis</b>	Mean:	3.04	Std. Deviation:	1.46	Satisfaction Rate:	43.24	answered	562
	Variance:	2.13	Std. Error:	0.06			skipped	0



2. How often do you visit the area? Please select one option.							Response Percent	Response Total
1	I live in the area						24.82%	139
2	Almost everyday						48.39%	271
3	At least once a week						18.75%	105
4	About once a month						5.00%	28
5	Within the last six months						2.14%	12
6	Within the last year						0.71%	4
7	Over one year ago						0.18%	1
8	I have never visited this area of Barnsley						0.18%	1
<b>Analysis</b>	Mean:	2.16	Std. Deviation:	1.01	Satisfaction Rate:	16.48	answered	560
	Variance:	1.03	Std. Error:	0.04			skipped	2

3. How safe do you feel in the area? Please select one option.							Response Percent	Response Total
1	Very safe						9.63%	54
2	Fairly safe						42.60%	239
3	Neither safe of unsafe						18.36%	103
4	Fairly unsafe						21.75%	122
5	Very unsafe						7.31%	41
6	Don't know						0.36%	2
<b>Analysis</b>	Mean:	2.76	Std. Deviation:	1.14	Satisfaction Rate:	35.12	answered	561
	Variance:	1.29	Std. Error:	0.05			skipped	1




**4. How much of a problem do you think each of the following are to people living in, working in or visiting the area? Please select one box on each drop-down.**

	Very big problem	Fairly big problem	Not a big problem	Not a problem at all	Don't know/not applicable	Response Total
<b>Please select one</b>						
People being rowdy in public spaces	16.5% (91)	46.5% (257)	31.6% (175)	3.4% (19)	2.0% (11)	553
People harassing, intimidating or causing distress to other people	21.0% (116)	42.2% (233)	30.4% (168)	3.8% (21)	2.5% (14)	552
People drinking alcohol (excluding at or outside pubs and cafes, etc.)	28.6% (158)	37.3% (206)	27.3% (151)	5.2% (29)	1.6% (9)	553
Begging	21.6% (120)	39.6% (220)	33.0% (183)	4.5% (25)	1.3% (7)	555
Pedlars or street traders (people who offer items for sale but don't have or comply with a Pedlar's licence or run a legitimate market stall)	6.5% (36)	19.2% (106)	40.4% (223)	19.0% (105)	14.9% (82)	552
People dropping litter	25.0% (138)	33.0% (182)	34.8% (192)	5.1% (28)	2.0% (11)	551
					answered	559
					skipped	3

**5. Now thinking about the proposal to change the inclusion area (the map), which map would you prefer? Please select one option.**





						Response Percent	Response Total
1	Existing PSPO boundary (Outlined in Blue)					39.89%	217
2	Proposed PSPO boundary (Outlined in Red)					60.11%	327
<b>Analysis</b>	Mean:	1.6	Std. Deviation:	0.49	Satisfaction Rate:	60.11	answered
	Variance:	0.24	Std. Error:	0.02			skipped
							544
							18

**6. Would you support the use of a PSPO to require a person to stop their activities as an unauthorised pedlar at the request of an authorised officer? Please select one option.**

						Response Percent	Response Total
1	Yes					83.75%	469
2	No					6.07%	34
3	Don't know					10.18%	57
<b>Analysis</b>	Mean:	1.26	Std. Deviation:	0.63	Satisfaction Rate:	13.21	answered
	Variance:	0.4	Std. Error:	0.03			skipped
							560
							2



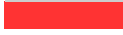


**7. To what level would you support the use of a PSPO to require a person to stop their behaviour or activities which centre around asking for or accepting money from people? Please select one option.**

						Response Percent	Response Total	
1	I would not like to see begging included in the PSPO					7.51%	42	
2	I would like to see aggressive begging included					23.97%	134	
3	I would like to see active and aggressive begging included					30.05%	168	
4	I would like to see passive, active and aggressive begging included					38.46%	215	
<b>Analysis</b>	Mean:	2.99	Std. Deviation:	0.96	Satisfaction Rate:	66.49	answered	559
	Variance:	0.92	Std. Error:	0.04			skipped	3







**8. Do you have any other comments about the PSPO?**

			Response Percent	Response Total
1	Open-Ended Question		100.00%	147
			answered	147
			skipped	415




**9. Gender: Are you? Please select one option.**

						Response Percent	Response Total	
1	Male					38.02%	211	
2	Female					57.30%	318	
3	Prefer not to say/other					4.68%	26	
<b>Analysis</b>	Mean:	1.67	Std. Deviation:	0.56	Satisfaction Rate:	33.33	answered	555
	Variance:	0.32	Std. Error:	0.02			skipped	7






**10. Which age range do you fall into? Please select one option.**

						Response Percent	Response Total	
1	0-15					0.00%	0	
2	16-24					6.16%	34	
3	25-34					15.94%	88	
4	35-44					20.11%	111	
5	45-64					48.37%	267	
6	65-74					6.52%	36	
7	75+					2.90%	16	
<b>Analysis</b>	Mean:	4.42	Std. Deviation:	1.11	Satisfaction Rate:	56.97	answered	552
	Variance:	1.24	Std. Error:	0.05			skipped	10

**11. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? Include problems related to old age. Please select one option.**

						Response Percent	Response Total	
1	Yes, limited a lot					3.27%	18	
2	Yes, limited a little					11.80%	65	
3	No					84.94%	468	
<b>Analysis</b>	Mean:	2.82	Std. Deviation:	0.46	Satisfaction Rate:	90.83	answered	551
	Variance:	0.22	Std. Error:	0.02			skipped	11

**12. What is your ethnic origin? Please select one option.**

						Response Percent	Response Total	
1	White uk					92.84%	506	
2	White other					4.22%	23	
3	Mixed/multiple ethnic groups					0.73%	4	
4	Asian or Asian British					0.18%	1	
5	Black or Black British					0.00%	0	
6	Arab					0.00%	0	
7	Other ethnic group*					2.02%	11	
<b>Analysis</b>	Mean:	1.18	Std. Deviation:	0.88	Satisfaction Rate:	3.06	answered	545
	Variance:	0.78	Std. Error:	0.04			skipped	17

**DRAFT PUBLIC SPACE PROTECTION ORDER**

**BARNSELY METROPOLITAN BOROUGH COUNCIL**

**PUBLIC SPACE PROTECTION ORDER**

**ANTI-SOCIAL BEHAVIOUR, CRIME & POLICING ACT 2014 S.59 (“THE ACT”)**

**Notice is hereby given that Barnsley Metropolitan Borough Council (“the Council”):**

**Being satisfied** on reasonable grounds that:

- (a) Activities as described in schedule 1 below (“the activities”) carried on in a public place within its area have had a detrimental effect on the quality of life of those in the locality and/or
- (b) It being likely that the activities will be carried on in a public place within that area and that they will have such an effect:

**AND THAT** the effect or likely effect of the activities

- (a) Is or likely to be of a persistent or continuing nature
- (b) Is or is likely to be such as to make the activities unreasonable; and
- (c) Justifies the restrictions imposed by the order

**AND** pursuant to the requirements of s.72 of the Act the Council:

- (a) having had particular regard to the rights of freedom of expression and freedom of human assembly set out in Articles 10 and 11 of the European Convention on Human Rights; and
- (b) having carried out the necessary consultation, notification and publicity

**HAS DECIDED TO MAKE the following Public Space Protection Order under s.59 of the Anti-Social Behaviour, Crime & Policing Act 2014 (“the Act”):**

1. The land described in schedule 2 below (“the restricted area”) being land in the area of the council to which the Act applies is land protected by the making of this order
2. This order may be cited as the Town Centre Public Space Protection Order (“the Order”) and came into force on 5 April 2019 for a period of three years
3. The effect of this order is to impose the following conditions on the use of the restricted areas **at all times**:

Conditions in the order which are prohibitions:

- (a) In the restricted areas a person commits an offence if without reasonable excuse he or she continues to carry out activities which by the order are prohibited, namely:**
- (i) Behaving in a way that causes or is likely to cause harassment, alarm or distress to another person.**
  - (ii) Using, possessing or supplying to another person any intoxicating substance defined for the purposes of this order as any substance with the capacity to stimulate or depress the central nervous system.**

Exemptions shall apply in the following cases, which will not be considered to be “intoxicating substances” for the purposes of this order:

Alcohol, caffeine, cases where the substances are used for a valid and demonstrable medicinal use, substances given to an animal as a medicinal remedy and cigarettes (tobacco).

- (iii) Continuing to consume alcohol when required to stop doing so by any authorised officer.**
- (iv) Persistent and repeated or aggressive begging (*Subject to Cabinet Approval*)**

Conditions in the order which are requirements:

- (b) In the restricted area a person commits an offence if without reasonable excuse he or she fails to comply with any activity that they are required to undertake by an authorised officer namely:**
- (i) To leave the restricted area and not return within 48 hours of the request to leave.**
  - (ii) To immediately surrender any alcohol in his or her possession upon request.**

## **OFFENCES**

1. An offence under s.67 of the Act is committed by any person who fails without reasonable excuse to comply with the following parts of this order: parts 3(a)(i), 3(a)(ii) or 3(b)(i). Such offence is punishable upon summary conviction to a fine not exceeding level 3 on the standard scale (or to a fixed penalty notice of a maximum of £100 as an alternative to prosecution).
2. An offence under s.63 of the Act committed by any person who fails without reasonable excuse to comply with the following parts of this order: part 3 (a)(iii) or 3 (b)(ii). Such offence is punishable upon summary conviction to a

fine not exceeding level 2 (or to a fixed penalty notice of a maximum of £100 as an alternative to prosecution).

## **GENERAL**

1. An authorised officer means an employee of the council, a person designated by the council, a Police Officer or a Police Community Support Officer.
2. Any “interested person” (as defined in s.66 (1) of the Act) may apply to the High Court to question the validity of this order or any variation thereof on the grounds specified in section 66 (2) of the Act within 6 weeks of the date of the order or any subsequent variation.

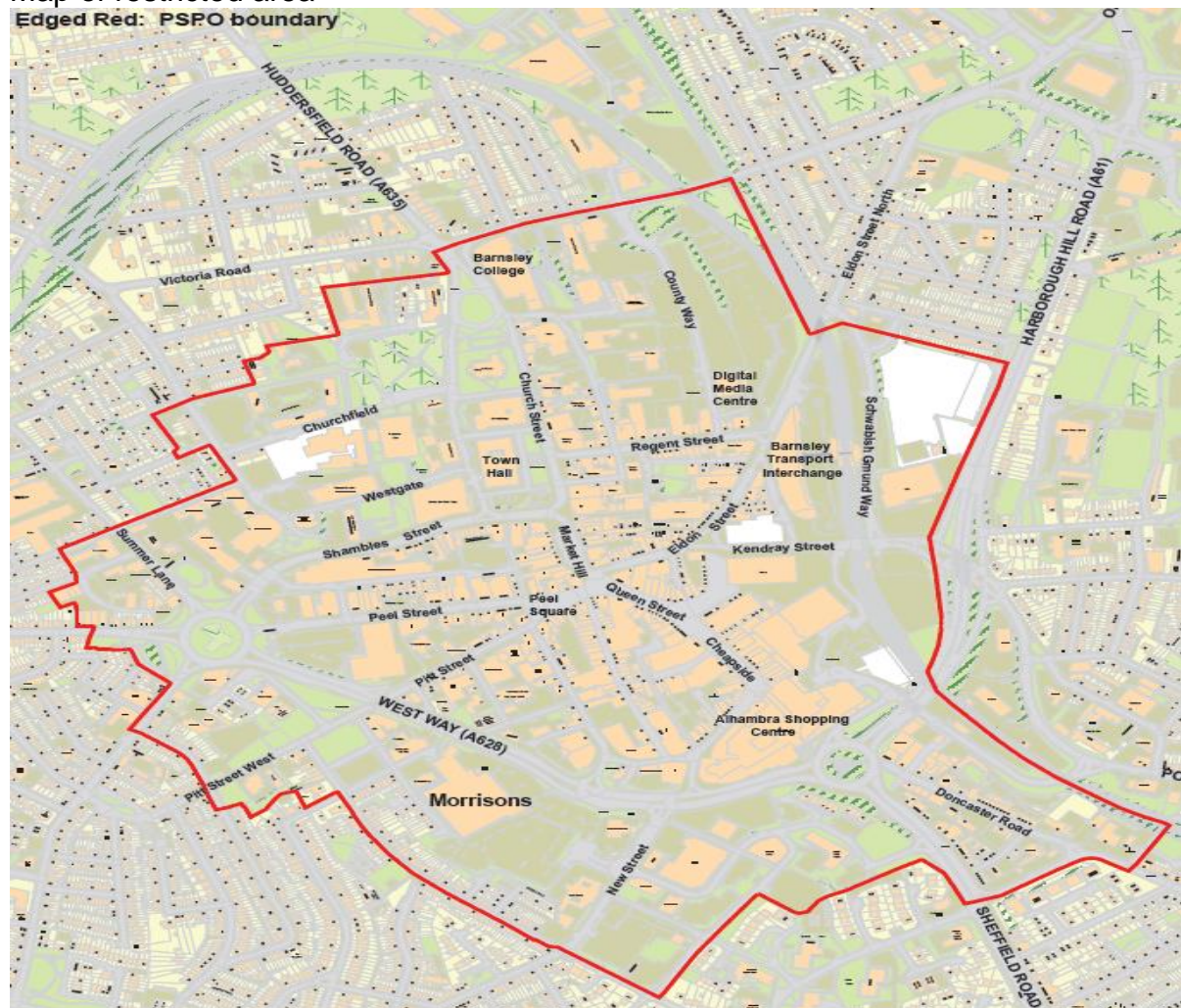
## Schedule 1

### Summary of conduct

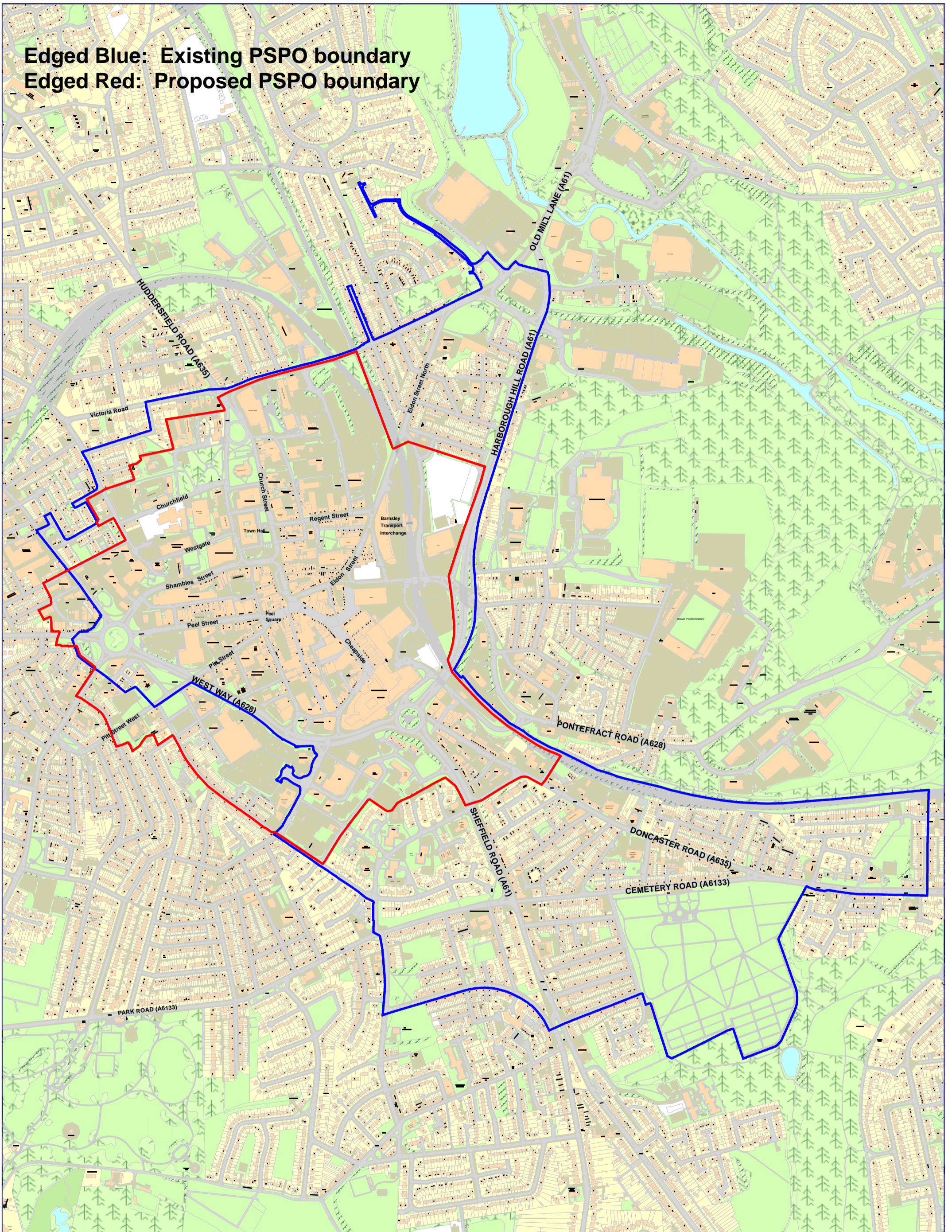
- Urinating and defecating in the street
- Intimidating and verbally abusing shop and business staff when opening and closing their premises
- Drug dealing taking place, sometimes blatantly
- Users rolling and smoking 'spliffs', injecting themselves, smoking and passing around 'bongs' and homemade crack-pipes
- Paraphernalia and detritus left in public spaces sealable bags, bongs, pipes and syringes
- Persistent and repeated or aggressive begging
- Aggressive behaviour including shouting, swearing and fighting
- Individuals and groups staggering around looking 'spaced out'
- Users vomiting, frothing at the mouth and hallucinating while under the influence of intoxicating substances

## Schedule 2

### Map of restricted area



**Edged Blue: Existing PSPO boundary**  
**Edged Red: Proposed PSPO boundary**



Reproduced from the Ordnance Survey mapping with the permission of Her Majesty's Stationery Office. © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.

License number 100022264 (2006)

Drwg no:	DV150A
Date:	25/10/2018

Scale 1: 7,500

Drawing Title :  
 Town Centre Public Spaces Protection Order



Strategic Property and Procurement/Asset Management  
 PO Box 634, Barnsley, S70 9GG

e-mail: [Assetmanagement@barnsley.gov.uk](mailto:Assetmanagement@barnsley.gov.uk)  
[www.barnsley.gov.uk](http://www.barnsley.gov.uk)

This page is intentionally left blank



**BARNSELEY METROPOLITAN BOROUGH COUNCIL**

**This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan**

**REPORT OF THE EXECUTIVE DIRECTOR -  
CORE SERVICES TO CABINET ON  
20 MARCH 2019**

**PROVISION OF EMPLOYEE BENEFITS**

**1. PURPOSE OF REPORT**

- 1.1 To update Cabinet on the provision of Employee Benefits to our workforce.
- 1.2 To seek approval to continue to utilise a range of employee benefit schemes including employee discounts, cycle to work scheme, childcare voucher scheme, and technology scheme.
- 1.3 To seek approval to enhance the employee benefits offer with the introduction of a salary sacrifice lease car scheme.
- 1.4 For Cabinet to acknowledge that there will be an impact on employee's Pensionable pay, should the salary sacrifice lease car scheme be given approval.
- 1.5 For Cabinet to acknowledge a further decision will be required on the rates of pay to be applied to fund employee's car mileage, should the salary sacrifice lease car scheme be given approval.

**2. RECOMMENDATIONS**

- 2.1 **To continue to utilise a range of employee benefit schemes through our Just4YOU employee benefits offer including employee discounts, cycle to work scheme, childcare voucher scheme, and technology scheme procured under the ESPO Framework.**
- 2.2 **To seek approval to enhance our Just4YOU employee benefits offer with the introduction of a salary sacrifice lease car scheme as outlined at paragraph 4.6.**
- 2.3 **To acknowledge that there will be an impact on employee's pensionable pay as outlined at paragraphs 8.2.1/ 2 should a salary sacrifice lease car scheme be given approval as proposed at section 4.6.**
- 2.4 **To acknowledge that a further decision will be required on whether to fund lease car mileage at a rate of 0.45p in line with the current HMRC Approved Mileage Allowance Payments rate (AMAP) as outlined at 8.2.3 acknowledging the taxable benefit to the employee.**

### 3. INTRODUCTION

- 3.1 In order to deliver high quality services the council needs to be able to recruit and retain the best staff.
- 3.2 Research continues to show that employees seek more from their work than basic salary alone and the council must ensure that its offer to employees continues to be beneficial.
- 3.3 To position the council as an 'employer of choice' and to improve our organizational appeal we have a wide range of employee benefits available to employees that is brought together through our internally developed Just4YOU employee benefits offer.
- 3.4 Just4YOU has a range of benefits that employees can take advantage of including:
- **Local Government Pension Scheme** – access to one of the largest public sector pension schemes in the UK
  - **Leave** – A generous annual leave entitlement with additional forms of leave that employees can access such as special leave.
  - **Flexible Working Arrangements** – Employees can take advantage of a vast range of flexible working options to manage work life balance including flexible working, job share, compressed hours, annualised hours, agile working and term time working.
  - **Maternity and Adoption Leave/Pay** – Up to 52 weeks leave, with pay for a specified period depending on length of service and personal choice.
  - **Shared Parental Leave** – Which entitles the mother/adopter to switch part of their maternity/adoption leave and pay over to their partner so they can share the caring responsibilities.
  - **Training and Development** – The Council is committed to the training and development of its employees so that they have the necessary skills, knowledge and behaviours to do their job effectively. Where possible, the Council will also support training opportunities so that its employees have the chance to develop their chosen career.
  - **Free Eye Tests** – Help towards eye care if the job involves using display screen equipment.
  - **Discounted Gym Membership** – Employees have the opportunity to access discounted rates at Barnsley Premier Leisure, DW Fitness First, Bannatyne Health Club, Lifestyle Fitness and Snap Fitness 24-7.
  - **Health Care Cash Plans** – Employees have the opportunity to take advantage of corporate rates for Health Care Cash Plans with Westfield Health Scheme or Health Shield Friendly Society.
  - **Annual Leave Purchase Scheme** – employees have the option to purchase additional annual leave via salary sacrifice.
  - **Car Parking** – salary sacrifice scheme to pay for workplace parking
  - **Employee Discount Scheme** – National and local leisure and retail discounts
  - **Cycle to Work** – salary sacrifice scheme to purchase a cycle and accessories.
  - **Child Care Vouchers** – Available to employees with children who were signed up to the Councils workplace scheme and receiving vouchers via salary sacrifice prior to 4<sup>th</sup> October 2018. The vouchers can be used to pay for most types of

child care including nurseries, child minders, before and after school clubs and holiday schemes.

- **Technology Scheme** – Providing employees with the ability to purchase the very latest technology and gadgets via salary sacrifice.

- 3.5 The employee discount scheme (Wider Wallet), cycle to work and the childcare voucher scheme were all procured via the Eastern Shires Purchasing Organisation (ESPO) framework agreement in April 2015 (Cab.25.3.2015/8.4). The technology scheme was also procured via the ESPO Framework in 2015 (Cab.9.9.2015/11).
- 3.6 The ESPO framework agreement offers all public sector establishments a simple and cost effective route to selecting and implementing a variety of employee benefits without the need for time consuming tendering processes and all at no charge. The current contracts expire in March 2019.
- 3.7 Employee discount and salary sacrifice schemes are a simple, quick and cost effective way of helping us to achieve our ambition of being an employer of choice in addition to helping us demonstrate that we value our employees.
- 3.8 Having a range of employee benefits to choose from is an additional reward for employees which also enables their finances to stretch a little further.
- 3.9 The Just4YOU employee benefits portfolio supports several of the Councils Town Spirit Themes, particularly around Build it, Love it, Develop it, Protect it and Live it which are detailed within the relevant sections of this report.

## **4. PROPOSAL AND JUSTIFICATION**

### **4.1 Eastern Shires Purchasing Organisation (ESPO) Framework Agreement**

- 4.1.1 It is proposed to continue to utilise the ESPO framework agreement to procure employee benefits. The ESPO framework agreement offers all public sector establishments throughout the UK a simple and effective route to selecting and implementing a variety of employee benefits.
- 4.1.2 The framework is essentially a select list of suppliers, all with a proven track record of delivering employee benefit services from which local authorities may purchase services quickly and simply. The suppliers listed have already been assessed through a tendering process offering value for money as well as quality, experience and technical and professional ability.
- 4.1.3 The framework has been advertised and established in full compliance with procurement legislation. Using the framework allows exemption from further advertising, supplier assessment or adherence to lengthy EU procurement procedures. There is no charge by ESPO for utilising the framework; therefore there are no procurement costs to the Council.
- 4.1.4 ESPO have developed a new Employee Benefits framework which we are informed will include more providers and be a more comprehensive offering. The new framework will commence on 21 February 2019 and will be in place for two years, with an option to extend for a further two years thereafter.

- 4.1.5 Whilst ESPO will not be involved in the day-to-day management of the suppliers and the services they provide, they will however closely monitor the progress and performance of the arrangements throughout the entire duration of the framework.
- 4.1.6 The scope of the ESPO Contract 319 includes a number of 'lots' that employers can choose to implement. These have previously included:
- Cycle to Work Salary Sacrifice Scheme
  - Childcare Vouchers Salary Sacrifice Scheme
  - Mobile and IT Purchasing Salary Sacrifice Scheme
  - Car Leasing Salary Sacrifice Scheme
  - Lifestyle Voluntary Benefits (Retail and Leisure Discounts)
- 4.1.7 It is anticipated that in addition to the council's current scheme providers there will also be new providers included in the ESPO Framework agreement. It is therefore intended for a review of providers to take place for the employee discount scheme, cycle to work scheme and technology scheme to ensure the council continues to offer fit for purpose and cost effective schemes to our employees.
- 4.1.8 The review will be undertaken in collaboration with colleagues in Financial Services who administer the schemes.

## **4.2 Employee Discount Scheme**

- 4.2.1 The council has offered an employee discount scheme which has been provided by Wider Plan since 2013.
- 4.2.2 The scheme offers reductions in everyday shopping from supermarkets and department stores. It also offers discounted leisure and luxuries such as short breaks, days out, gifts, and dining out. The discounts operate through either a percentage reduction in store, cash back offers or vouchers.
- 4.2.3 The current Wider Plan scheme is a fully managed service and is offered via an online web portal where the discounts are regularly updated by the provider.
- 4.2.4 In addition, other negotiated bespoke employee benefits can be added on to the portal such as local business discounts, discounted travel and salary sacrifice schemes. This provides the flexibility to have a bespoke portal at a competitive cost. The ability to build bespoke offers also helps to support the councils Town Spirit, "Develop it" theme. Through being able to work together with local businesses and negotiate offers with them through our Just4YOU portfolio, we are encouraging our employees to spend locally and in return this will help local business's to thrive.
- 4.2.5 Management Information reports are received on a quarterly basis. At the time of writing, the latest report received covered the period 1<sup>st</sup> July to 30<sup>th</sup> September 2018 and shows that there were:
- 2975 registered users
  - 1,219 user logins
  - 4,205 offer views
  - 1,069 offer redemptions

4.2.6 The most popular offer redemption for the above period was the Cinema Society, which saved employees up to 40% on cinema tickets.

### **4.3 Child Care Vouchers**

4.3.1 From 4<sup>th</sup> October 2018 the government closed childcare voucher schemes to new members replacing it with the governments' tax free childcare scheme. Employees who were signed up to a workplace scheme and receiving vouchers via salary sacrifice prior to this date can continue to remain in their existing scheme, subject to them not taking a 12 month break from vouchers.

4.3.2 There are currently 321 members signed up to the scheme of which we have 173 employees actively ordering childcare vouchers and 148 employees currently taking a break from vouchers. Those employees taking a break still have the option to continue in the scheme as long as the break from receiving vouchers is for no more than 12 months.

4.3.3 Since the launch of the scheme in 2013 the council has saved approximately £302,028 in employer NI savings and employee savings are approximately £722,240.

4.3.4 Due to the implications for existing childcare voucher recipients it is proposed to continue to use the Kiddivouchers child care voucher scheme provided by Wider Plan. It is therefore intended to renew the current contract upon its expiry in March 2019

4.3.5 By continuing the provision of the Childcare Voucher Scheme for existing users, this will help to support the councils Town Spirit theme "Achieve it" by offering an ongoing commitment to support schools and early year's settings. Childcare Vouchers are widely accepted within a range of registered childcare settings such as those which support children in preparation for starting school e.g. private nurseries, playgroups and pre-schools or for out of school settings where children can also learn such as after school care, play schemes and holiday clubs.

4.3.6 By retaining the current provider there is no change over arrangements to be made by employees who will simply see a continuation of their current provision.

### **4.4 Cycle to Work Scheme**

4.4.1 The cycle to work salary sacrifice scheme enables employees to save income tax and national insurance contributions made for the loan of a bicycle.

4.4.2 The scheme works by the employer purchasing bicycles and then loaning them to the employee. The employee pays a contribution to the employer for the loan of the bicycle via a salary sacrifice arrangement which over a 12 month period covers the cost of the initial purchase of the bicycle by the Council.

4.4.3 As the arrangement is a salary sacrifice arrangement the employee saves income tax and national insurance contributions on the value of their contribution and the Council saves Class 1 National Insurance contributions on the amount of the salary sacrificed.

- 4.4.4 There are currently 50 employees who have purchased bikes since 2015 and based on a 13.80% NI rate between implementation of this scheme in 2015 up to October 2018 the council have saved £8,216 in employer NI savings and employees have saved £7,144 in employee NI savings.
- 4.4.5 Feedback received from the workforce on the Cycle to Work scheme highlighted that being able to purchase electric bikes through the scheme was very limited due to them being far more expensive than the agreed £1000 scheme limit. Approval was therefore sought from the Senior Management Team on 27/11/18 to increase the limit to £2,500. This was subsequently agreed by SMT and communicated out to the workforce. The increased scheme limit now means a wider selection of bikes are now available which also includes electric bikes.
- 4.4.6 Having a cycle to work scheme in place not only helps to save money it also supports our corporate social responsibility objectives and supports Town Spirit through the following themes;
- Change it - by listening to the workforce and acknowledging what they want, the current scheme limit has been increased to recognise the appetite for commuting using electric bikes
  - Live it - using a regular or electric bike for all or part of the daily commute will help to increase the employee's fitness, health and wellbeing.
  - Protect it –by changing from a car/motorcycle commute to a cycling commute this will help contribute towards protecting our borough and keeping Barnsley green through reducing pollution and congestion on the roads.
  - Develop it – with a wider choice of bikes now available to employees we can help to support several of our local businesses (who are part of the Cyclescheme Partner Retailer Network) and help them to thrive by promoting them and encouraging our employees to spend local.
- 4.4.7 There is no contract cost to the council to retain this benefit.

## **4.5 Computer and Home Technology**

- 4.5.1 A computer and home technology benefit scheme is a benefit-in-kind programme which provides employees with opportunity to acquire information technology and associated equipment
- 4.5.2 Schemes typically offer a wide range of products including desktop and laptop computers tablet devices, smart televisions and mobile phones.
- 4.5.3 The council has operated a computer and home technology benefit scheme since 2015 which has proved very popular amongst the workforce. Since implementation of the scheme it has generated £277,836.57 in employee payroll deductions and £33,340.39 in employee NI savings.
- 4.5.4 The benefits to the council of running a computer and home technology employee benefit are:
- Improved IT skills and literacy within the workforce and their families
  - Provides a beneficial scheme for employees at a difficult economic time
  - Potentially improves employee motivation, loyalty and retention
  - Complements council strategies for digital inclusion and economic regeneration

4.5.5 The benefits for employees are:

- Large savings on brand new technology equipment
- Monthly payments taken directly from salary – affordable and convenient
- No deposit and credit checks required
- National Insurance savings

4.5.6 There are a range of providers within the ESPO framework, some supply the equipment directly, others provide customer relationship management and obtain the equipment from third party suppliers. Most providers offer a similar range of products and operate a similar service from a customer perspective.

4.5.7 The schemes operate by salary sacrifice which means that the council provides the equipment to the employee for an agreed period (usually 12, 24 or 36 months). The employee then sacrifices part of their salary each month over the agreement period to cover the cost of the equipment. The salary deduction is taken from gross salary (i.e. before tax and National Insurance) meaning the employee will save on NI contributions for the period of the agreement.

4.5.8 At the end of the agreement, the employer can offer the option to transfer ownership of the equipment to the employee for a Fair Market Value. For tax purposes, this is classed as a Benefit in Kind, on which income tax must be paid. If the employee chooses to return the equipment to the supplier no tax is owed but the employee does not own the equipment and the supplier may charge a fee for collection and recycling of the equipment. Where an employee chooses not to retain the equipment at the end of the agreement, the supplier will arrange for collection and recycling of the equipment. The vast majority of participating employees choose to retain the equipment, particularly as there is a charge to them to return the equipment. To date no employees have returned equipment.

4.5.9 The salary sacrifice deductions do not include any interest payments and so provide employees with a convenient method of spreading the cost. By comparison, a leading high street retailer would apply 24.9% interest on a payment by instalments basis. Likewise, buying equipment outright on a credit card could incur interest charges. Ultimately, it is for the individual employee to decide their own preferred method of obtaining computer technology equipment.

4.5.10 Schemes are easy to set up, flexible to the employer's requirements and are fully managed and offered via an online web portal. The employer can decide which products to offer, maximum order values, and which employees are eligible to participate. For example, the council could decide to restrict the benefit to employees with a minimum length of service or exclude employees who are placed on notice of redundancy, disciplinary or other sanction. This is different to cycle to work schemes where HMRC regulations dictate that all employees must be allowed to access the scheme.

4.5.11 There is no contract cost to the council to retain this benefit.

#### 4.6 **New Employee Benefit - Lease Car Scheme**

4.6.1 Feedback received from the workforce has identified that there is an appetite for the Council to enhance the Just4YOU employee benefits portfolio. One scheme in particular that keeps emerging is to provide the opportunity for employees to lease a car and pay through salary sacrifice.

4.6.2 Several local authorities offer lease car schemes in their employee benefits portfolio's and the benefits of doing so are highlighted below.

##### 4.6.3 **Benefits for the Council:**

- Staff retention and motivation tool
- Employers pension savings on the salary being sacrificed
- Employer National Insurance savings (where applicable on Ultra Low Emission Vehicles - ULEVs)
- Minimal risk – risk protections available from provider for the employee
- Environmentally friendly low CO2 vehicles are available on the scheme
- Excellent employee benefit to compliment current schemes and at no cost to the Council.
- Helps meet Duty of Care obligations through a fully maintained and insured vehicle
- Proven HMRC and VAT compliant scheme
- No initial upfront or any ongoing costs payable

##### 4.6.4 **Benefits for employees:**

- Simple and budgeted fixed cost motoring
- No deposit
- No credit check
- Salary sacrifice deductions taken direct from gross monthly pay by employer
- Tax savings (where applicable on ULEVs), National Insurance savings and Pension savings
- Brand new fully maintained and insured car
- Considerable savings over private lease/retail deals (estimated savings detailed at 4.6.13)
- A wide range of risk management protections (as detailed at 4.6.8/ 9)
- Fully interactive easy to use online system for quotes and information
- One number for all vehicle needs and dedicated online chat option
- Expert management of vehicle down time
- A number of no additional cost features (as detailed at 4.6.10)

4.6.5 Approval is therefore sought to offer a lease car scheme that allows employees to undertake a private lease on any car of choice with the exclusion of diesel cars.



- 4.6.6 By offering any car of choice with the exclusion of diesels, this would give employees a wider variety of choice with the ability to select a car according to their own taste and budget. This may also appeal to a wider audience and maximize the appeal of the car lease scheme.
- 4.6.7 By excluding diesels from the scheme, this will support the Governments long term strategy to combat air pollution along with supporting the Council's Town Spirit theme "Protect it" by improving the air quality and additionally supporting the Councils sustainable travel initiatives along with South Yorkshires clean air campaign, Care4Air.
- 4.6.8 If approved, it is intended to keep the lease car scheme under review for developments in the market, particularly around electric cars and availability of charging points in the Barnsley and surrounding areas. There is the option that in the future the council could decide to restrict the availability of vehicles on the scheme to electric/ultra-low emission vehicles (with reduced or capped emissions currently set at 75g/KM of CO2 emissions or below) if it is evident that the market has changed.
- 4.6.9 To remove the risks associated with the car lease scheme for both the employee and employer, a number of risk management protections are available for the employee for protection against the event of terminating the arrangement early in the circumstances of:
- Resignation
  - Redundancy
  - Retirement
  - Dismissal
  - Loss of Licence (Medical Grounds)
  - Death in Service
  - Terminal Illness
  - Disablement or Mental Illness
  - Loss of Sight
  - Loss of a Limb
  - TUPE
  - Maternity, Paternity, Adoption, Shared Parental Leave
  - Long Term Sickness
  - Loss of Licence on Medical Grounds
  - Loss of Licence due to Driving Convictions
  - Reduction in Working Hours
  - Career Breaks
- 4.6.10 In addition to the risk management protections identified at 4.6.8 above and 8.2.7, there is still protection available at no cost to the Council in the event of rare cases such as where a charge needs to be recouped from the employee, but the Council is unable to recover the money from the employee's net pay. The Council would need to be able to demonstrate that all reasonable measures have taken place to recoup any money owed from the employee directly, in order for the lease car scheme's debt management team to deal with.
- 4.6.11 What's included:

The associated costs for the employee will be for the lease of the car; for fuel and for any risk management protections. The lease car scheme includes all of the following features at no additional cost:

- All servicing, MOT and maintenance (via FleetAssist but the council can also request use of local garages to undertake maintenance where possible to support the local economy)
- Fully comprehensive motor insurance (with Aviva which includes business cover for the employee and domestic partner and even includes young drivers from age 17)
- 'No quibble' replacement tyres (via Kwikfit at 570 centres throughout the UK or via a mobile unit visit.)
- Annual Vehicle Excise Duty (Vehicle Tax)
- Accident Management
- Total Loss Protection
- Glass and Windscreen cover
- Comprehensive breakdown and recovery assistance, including a free of charge hire car for 48 hours.
- Relief vehicle should the car be off the road for more than 48 hours due to mechanical issues
- Annual driver licence checks via Licence Bureau who liaise directly with DVLA
- Dedicated employee and driver support

4.6.12 The cost of the lease hire is deducted via salary sacrifice from the employee's gross monthly pay due to lease cars being classed as a company car and is therefore a benefit in kind liability (BIK) for the employee.

4.6.13 A lease car scheme would be run at no cost to the Council due to the employee covering all the costs associated with the vehicle.

4.6.14 Detailed below are estimated savings\* based on a typical gross salary sacrifice deduction of £4172.64 per annum for a 20% and 40% tax payer and employer pension contribution of 14.7%. It is worth noting that the savings for the Council are the same irrespective of the employee's rate of tax. Actual savings for the Council will be dependent upon the structure of the scheme and our objectives.

#### **Estimated Council Savings**

Typical employer Pension saving is **£561.12** per annum

#### **Estimated Employee Savings 20% Tax Payer**

Typical net saving is **£641.88** per annum

#### **Estimated Employee Savings 40% Tax Payer**

Typical net saving is **£144.63** per annum

\*Estimated savings provided by a Salary Sacrifice Lease Car Scheme Provider and based on an Audi A1 30 Sport back 1.0TFSI 116 Sport 5dr over 36 months and 12,000 miles per annum.

#### 4.6.15 End of Agreement Options

Six months prior to the end of the agreement the driver is contacted by the provider and made aware of all the options available to them. This then continues at regular intervals until the end of the agreement is due. The options available to employees at the end of the agreement are;

- To return the car – Drivers are however responsible for any unacceptable damage to the vehicle before returning it and are provided with a copy of the British Vehicle Rental and Licensing Association fair wear and tear guide so they can understand what is considered as acceptable and unacceptable. Any unacceptable damage will be invoiced to the driver.
- To purchase the car – Drivers are offered a purchase price 2 months prior to the end of the agreement

4.6.16 Should approval be given to implement a lease car salary sacrifice scheme, it is proposed to procure a provider via the new ESPO Framework agreement.

### **5. CONSIDERATION OF ALTERNATIVE APPROACHES**

5.1 The council could choose not to provide an employee discount scheme, cycle to work scheme and childcare voucher scheme however this would significantly reduce the appeal of our employee benefits offer and therefore impact on our ability to be an employer of choice.

5.2 The council could undertake a tendering exercise to procure an alternative provider utilising existing frameworks currently available. Our research indicates that there are only two frameworks available for employee benefits. These are Crown Commercial Services RM3704 and ESPO 319 – 15. Research shows that the current ESPO framework covers all aspects of the employee benefits identified at paragraphs 4.6 and 5.1 compared with the Crown Commercial Services framework which is rather limited.

5.3 The council could undertake a stand-alone tendering exercise. This isn't recommended as it would duplicate work that has already been undertaken by others as part of the framework agreement and would add time and cost to the procurement exercise. However, should no suitable provider be identified under the ESPO framework this is an option that would be available to utilise.

### **6 IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS**

6.1 There are no implications for Local People and Service Users arising from this report.

## 7. FINANCIAL IMPLICATIONS

Consultations have taken place with representatives of the Service Director – Finance (S151 Officer)

### 7.1 Existing Schemes

The current 2018/19 framework costs for the councils existing schemes are:

- Childcare Voucher Scheme - £2,760 (current admin charge is 0.85% of the vouchers face value and can be variable based on the employees requirements (Voucher value as at December was £230)
- Cycle to Work Scheme - There is no administration cost to the Council
- Technology Scheme - There is no administration cost to the Council
- Wider Wallet Scheme - £1,856

### 7.2 Car Lease Scheme

- 7.3 There is no initial upfront or any ongoing costs payable by the Council to the provider for a lease car scheme. Financial Services will arrange for monthly deductions to be taken from the employee's pensionable pay and the provider then issues a monthly invoice to the Council for payment for all vehicles on lease.
- 7.4 Significant officer time will be spent on implementing and administering the new employee benefit package, depending on take up, which will be contained within existing establishments. HR, Payroll, IT, Procurement and Legal will all be involved in the procurement of a provider should the scheme be approved. External tax advice may also be required to ensure the new scheme is compliant with HMRC. Any associated costs would be contained within existing resources
- 7.5 There is no impact on the Authority's Medium Term Financial Strategy arising from the proposals outlined in this report. Existing scheme costs or any costs associated with establishing new schemes will be contained within existing resources.
- 7.6 The lease car scheme has a number of protections in place to ensure the council can recover all costs of handling the car lease via salary sacrifice arrangements on the employee's behalf as detailed at 4.6.9/10.
- 7.7 The example below suggests a gross salary sacrifice deduction of £4,172 per annum from pensionable pay for a 20% and 40% tax payer. As the employees pensionable pay would be reduced, so would the council's employer pension contribution by £561.12 per annum.

#### **Estimated Council Savings**

Typical employer Pension saving is **£561.12** per annum

#### **Estimated Employee Savings 20% Tax Payer**

Typical net saving is **£641.88** per annum (Tax Cost £130.08 NI saving £500.76 Pension saving £271.20)

## **Estimated Employee Savings 40% Tax Payer**

Typical net saving is **£144.63** per annum (Tax Cost £293.40 NI saving £83.40 Pension saving £354.72)

\* Example figures provided by a Salary Sacrifice Lease Car Scheme Provider based on an Audi A1 30 Sport back 1.0TFSI 116 Sport 5dr based on a 3 year lease

- 7.8 It is worth noting that the savings for the Council are the same irrespective of the employee's rate of tax and the employer pension contribution is 14.7%

The actual savings for the employee and Council will be dependent upon the cost, fuel type and size of vehicle chosen.

- 7.9 Although the salary sacrifice lease car scheme savings examples above and as detailed at 4.6.14 represents pension savings for the employer and employee, there are financial implications for Local Government Pension Scheme members arising from this which are detailed at 8.2.1/2.
- 7.10 Should the lease car scheme be given approval, a further decision will also need to be taken on whether employees will continue to claim mileage at a rate of 0.45p in line with the current agreed HMRC Approved Mileage Allowance Payments (AMAP) rates or at a reduced rate of between 0.07p and 0.21p (depending on engine size and fuel type) in line with HMRC Advisory Fuel Rates, which applies to benefit in kind (BIK) /company cars. If the council were to continue to pay AMAP rates, employer national insurance would be payable on the difference between the two rates, which HMRC class as a profit element
- 7.11 The Council could make savings by choosing the lower advisory fuel rates, however if we retain the agreed AMAP rates (as agreed with the trade unions etc.), this results in not only paying the higher rate £0.45 but employer national insurance would also be payable on the BIK resulting in an additional cost to the council.

## **8. EMPLOYEE IMPLICATIONS**

### **8.1 Cycle to Work/Computer and Home Technology Salary Sacrifice Schemes**

- 8.1.1 Employees cannot sacrifice below the National Minimum or Living Wage (age dependent) or below the Lower Earnings Limit. A salary check will be undertaken before any agreement is authorised to ensure that any deductions do not take an employee below the National Minimum Wage.
- 8.1.2 If an employee leaves before the end of the loan period the amount that is owed to the Authority is calculated and arrangements will be made for this to be deducted from the employee's final salary payment.
- 8.1.3 The Local Government Pension Scheme regulations indicate that Cycle to Work/Technology Salary Sacrifice Schemes do not affect the Local Government Pension Scheme contributions paid by the employee.
- 8.1.4 Teachers' Pension Scheme members have the ability to opt for salary sacrifice arrangements under the Teachers Pensions Regulations 2014. However, only those salary sacrifice arrangements included in the School Teachers' Pay and Conditions Document can be included as pensionable earnings.

- 8.1.5 During periods of maternity leave, shared parental leave, adoption leave or sickness absence employees will continue to have use of the equipment. Monthly payments will continue unless the employee enters a period of unpaid leave or SMP/SSP situation. In this situation, the salary reduction payments will be suspended by the number of missed monthly reductions to pay. Upon return to paid employment, the employee's obligation to allow the reduction to monthly gross pay will resume, continuing until all monthly deductions have been made.
- 8.1.6 Employees who are absent from work for any other reason, where normal salary continues to be paid, will continue to have salary reductions as per the hire agreement.
- 8.1.7 By entering a salary sacrifice agreement, an employee agrees to give up part of their salary in return for use of the equipment. As basic pay is reduced, eligibility for state benefits for example, Working Tax Credits or Child Tax Credits may be affected, and also sick pay and maternity pay etc. Employees will be advised to take independent advice if they are in any doubt about their personal financial situations.
- 8.1.8 It is the employee's responsibility to arrange appropriate insurance and ensure the security of the equipment. In the rare case of the equipment being stolen, the employee would need to replace the equipment to continue taking advantage of the tax exemption for the remainder of the lease agreement.

## 8.2 **Lease Car Scheme**

- 8.2.1 Although the salary sacrifice lease car scheme savings examples at 4.6.14 and 7.7 are representative of pension savings for the employer and employee, there are financial implications for Local Government Pension Scheme members arising from this which is detailed below.
- 8.2.2 A member will pay less pension contributions on a salary sacrifice scheme as the contribution rate set will be based on the pay less the sacrificed amount and contributions will only be deducted from the post sacrificed amount. Although the member will make a saving for the period of the duration of the sacrifice scheme, there will be a lasting reduction to the pension benefits that the member will receive. The council will however only realise savings as a result of employer contributions being based on the lower pensionable pay.
- 8.2.3 Should the lease car scheme be given approval, a further decision will also need to be taken on whether employees will continue to claim mileage at a rate of 0.45p in line with the current agreed HMRC [Approved Mileage Allowance Payments \(AMAP\) rates](#) or at a reduced rate of between 0.07p and 0.21p (depending on engine size and fuel type) in line with HMRC [Advisory Fuel Rates](#), which applies to benefit in kind (BIK) /company cars. If the council were to continue to pay AMAP rates, Tax would be payable on the difference between the two rates, which HMRC class as a profit element.
- 8.2.4 Employees cannot sacrifice below the National Minimum or Living Wage (age dependent) or below the Lower Earnings Limit. A salary check will be undertaken

before any agreement is authorised to ensure that any deductions do not take an employee below the National Minimum Wage.

- 8.2.5 Teachers are currently unable to participate in a lease car scheme as The School Teachers Pay and Conditions Document 2018 (STPCD) does not allow for this scheme under the present salary sacrifice arrangements.
- 8.2.6 By entering into a salary sacrifice agreement, an employee agrees to give up part of their salary in return for use of a car. As basic pay is reduced, eligibility for state benefits for example, Working Tax Credits or Child Tax Credits may be affected, and also sick pay and maternity pay etc. Employees will be advised to take independent advice if they are in any doubt about their personal financial situations.
- 8.2.7 In order to mitigate the employees risk against resignation or redundancy a bespoke early termination protection package is available to protect the employee against any termination charges\* during the contract term. Early termination protection is only available to the employee once they have had the car on the salary sacrifice scheme for more than 6 months. This also protects employees in the following circumstances (and no excess period applies):
- The Main Driver's driving licence being withdrawn for medical reasons by the issuing Authority
  - The death of the Employee.
  - The Employee or their spouse or common-law partner suffering terminal illness
  - The Employee or their spouse or common-law partner suffering disablement or mental illness
  - The Main Driver losing their sight
  - The Main Driver suffering physical separation of one or more limbs at or above the wrist or ankle

\*Any termination charges that may apply will be issued directly to the employee and administered by the lease car provider.

- 8.2.8 Further additional risk management protection is also available to cover for events such as long term sickness and maternity, paternity and adoption leave as detailed at 4.6.9.

## **9. LEGAL IMPLICATIONS**

- 9.1 There are no changes in terms of legal compliance with regard to the Council utilising the ESPO Framework. Its' current and proposed future use ensures compliance with domestic and EU competition requirements and will ensure that the Council is acting lawfully.
- 9.2 The Commercial Legal Services team will review the ESPO Framework contract terms going forward and their ongoing implications prior to any agreements - including the ESPO and subsequent provider and employee agreements - being signed and provide advice and support regarding any contract management issues.
- 9.3 The car lease scheme should involve a Lease Agreement with the employee based upon the ESPO fleet supplier's form of contract (Inchcape Fleet Solutions are one of the current suppliers) which conventionally includes standard industry terms and conditions. These are not unusual legal agreements and therefore raise no real

legal concerns for the Council regarding employees who meet the qualifying criteria. Employees themselves will clearly be obliged to evaluate the costs and benefits to them of entering into such an arrangement.

## **10. CUSTOMER AND DIGITAL IMPLICATIONS**

- 10.1 All our current employee benefit providers offer a fully interactive and compatible online solution for employees to be able to make informed choices. These are accessible outside of the Council's systems meaning employees can access these at home. Detailed guidance is offered through the Pay and Reward Team on how to access and use the different solutions.
- 10.2 Configuration of the Council's SAP system will be required to enable deductions from the employee's salary in relation to a lease car scheme. We will ensure we work collaboratively with our Payroll and IT colleagues to do this and keep them informed throughout the procurement process should approval be received to implement a scheme.

### **11.0. COMMUNICATIONS IMPLICATIONS**

- 11.1 There will be a re-launch of the employee benefits scheme undertaken by the providers in conjunction with Human Resources. The re-launch will be promoted through internal communication channels including StraightTalk, the intranet, Sharepoint newsfeed and the Just4YOU closed Facebook Group.
- 11.2 Should approval be given to implement a lease car scheme, promotional activity will be undertaken as mentioned above. The provider would also offer support by means of a dedicated marketing specialist. Our employee communications will be engaging and exciting and promoted through a range of channels including, a single sign on enabled benefits platform, roadshows, payslip messages, pre-launch posters, launch posters, banners, leaflet drops and digital communications.
- 11.3 Getting messages out to our employees can be challenging due to them being based in different locations and issues with access to computers for frontline staff. Promotional activity has taken place and this will need to continue in all locations in order to try and raise further awareness of Just4YOU which includes:
- presentations at DMT's
  - presentations at employee talkabouts,
  - banners on display and rotated on different floors within Gateway and Westgate
  - Stickers placed in visible places such as lifts and breakout areas within Westgate and common walkways and breakout areas at Smithies Depot
  - Promotional activity via the closed Facebook group, on the intranet and Sharepoint and in StraightTalk.
- 11.4 Just4YOU roadshows have also proved popular with employees so we'll continue to welcome providers on site, giving people the opportunities to speak with a dedicated representative and to road test the different products where available. Currently this has taken place at Gateway, Westgate and Smithies Depot as these are the buildings with the most employees, but we'll also consider other locations as part of this report.



- 11.5 Following the success of the employee benefits fayre in 2017 we are holding a further event in spring/summer 2019 where providers will be given the opportunity to attend and represent their offer to our employees. Based on feedback from the previous event timings will need to be considered to take into account those employees who wish to attend that are based out of town or unable to attend until after work.

## **12. CONSULTATIONS**

- 12.1 **Service Director Human Resources and Service Director Business Improvement and Communications** – Consultation has taken place and any feedback has been incorporated within the report.

**Senior Management Team** – Consultation has taken place and any feedback has been incorporated within the report.

**Financial Services** - Consultation has taken place with representatives of the Service Director –Finance (S151 Officer) and any feedback has been incorporated within the report. As administrators of the salary sacrifice schemes they will be working closely with Human Resources on the procurement of suitable providers.

**Legal Services** –Consultation has taken place with the Councils Legal Team on both the commercial/contract aspect and employment legal aspect and any feedback has been incorporated within the report.

**Public Health** – Consultation has taken place with the Public Health Principal and any feedback has been incorporated within the report.

**Sustainable Travel Officer** - Consultation regarding the continued provision of a cycle to work scheme and the introduction of a lease car scheme has taken place and she is fully supportive of the scheme.

**Health, Safety and Emergency Resilience** – Communication has taken place with the Head of Corporate Health, Safety and Emergency Resilience and any feedback incorporated.

**Communications and Marketing** – Communication has taken place with the Head of Communications and Marketing and any feedback incorporated.

**Equality, Diversity and Social Inclusion** - Consultation has taken place with the Equality and Inclusion manager and any feedback incorporated.

**Procurement** – Consultation has taken place with the Category Manager and Procurement Officer and any feedback incorporated.

**Trade Unions** – Consultation with the Trade Unions has taken place through the Employee Relations Forum and any feedback incorporated.

### **13. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION**

- 13.1 Employees earning the minimum wage are prevented by legislation from participating in these schemes. This is beyond the control of the council but is considered unlikely to cause any serious equality issues as the council pays the living wage, which is a greater hourly rate than the national minimum wage.
- 13.2 Analysis of the equality profile of users of employee benefits schemes will be undertaken, to assess whether this differs from overall equality profile of the workforce. Findings of this monitoring will inform future reviews in this area.
- 13.3 The Council will engage with diverse groups of employees to ensure the package of employee benefits continues to offer an appropriate range of benefits for all sections of the workforce.

### **14. TACKLING HEALTH INEQUALITIES**

- 14.1 A key foundation of the approach is the commitment to tackle the problem of poor health and health inequalities. The Marmot Review<sup>1</sup> recognises the important role good employment has in improving health and reducing health inequalities. By taking action to increase opportunities and improve working conditions there are potential benefits for both employees and organisations, and also as an important way to improve public health and reduce health inequalities. For example increasing physical activity through cycling to work will support the Active Travel Strategy and the Town Spirit theme of Live it by which is about looking after yourself and others and improving your health.
- 14.2 It is important that the benefits are available to all employees and that staff are considered during their development. Alongside this all employees should be made aware of the opportunities through effective communications.

### **15. RISK MANAGEMENT ISSUES**

- 15.1 There is a risk associated with any salary sacrifice arrangement where equipment becomes damaged or lost. The responsibility to maintain adequate insurance rests with the employee under the scheme and payments will still need to be made under the respective agreement.
- 15.2 There are also risks around salary sacrifice schemes and employee's leaving that have to be managed accordingly.
- 15.3 There are a number of risks associated with the Lease Car Scheme around the employee's early termination, of which examples of these and other events such as Long Term Ill Health are detailed further at section 4.6.10 and 4.6.11. All of these risks however can be easily managed through a range of flexible risk management protections which are available for the employee to cover them against such eventualities. There is a choice around whether the Council chooses to apply any of the flexible risk management protections as a mandatory requirement in order to further minimise these risks, which would be at an added cost to the employee.

---

<sup>1</sup> Fair Society Healthy Lives - The Marmot Review (2010) <http://www.instituteofhealthequity.org/resources-reports/fair-society-healthy-lives-the-marmot-review>

15.4 The Lease Car Scheme also meets the employer's obligation of ensuring that any vehicles used for work, whether a company car or employees own vehicle complies with the following in accordance with the Corporate Manslaughter Act 2008:

- They are roadworthy
- Have a current MOT certificate for vehicles over three years old
- The driver is licensed to drive
- The vehicle is insured for business use
- The vehicle is regularly serviced
- The employee is carrying out basic maintenance checks

15.5 The Lease Car Scheme would reduce the administration and risk for Managers with regard to employees currently driving their own vehicles on company business

## **16. HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES**

16.1 Advice regarding bike safety will be available on the provider's website

## **17. BACKGROUND PAPERS**

17.1 If you would like to inspect background papers for this report, please email [governance@barnsley.gov.uk](mailto:governance@barnsley.gov.uk) so that appropriate arrangements can be made

**Report author:** Alison Brown – Service Director Human Resources

Financial Implications/Consultation



.....  
*(To be signed by senior Financial Services officer  
where no financial implications)*

This page is intentionally left blank

## BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

### REPORT OF THE EXECUTIVE DIRECTOR - CORE SERVICES TO CABINET ON 20 MARCH 2019

#### GENDER PAY GAP REPORT 2018

#### 1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide the findings of the council's Gender Pay Gap Report as of 31 March 2018.

#### 2. RECOMMENDATIONS

- 2.1 That Cabinet notes the results outlined in Appendix 1.
- 2.2 That Cabinet endorses the long term commitment to reducing the council's Gender Pay Gap and notes the Action Plan at Appendix 2.

#### 3. INTRODUCTION

- 3.1 A series of government initiatives have been undertaken in order to address the gender pay gap in the UK workforce. The Equality Act 2010 is the main legislation in the UK governing equal pay.
- 3.2 The Equality Act gave the government powers to introduce more detailed regulations requiring employers to publish their gender pay gap statistics.
- 3.3 Under this section of the Act, public authorities with more than 150 employees were required to publish annual details of their pay gap and ethnic minority and disability employment rates from 2011. Outside of the public sector, businesses were asked to undertake gender equality analysis and reporting on a voluntary basis.
- 3.4 The voluntary approach was unsuccessful as very few employers published their gender pay gaps. Therefore in March 2015, the government confirmed it would exercise its powers under the Act to require mandatory reporting. Cabinet should note that the council followed the voluntary approach and has reported its gender pay gap annually since 2007
- 3.5 The Government published the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which implemented the mandatory gender pay gap reporting requirement for public sector employers with 250 or more employees. As a result of this, public sector bodies are required to publish details of their gender pay gap no later than 30 March each year using pay data as of 31 March the previous year

- 3.6 It is important to note that the gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women.
- 3.7 Being committed to promoting equality of opportunity for our workforce and tackling workplace exclusion is important to achieving our vision and values. In support of this and in addition to legislative requirements detailed above, the Council has also undertaken an Equal Pay Review since 2007.
- 3.8 However, due to differences in data requirements it is no longer feasible to continue with the equal pay review in its current form as mandatory gender pay gap reporting sets different parameters therefore previous data is no longer comparable.
- 3.9 In order to carry out mandatory gender pay gap reporting, the Council has followed the guidance developed by the Advisory, Conciliation and Arbitration Service (ACAS).
- 3.10 The data used for gender pay gap reporting has been collected from the Councils SAP Enterprise Resource Management System and manipulated to extract the essential information.
- 3.11 Following it's consultation process, the Government confirmed that, for the purposes of mandatory gender pay gap reporting, employees of English local authority maintained schools would be considered to be employees of the governing body of that school. The council is therefore not required to include employees of maintained schools in its reporting arrangements. Employees of Academies (who are independent of the Council) are also not included.
- 3.12 In accordance with gender pay gap guidance employees on casual contracts have also not been included in the Gender Pay Gap data.
- 3.13 The Councils Gender Pay Gap Reporting guidance reflects the requirements of the mandatory gender pay gap reporting for public sector employers.
- 3.14 In March 2018, the Council carried out analysis of their first gender pay gap using pay data as of 31 March 2017, in accordance with the Equalities Act 2010 and guidance developed by the Advisory, Conciliation and Arbitration Service (ACAS). The findings were published on the Gender Pay Gap Reporting Service portal and on the [Council's website](#).

#### **4. PROPOSAL AND JUSTIFICATION**

- 4.1 Analysis from the Councils second gender pay gap (outlined at Appendix 1) has been undertaken using pay data as of 31 March 2018. The findings of which are to be published in March 2019 on the Gender Pay Gap Reporting Service portal and on the [Council's website](#)

## 4.2 The Calculations

4.2.1 Two statistical measures of ‘average pay’ have been used for the Council’s gender pay gap as identified in the ACAS guidance.

4.2.2 A **Mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

4.2.3 A **Median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

## 4.3 Gender Pay Gap Results

4.3.1 The results from the gender pay gap analysis and supporting narrative can be found at Appendix 1 – Gender Pay Gap Report 2018

4.3.2 Comparisons of the current 2018 figures have been undertaken against the previous 2017 figures and the headline findings are highlighted below.

### 4.3.3 Gender Pay Gap

	<b>2017</b>	<b>+/-</b>	<b>2018</b>
Mean	8.1%	-2%	6.1%
Median	12.4%	-2.8%	9.6%

Results show that the council’s mean gender pay gap has decreased by 2% and median gender pay gap has decreased by 2.8%

It is believed the reason behind the reduction is as a result of changes to the makeup of the organisation and increases in hourly rates of pay throughout the four quartile pay bands. There has also been an increase in females in Grade 12+. In combination this has resulted in a reduction in the mean hourly rate for males (-£0.20) and an increase in mean hourly rate for females (+£0.09) and a more significant increase in median hourly rate for females (+£0.48) than males (+£0.14).

### 4.3.4 Bonus Pay

For gender pay gap reporting purposes bonus payments includes productivity, performance and incentive payments and the council doesn’t make any of these payments.

The council does however need to include the following payments under bonus pay:

- Long service awards - a £100 voucher upon achievement of 25 years’ service
- One off recruitment and retention payments – In accordance with the Recruitment and Retention policy, one off payments can be awarded to recruit or retain employees in key posts.

Results show that the councils mean bonus pay has increased by 60% and median bonus pay has stayed the same.

Although there has been an increase in employees receiving a long service award; (21 males in 2018 compared with 9 in 2017 and 28 females in 2018 compared with 19 in 2017), there has however been a decrease in employees receiving a recruitment or retention payment (0 males in 2018 compared with 3 males in 2017 and 1 female in 2018 compared with 11 females in 2017).

It is believed that the increase in mean bonus pay (which is in favour of females) is due to just 1 retention payment being applied to 1 female and no recruitment payments being applied to either males or females.

It is believed that the median bonus pay which has stayed the same is due to being made up of the £100 Long Service Award which is applied consistently to all employees.

#### 4.3.5 Proportion of Females and Males receiving a bonus payment

When calculating the proportion, this takes into account the overall number of employees receiving a bonus payment (Long Service Award plus Recruitment and Retention Payments) which shows;

The number of males receiving a bonus has increased by 9.

The number of females receiving a bonus payment has increased by just 1.

Proportion of females in receipt of a bonus payment has increased by 0.1%

Proportion of males in receipt of a bonus payment has increased by 1%.

This reflects an increase in more males (21 in 2018 compared with 12 in 2017) achieving 25 years' service compared with females (29 in 2018 compared with 28 in 2017) and that just 1 retention payment was applied to 1 female.

#### 4.3.6 Quartile Pay Bands:

Lower Quartile – The number of females has increased by 0.2%, whereas the number of males has reduced by 0.2%

Lower Middle Quartile – The number of females has reduced by 2.9%, whereas the number of males has increased by 2.9%

Upper Middle Quartile – The number of females has increased by 1.4% whereas the number of males has reduced by 1.4%

Upper Quartile – The number of females has increased by 0.7% whereas the number of males has reduced by 0.7%

The analysis shows that the gender distribution between the quartiles is still not even and overall more females are employed than males

#### 4.4 Action Plan and Future Developments

- 4.4.1 In addition to the 2017 analysis and reporting, an action plan was developed which outlined the Councils ongoing commitment to reducing any gender pay gaps in our organisation. The gender pay gap action plan forms part of the Workforce Diversity Plan, which feeds directly into the Organisation Improvement Board.



- 4.4.2 It is important to note that the gender pay gap action plan is a long term piece of work that requires ongoing commitment in order to reduce the Council's gender pay gap.
- 4.4.3 Since mandatory reporting commenced in 2017, the Government Equalities Office (GEO) has published a report identifying a number of evidenced based actions that employers can undertake to help to reduce their pay gaps. The council already carries out some of these actions e.g. uses structured interviews for recruitment and promotions, uses diverse selection panels, uses transparent promotions, pay and reward processes, delivery of leadership development training and have been doing so for some years prior to mandatory reporting requirements. It is however noted that there are several actions we can improve on e.g. encouraging the uptake of shared parental leave, improving workplace flexibility for men and women, using skills based assessment tasks in recruitment.
- 4.4.4 The gender pay gap action plan 2018 (outlined in Appendix 2) has been updated to reflect progress made to date and new actions have been identified including taking on board actions from the GEO's published report. The council will continue to progress the actions, undertaking regular reviews throughout the year and reporting on progress in line with the Workforce Diversity Plan, Organisation Improvement Board and the next gender pay gap reporting for 2019.
- 4.4.5 The council remains committed to equality of opportunity for its workforce and pledged to include ethnicity and disability as part of this review. However, there are issues around data quality in this area which is currently being addressed. Once this has improved sufficiently, ethnicity and disability along with other protected characteristics will be reported on an alternating cycle.

## **5. CONSIDERATION OF ALTERNATIVE APPROACHES**

- 5.1 There are no alternative approaches that the council can consider due to the mandatory requirement to report the councils gender pay gap as a result of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

## **6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS**

- 6.1 There are no implications for local people and service users arising from this report.

## **7. FINANCIAL IMPLICATIONS**

- 7.1 There are no direct financial implications for the council as a result of this report.

## **8. EMPLOYEE IMPLICATIONS**

- 8.1 There are no employee implications for the council as a result of this report.

## **9. LEGAL IMPLICATIONS**

- 9.1 There are no legal implications for the council arising from this report.

## **10. CUSTOMER AND DIGITAL IMPLICATIONS**

- 10.1 The gender pay gap report is published on the gender pay gap portal and on the council's website. The report can be viewed by either a html flipbook or PDF version.

## **11. COMMUNICATIONS IMPLICATIONS**

- 11.1 The Communication and Marketing team are aware of the outcome of the 2018 Gender Pay Gap analysis and have provided support in developing the narrative to ensure it is clear and understandable. The team will also provide support and guidance on any media activity arising from outcome.
- 11.2 To comply with mandatory requirements the Gender Pay Gap results and supporting narrative will be published on the council's website and on the Gender Pay Gap Reporting Service portal on GOV.UK.

## **12. CONSULTATIONS**

- 12.1 The Senior Management Team has been consulted
- 12.2 The Equalities and Inclusion Team has been consulted.
- 12.3 The Research and Business Intelligence Team has been consulted.
- 12.4 The Communication and Marketing Team have been consulted
- 12.5 The Trade Unions have been informed.

## **13. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION**

- 13.1 The 2018 analysis continues to solely address gender, but in order to establish a meaningful approach to the analysis, other protected characteristics will be included in future years. The analysis in this report contributes to the equality priority of understanding and improving workforce diversity.

## **14. RISK MANAGEMENT ISSUES**

- 14.1 The ACAS guidance on gender pay gap reporting provides a standard framework to be applied to calculate gender pay gaps which therefore reduces risk of inconsistencies in this area.
- 14.2 Pay and grading arrangements will always have an element of risk attached to them particularly with regard to equal pay. However, undertaking Gender Pay Gap Reporting is in itself a tool to identify and mitigate the risks associated with pay inequality, along with the Council's job evaluation process.

## **15. GLOSSARY**

ACAS - Advisory, Conciliation and Arbitration Service  
GEO - Government Equalities Office

## **16. LIST OF APPENDICES**

Appendix 1: Gender Pay Gap Report 2018.

Appendix 2: Gender Pay Gap Action Plan 2018

## **17. BACKGROUND PAPERS**

ACAS Managing gender pay gap reporting guidance.

Office of National Statistics (ONS) 2017 Annual Survey of Hours and earnings for national mean and median average gender pay gap figure.

Government Equalities Office Report - Reducing the gender pay gap and improving gender equality in organisations: Evidence-Based Action for Employers

Equality Scheme 2015-2018 available on the council intranet or from the Equalities and Inclusion team

If you would like to inspect background papers for this report, please email [governance@barnsley.gov.uk](mailto:governance@barnsley.gov.uk) so that appropriate arrangements can be made

**Report author:** Alison Brown – Service Director Human Resources

This page is intentionally left blank

# GENDER PAY GAP



# REPORT 2018



[barnsley.gov.uk](http://barnsley.gov.uk)



[BarnsleyCouncil](https://www.facebook.com/BarnsleyCouncil)



[@BarnsleyCouncil](https://twitter.com/BarnsleyCouncil)



**BARNSLEY**  
Metropolitan Borough Council



At Barnsley Council we value diversity and are committed to equality within our workforce.

Our ambition for Barnsley Council is to be a place where everyone is valued, respected, treated fairly and with dignity.

The approach we take to equality and diversity is informed by our Vision and Values and seeks to address the challenges we face, and to learn from the progress and achievements we have made so far.

Pay fairness is important for everyone, individually but for society as a whole. As a council, we have worked hard on the actions identified last year to tackle the gender pay gap and I am proud to relay that our second gender pay gap report shows that our mean and median gender pay gaps have both reduced.

Whilst this is a positive step in the right direction on what is a long term journey we recognise that while ever we have a gender pay gap we have work to do and remain committed to addressing the imbalance.

A handwritten signature in black ink that reads "Diara Ferris". The signature is written in a cursive style.

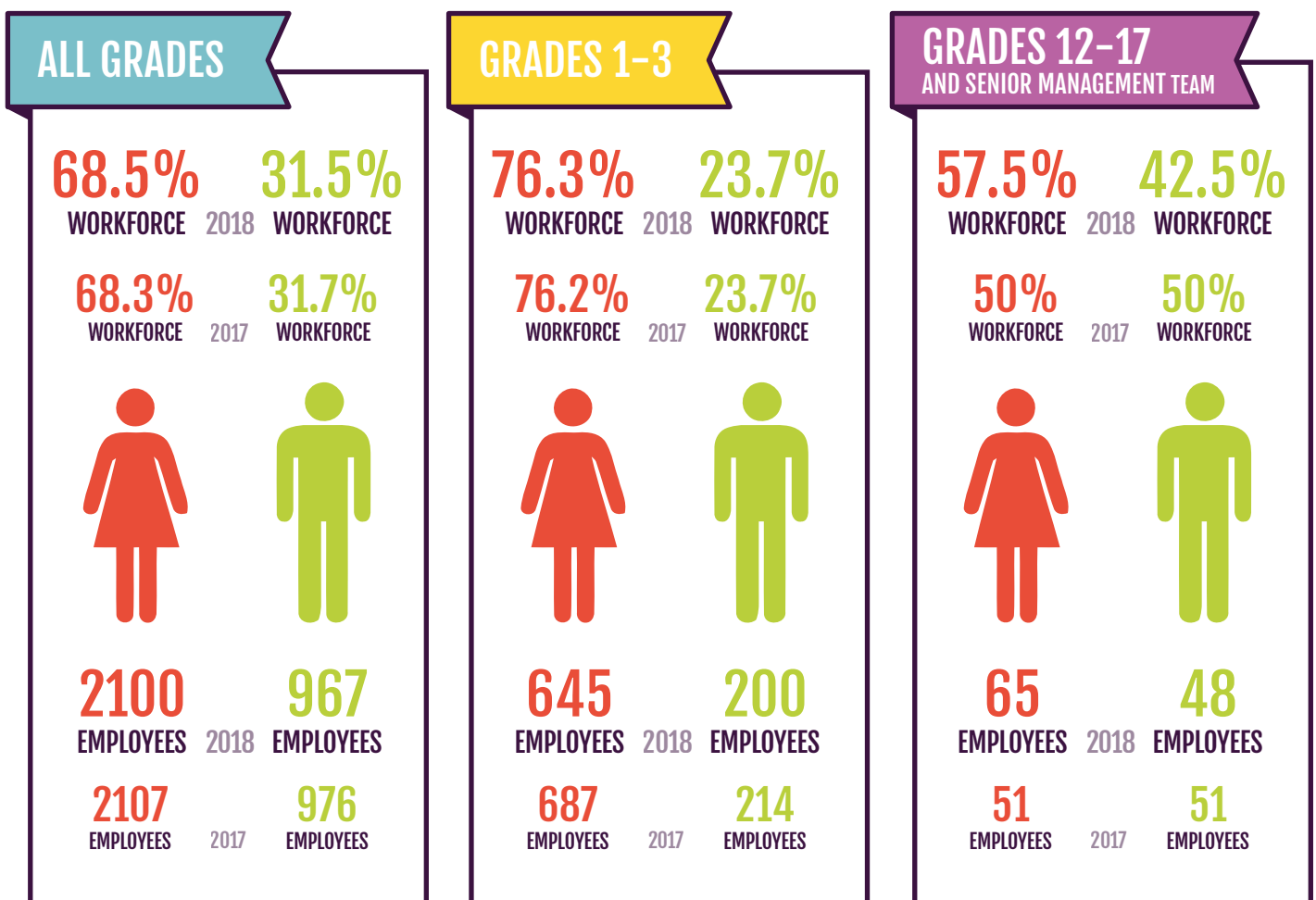
Chief Executive

# UNDERSTANDING BARNSELY COUNCIL'S GENDER PAY GAP

Being committed to promoting equality of opportunity for our workforce and tackling workplace exclusion is important to achieving our vision and values. In support of this the Council have undertaken and published equal pay reviews voluntarily since 2007, identifying and fulfilling any action points each year.

The following analysis has been carried out according to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which places a mandatory requirement on public sector employers with 250 or more employees.

## Barnsley Council's Workforce Composition



The council's workforce is predominantly female at 68.5% (compared with 68.3% in 2017). The majority of female employees are clustered within the bottom three grades. Jobs available within these grades are popular with female employees, either because of the type of work involved or because a large number of the job roles are part-time, which can be balanced against out of work responsibilities. This pattern is observed across the UK workforce and is a result of deep-rooted gender hierarchies in the labour market and is influenced by stereotypical thinking around "male" and "female" occupations.

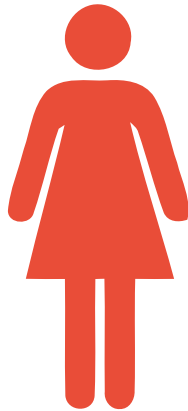
## HOURLY RATE OF PAY

**£12.98**  
2018 MEAN\*

**£12.89**  
2017 MEAN\*

**£13.83**  
2018 MEAN\*

**£14.03**  
2017 MEAN\*



2018

**6.1%** MEAN DIFFERENCE

2017

**8.1%** MEAN DIFFERENCE

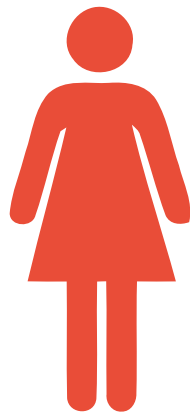


**£11.62**  
2018 MEDIAN\*

**£11.14**  
2017 MEDIAN\*

**£12.86**  
2018 MEDIAN\*

**£12.72**  
2017 MEDIAN\*



2018

**9.6%** MEDIAN DIFFERENCE

2017

**12.4%** MEDIAN DIFFERENCE



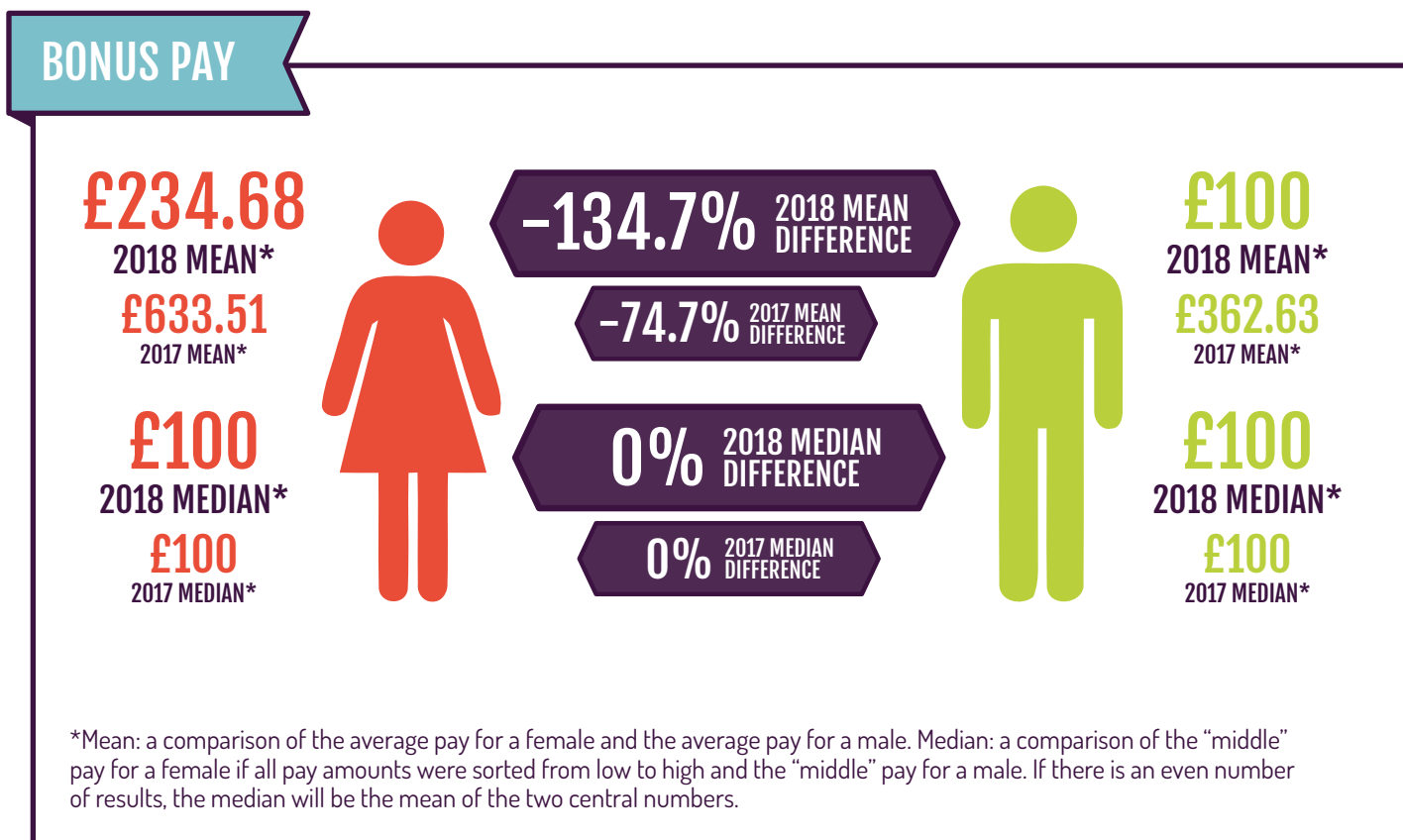
\*Mean: a comparison of the average pay for a female and the average pay for a male. Median: a comparison of the "middle" pay for a female if all pay amounts were sorted from low to high and the "middle" pay for a male. If there is an even number of results, the median will be the mean of the two central numbers.

Results show that a female employee earns on average either 6.1 less (compared with 8.1% in 2017) or 9.6% less (compared with 12.4% in 2017) than a male employee according to the measurement chosen. This is compared to 17.9% and 18.4% nationally.

We believe that our Mean and Median gender pay gaps have reduced as a result of changes to the makeup of the organisation and increases in hourly rates of pay throughout the four quartile pay bands.







Results show that female employees received 134.7% (compared with 74.7% in 2017) more in bonus pay than male employees.

**For gender pay gap reporting purposes bonus payments include productivity, performance and incentive payments and the council doesn't make any of these payments.**

The council does however operate a long service award of a £100 voucher upon achievement of 25 years' service.

The long service award is consistently applied to all employees upon them achieving 25 years' service. 49 employees received the award of which 28 employees (57.1% compared with 67.8% in 2017) were female and 21 employees (42.9% compared with 32.1% in 2017) were male. This reflects an increase in males achieving 25 years service (compared with 2017, where male and females achieving 25 years service was reflective of the council's workforce composition).

The council also has a Recruitment & Retention Policy where one off payments can be awarded to recruit or retain employees in key posts. As part of the approvals process associated with recruitment and retention payments managers are required to consider the wider impact on protected characteristics before awarding a payment.

No recruitment payments were applied to either female or male employees within the 2018 bonus pay period (compared with 2 employees, 50% male and 50% female in 2017)

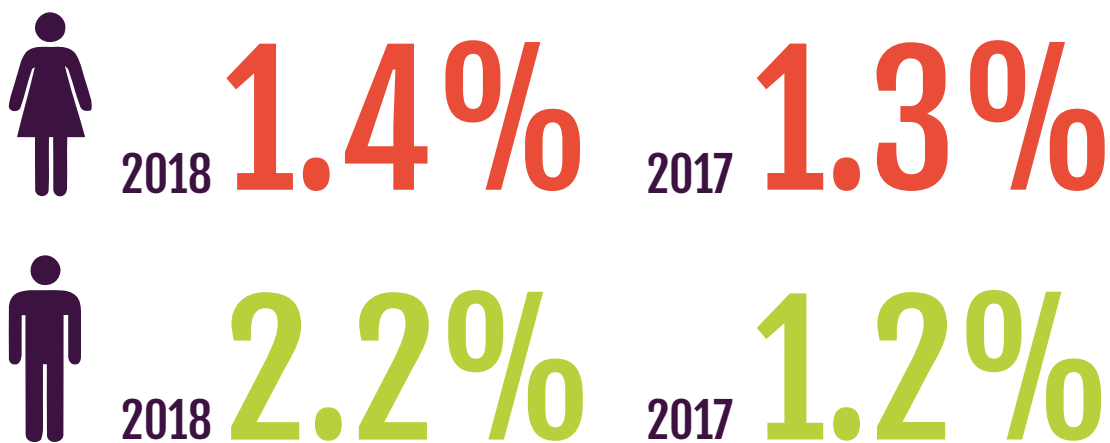
A retention payment was applied to just 1 female employee (compared with 80% females and 20% males in 2017).

## PROPORTION OF FEMALES AND MALES RECEIVING A BONUS PAYMENT

### NUMBER OF EMPLOYEES RECEIVING A BONUS PAYMENT



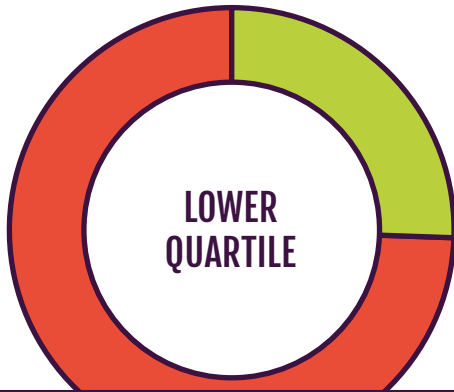
### PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



The proportion of employees who have received a payment that is categorised for gender pay gap reporting as a bonus indicates overall that both males and females are treated the same with a 0.8% (compared with 0.1% in 2017) difference.

# PROPORTION OF FEMALES & MALES IN EACH QUARTILE PAY BAND

## QUARTILE PAY BAND



**74.5%** 564 FEMALES **25.5%** 193 MALES

2018

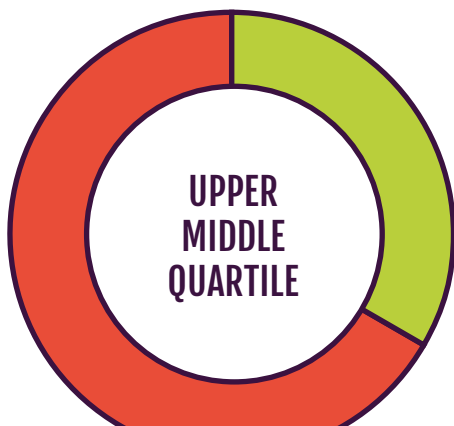
**74.3%** 573 FEMALES **25.7%** 198 MALES

2017



**65.8%** 498 FEMALES **34.2%** 259 MALES

**68.7%** 529 FEMALES **31.3%** 241 MALES

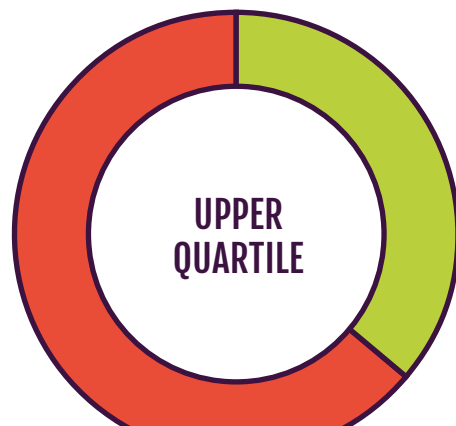


**67.9%** 514 FEMALES **32.1%** 243 MALES

2018

**66.5%** 513 FEMALES **33.5%** 258 MALES

2017



**64.5%** 488 FEMALES **35.5%** 269 MALES

**63.8%** 492 FEMALES **36.2%** 279 MALES

\*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 18, was 3028 (compared to 3083 in 2017), which has been arranged by the lowest hourly rate of pay to the highest hourly rate of pay. The total has then been divided into four quartiles with the same hourly rate of pay being distributed evenly by gender where they cross the quartile boundaries.

Analysis continues to show that the gender distribution between the quartiles is not even - more females are employed 68.2% (compared with 68.3% in 2017) than male. In particular female employees make up approximately 76.3% (compared with 76.2% in 2017) of the three lowest grades (1 - 3) which sit within the lower quartile.



## TACKLING THE GENDER PAY GAP

As part of our ongoing commitment to addressing our gender pay gap we have developed a series of actions that the Council will focus on to try and reduce the gap. These actions form part of the Council's Workforce Diversity Plan.



## Gender Pay Gap Action Plan 2018

Appendix 2

Date Added	Action No	Designated Action	Progress made	Progress required	When to be delivered
January 2018	1	1) Investigate how gender pay gap findings can support improving gender pay profile e.g. interviews with employees to identify why they are attracted to particular roles and not others, positive action statements in recruitment, work to remove stereotypes associated with particular roles and other positive action initiatives	1) Steps already taken to review and improve wording in adverts & images on website to remove any gender bias.	1) To be investigated further by interviewing current employees re attraction 2) Investigating benefits of involvement with HeforShe campaign - proposal to go to BLT in first instance.	Quarterly  30 June 2019
January 2018	2	1) Continue to monitor all recruitment and retention payment applications, challenging where required and seeking justification to avoid and remove any gender bias.	1) Recruitment and Retention Payment form updated to include section on considering the impact on other staff. 2) Tracker developed for monitoring payments made and ongoing challenge being undertaken to prevent any gender bias.		January 2018  Monthly
January 2018	3	1) Assess whether (and extent to which) occupational gender-segregation or gender imbalance in promotional opportunities are part of the cause for the over-representation of women in particular grades. (for example Grades 1-3)	1) Same as action 1 progress made. 2) Analysis of gender by grade and recruitment data undertaken and appropriate challenge being undertaken to prevent any gender bias.	1) Further analysis required on length of time in role to identify if people are getting stuck at particular levels. 2) Further analysis required on applicant pools in different fields and how this compares against actual applicants.	6 Monthly  31 December 2019

## Gender Pay Gap Action Plan 2018

Appendix 2

Date Added	Action No	Designated Action	Progress made	Progress required	When to be delivered
January 2018	4	Investigate whether any barriers to promotion for female employees into Senior Management. (Grades 12 and above)	1) Same as action 3 progress made.	1) Survey and focus groups to be held with female managers to assess any potential barriers.	30 June 2019
January 2018	5	Review pay data on an alternating cycle in relation to ethnicity and disability to ensure the Council are complying with the Council's Equality Scheme.	1) Placed on hold until data quality improved.	1) To monitor and review every 6 months for any improvements	6 Monthly
January 2018	6	Ensure cultural change through continuing to roll out the Barnsley Leadership Programme to all managers, helping to create strong, motivational and effective managers and leaders at every level.	1) Future Leaders Programme Ongoing 2) Measurement from Employee Survey shows positive shifts in cultural change moving in the right direction.		31 January 2020
January 2018	7	Continue to improve the various methods of recruitment to attract a more diverse mix of candidates.	1) Positive steps taken to remove any barriers including a physical presence at dedicated recruitment fayres e.g. Equalities Fayre (BME & Disability) Job's/Career Fairs. Ability to produce real time analytics to reflect methods undertaken.	1) Investigate feasibility of blind shortlisting to remove any unconscious bias 2) Investigate feasibility of running unconscious bias training	30 April 2019  30 April 2019

## Gender Pay Gap Action Plan 2018

Appendix 2

Date Added	Action No	Designated Action	Progress made	Progress required	Date to be delivered
January 2018	8	1) Continue to improve methods of flexible working by examining and removing any barriers.	1) Unable to report on and identify areas where flexible working requests are approved or refused, as no longer recorded centrally	1) Investigate feasibility of reintroducing reporting mechanism	31 July 2019
January 2019				2) Ensure all jobs advertised are offered as having flexible working options, such as part-time work, remote working, job sharing or compressed hours	31 January 2019
January 2019				3) Encourage leaders to role model working flexibly and to champion flexible working	30 April 2019
January 2019				4) Encourage men to work flexibly, to reflect it's not only a female benefit	30 April 2019
January 2018	9	1) Consideration of agile working to complement flexible working practices.	1) Workforce mobilisation theme established as part of Digital First. Broad framework being developed by HR which also ties into action 8 above. 2) Equality Impact Assessment completed but implementation roll out on hold.	1) Work smart project commencing April 2019 will consider Barnsley as modern employer with modern working practices including a full review of agile working.	31 January 2020

## Gender Pay Gap Action Plan 2018

Appendix 2

Date Added	Action No	Designated Action	Progress made	Progress required	Date to be delivered
January 2019	10	1) Encourage uptake of Shared Parental Leave and maternity support leave with males. 2) Investigate feasibility of offering enhanced Shared Parental Leave at the same level as enhanced maternity pay.			30 September 2019  31 December 2019
January 2019	12	1) Analyse leavers by gender and seniority each year to identify if a higher % of females are leaving more quickly than males (particularly in higher paid positions) and reasons why.			Quarterly
January 2019	11	1) Investigate feasibility of a programme for recruiting returners who have taken extended career breaks for caring or other reasons who are not currently employed or in roles they are over qualified.			31 January 2020



This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

Report of the Service Director  
Human Resources

### **Implementation of the 2019/20 Pay Policy Statement**

#### **1. Purpose of Report**

The purpose of this report is to seek approval to implement the council's 2019/20 Pay Policy Statement in accordance with section 38 to 43 of the Localism Act 2011.

#### **2. Recommendations**

**That approval is given to implement the 2019/20 Pay Policy Statement contained at Appendix 1 with effect from 1<sup>st</sup> April 2019.**

#### **3. Introduction**

3.1 Local Authorities are required under section 38(1) of the Localism Act 2011 (the Act) to prepare a Pay Policy Statement. The statement must articulate the council's policy towards the pay of the workforce, particularly Chief Officers and lowest paid employees.

3.2 The Act requires that Pay Policy Statements are produced annually, are considered by full council and are published on the council's website.

#### **4. Proposal and Justification**

4.1 The 2019/20 Pay Policy Statement has been reviewed in accordance with the Act and has been updated with the following:

- Paragraph 2.2 has been amended to reflect changes to Service Director pay
- Paragraph 2.3 is new to reflect changes to Service Director pay
- Paragraph 2.4 - to reflect the updated School Teachers Pay and Conditions Document 2018.
- Paragraph 4.1 - Updated lowest and highest paid salaries and pay multiple.

#### **5. Consideration of Alternative Approaches**

5.1 An alternative option would be to not produce a Pay Policy Statement. However this would contravene section 38(1) of the Localism Act 2011. Consequently this is not a realistic option.

#### **6. Implications for Local People/Service Users**

6.1 There are no implications for local people and service users arising from this report.

#### **7. Financial Implications**

7.1 There are no direct financial implications for the council as a result of this report.

#### **8. Employee Implications**

8.1 The proposed Pay Policy Statement applies to all employees except those employed in locally managed schools and brings together a number of existing policies and local agreements in one document.

## **9. Legal Implications**

- 9.1 The Pay Policy consolidates a number of existing policies that have previously been reviewed by Legal Services.

## **10. Communications Implications**

- 10.1 To comply with mandatory requirements the Pay Policy will be published on the council's website.

## **11. Consultations**

- 11.1 The Senior Management Team was consulted on 26<sup>th</sup> February 2019.
- 11.2 The Pay Policy was circulated to the Trade Unions on 25<sup>th</sup> February 2019 and was discussed at the Employee Relations Forum on 27<sup>th</sup> February 2019.

## **12. Promoting Equality and Diversity and Social Inclusion**

- 12.1 The implementation of this policy will ensure that any issues relating to pay are applied fairly and consistently.

## **13. Risk Management Issues**

- 13.1 The recommended policy provides information on how the council remunerates its employees and as such provides a standard framework to be applied to employee remuneration therefore reduces the risk of inconsistencies in this area.

## **14. Glossary**

DCLG – Department for Communities and Local Government.

## **15. List of Appendices**

Appendix 1 – 2019/20 Pay Policy Statement.

## **16. Background Papers**

- 16.1 DCLG Guidance: Openness and Accountability in Local Pay February 2012.
- 16.2 DCLG Guidance: Openness and Accountability in Local Pay Supplementary Guidance February 2013.
- 16.3 DCLG Local Government Transparency Code 2014.
- 16.4 Localism Act 2011

These documents are contained in working files in Human Resources and are available for inspection.

If you would like to inspect background papers for this report, please email [governance@barnsley.gov.uk](mailto:governance@barnsley.gov.uk) so that appropriate arrangements can be made

**PAY POLICY STATEMENT FOR THE PERIOD 1 APRIL 2019 TO 31 MARCH 2020**

**Contents**

<b>Section 1.0</b>	<b><u><a href="#">Introduction and Scope</a></u></b>	<b>Page 2</b>
<b>Section 2.0</b>	<b><u><a href="#">Determination of Pay</a></u></b>	<b>Page 2</b>
<b>Section 3.0</b>	<b><u><a href="#">Lowest Paid Salary</a></u></b>	<b>Page 7</b>
<b>Section 4.0</b>	<b><u><a href="#">Highest Paid Salary</a></u></b>	<b>Page 7</b>
<b>Section 5.0</b>	<b><u><a href="#">Other Pay Related Policies</a></u></b>	<b>Page 8</b>
<b>Section 6.0</b>	<b><u><a href="#">Professional Subscriptions</a></u></b>	<b>Page 10</b>
<b>Section 7.0</b>	<b><u><a href="#">Remuneration Committees</a></u></b>	<b>Page 10</b>
<b>Section 8.0</b>	<b><u><a href="#">Selective Voluntary Early Retirement/ Voluntary Severance</a></u></b>	<b>Page 10</b>
<b>Section 9.0</b>	<b><u><a href="#">Employment in Receipt of a Pension/Redundancy/Severance</a></u></b>	<b>Page 11</b>
<b>Section 10.0</b>	<b><u><a href="#">Pension Schemes</a></u></b>	<b>Page 11</b>
<b>Section 11.0</b>	<b><u><a href="#">Amendments to the Policy</a></u></b>	<b>Page 12</b>
<b>Section 12.0</b>	<b><u><a href="#">Policy for Future Years</a></u></b>	<b>Page 13</b>
<b>Section 13.0</b>	<b><u><a href="#">Equality and Diversity</a></u></b>	<b>Page 13</b>
<b>Section 14.0</b>	<b><u><a href="#">Income Tax and National Insurance</a></u></b>	<b>Page 13</b>
<b>Annex A</b>	<b><u><a href="#">Chief Officer Remuneration</a></u></b>	<b>Page 14</b>

## **PAY POLICY FOR THE PERIOD 1 APRIL 2019 TO 31 MARCH 2020**

---

### **1.0 INTRODUCTION AND SCOPE**

- 1.1 At Barnsley Council we value diversity and are committed to equality within our workforce. Our ambition for Barnsley Council is to be a place where everyone is valued, respected, treated fairly and with dignity. The approach we take to equality and diversity is informed by our Vision and Values and seeks to address the challenges we face, and to learn from the progress and achievements we have made so far.
- 1.2 Pay fairness is an important part of this commitment and as well as defining our policy on pay and related allowances, as a council, we are working on actions identified to tackle our gender pay gap.
- 1.3 In addition Section 38 - 43 of the Localism Act 2011 (as supplemented) requires Barnsley Metropolitan Borough Council (referred to as the Council) to produce a policy statement that covers a number of matters concerning the pay of the Council's employees.
- 1.4 It details the arrangements for the determination of salary, how salary levels are determined, the method for pay progression (where applicable) and the payment of allowances. It should be noted that the policy does not apply to employees within locally managed schools.

---

### **2.0 DETERMINATION OF PAY**

#### **2.1 Chief Officers**

The Council's policy on remunerating Chief Officers is set out below and in Annex A. For the purpose of the policy a Chief Officer is defined as the Chief Executive and Executive Directors. The terms and conditions of employment for such Chief Officers are as specified in the Joint National Committee for Chief Executives and Joint National Committee for Chief Officers as supplemented by Local Agreements.

##### **2.1.1 Salary on Appointment**

The post will be advertised and appointed to at the agreed approved salary unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.

##### **2.1.2 Pay Increases**

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in

question beyond the normal flexing of duties and responsibilities that are expected in senior posts. Beyond this the Council would not make additional payments outside those specified in the contract of employment.

## **2.2 NJC Grades 1 to 17**

The Council uses the National Joint Council (NJC) Job Evaluation Scheme and has a pay structure consisting of 17 Grades which can be found in the link below.

[17 Grade Pay Structure \(Link to be inserted once collective agreement is signed\)](#)

The grading structure currently covers all staff on NJC terms and conditions up to and including Service Director level\*.

The pay grades for positions on NJC terms and conditions are determined utilising the NJC Job Evaluation scheme which is implemented jointly with the respective Trade Unions.

\*From 1<sup>st</sup> June 2019 Service Directors will be paid a fixed salary determined through pay benchmarking. They will however, remain on NJC terms and Conditions.

### **2.2.1 Salary on Appointment**

Employees appointed to positions on NJC Grades 1 to 17 will normally be placed on the first point of the grade for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

### **2.2.2 Salary on Promotion/Secondment**

On promotion or secondment employees should normally be placed on the first point of the grade for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

### **2.2.3 Pay Increases**

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations.

### **2.2.4 Pay Progression**

Pay progression for employees on NJC Grades 1 to 17 is as outlined in the Incremental Pay Progression Guidance attached in the link below.

[Pay Progression](#)

## **2.3 Service Directors**

From 1<sup>st</sup> June 2019 Service Directors will be paid on the same fixed salary determined through pay benchmarking.

### **2.3.1 Salary on Appointment**

Appointments will be to the agreed fixed salary for Service Directors unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.

### **2.3.2 Pay Increases**

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts. Beyond this the Council would not make additional payments outside those specified in the contract of employment.

## **2.4 Soulbury Officers**

### **2.4.1 Salary on Appointment**

The Soulbury Committee provides a voluntary collective bargaining machinery in respect of the salaries and service conditions of the following categories:-

- a) Educational Improvement Professionals
- b) Educational Psychologists

An employee appointed to one of these positions for the first time shall be placed at the minimum of the scale deemed appropriate by the Council. Where the employee has had previous experience which the authority considers should be regarded as equivalent value to service, the Council shall determine a higher incremental point up to the maximum.

### **2.4.2 Educational Improvement Professionals**

A salary scale for Educational Improvement Professionals should consist of no more than 4 points (subject to additional points needed to accommodate discretionary scale extensions or SPA points).

Educational Improvement Professionals undertaking the full range of duties would usually be appointed on a minimum point of 8.

Senior Educational Improvement Professionals undertaking the full range of duties would usually be appointed on a minimum point of 13

Leading Educational Improvement Professionals undertaking the full range of duties would usually be appointed on a minimum point of 20.

[Education Improvement Professionals Pay Scale](#)

2.4.3 Educational Psychologists

Trainee Educational Psychologists in their second and third year of training should be paid on a point selected from the 6 point Trainee Educational Psychologist pay scale. While Trainee Educational Psychologists will be employed on the basis that they will be available for work for 3 days per week in the second year and 4 days per week in the third year of training, it is not intended that their pay rates should be applied on any pro rata basis

Assistant Educational Psychologists are paid on the Assistant Educational Psychologist pay scale and should not remain on this scale for more than 4 years. Educational Psychologists would usually be appointed on an individual 6 point pay range on Scale A which will be 1-6, 2-7 or 3-8 based on an assessment of recruitment and retention and other local factors. Managers have the discretion to appoint above the minimum of the selected scale.

Senior Educational Psychologists would usually be appointed on a 4 point pay range on Scale B

Principal Educational Psychologists would usually be appointed on a 4 point pay range on Scale B with a minimum starting point of point 4.

Educational Psychologists paid on Scales A/B are also eligible for up to 3 Structured Professional Assessment (SPA) points

[Educational Psychologists Pay Scale](#)

2.4.4 Salary on Promotion/Secondment

On promotion or secondment employees should normally be placed on the first point of the range for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

(The Council should provide a career structure for Educational Psychologists and further details can be obtained from The Report of the Committee on Salary Scales and Service Conditions of Inspectors and Advisory Officers of Local Education Authorities).

2.4.5 Incremental Pay Progression

The pay awards for Advisors, Inspectors and Psychologists are effective from 1<sup>st</sup> September each year subject to six months service in the post, until the maximum of the grade is reached.

Soulbury staff also have the opportunity to apply for up to 3 further points on the salary scale (in addition to their 4 point range) and these are called Structured Professional

Assessment points (SPA's). A copy of the application for Structured Professional Assessment Points Guidance notes can be found in the link below:-

[Structured Professional Assessment Guidance](#)

## **2.5 Centrally Employed Teachers**

The pay policy for Centrally Employed Teachers falls under the terms of the School Teachers Pay and Conditions Document (referred to as the Document).

[School Teachers Pay and Conditions 2018](#)

The Council will review every qualified teacher's salary with effect from 1 September each year. Reviews may take place at other times of the year to reflect any changes in circumstances or job descriptions that will affect pay.

The statutory pay arrangements give significant discretion over the awarding of allowances and the criteria used by the Council to determine the application of the discretionary elements. Decisions on the way these discretions will be used are the responsibility of the Executive Director, People.

## **2.6 Adult Education Tutors**

2.6.1 Following the cessation of the (Silver Book) a Local Agreement for Adult Education Lecturers was agreed and implemented in September 2002. The Agreement covers staff employed as Lecturers (Qualified and Unqualified), Curriculum Co-ordinators, Lead Tutors, Curriculum Support and Information Officers Learning /Project Co-ordinators.

[Adult Education Tutors Pay Scales](#)

### **2.6.2 Salary on Appointment**

A new employee to the Service would normally be appointed at the bottom of the relevant pay scale although additional increments may be considered for previous relevant experience or continuous service in establishments recognised under the Redundancy Payments (Modification) Order 1999.

### **2.6.3 Pay Progression**

The pay awards for employees covered by the Local Agreement for Adult Education Lecturers 2008 are based upon the percentage pay increase awarded to JNC Youth and Community Workers. Any such awards are effective from 1<sup>st</sup> September each year.

During employment annual increments shall be awarded on 1<sup>st</sup> September each year subject to six months service in the post, until the maximum of the grade is reached.

## **2.7 Agenda For Change**

The Agenda for Change pay structure is applicable to staff within the extended remit of the NHS Pay Review Body (NHSPRB). The pay spine is divided into 9 pay bands



(pay band 8 is subdivided into 4 ranges) and positions were assigned to a pay band in accordance with the NHS Job Evaluation Scheme.

2.7.1 Salary on Appointment

Upon commencement to a post staff were normally appointed to the lowest pay point of the agreed band with the exception of staff appointed on Band 5 who have accelerated progression through the first two pay points in six monthly steps providing management are satisfied that they meet the required 'standard of practice'. This 12 month period is known as the 'Preceptorship'. Employees affected by TUPE transferred on the same terms and conditions applicable pre-transfer. The Council reserves the right to evaluate and appoint to all new posts in accordance with the NJC terms and conditions for Local Government Employees.

2.7.2 Salary on Promotion

Pay on promotion should be set either at the minimum of the new pay band or, if this would result in no pay increase, the first pay point in the band which would deliver an increase in pay. However, as stated in 2.7.1, the Council reserves the right to evaluate and appoint to all posts, including promotion opportunities, in accordance with the NJC terms and conditions for Local Government Employees.

2.7.3 Pay Progression

Progression through the individual pay bands is by annual increments on the anniversary of appointment to the post. This progression is dependent upon satisfactory performance in the role and demonstration of the agreed knowledge and skills appropriate to that part of the pay band as detailed in the NHS Knowledge and Skills Framework.

---

**3.0 LOWEST PAID SALARY**

3.1 The lowest pay point in this Council is Grade 1 point 6 which equates to an annual salary of £17,364 and can be expressed as an hourly rate of pay of £9.00. The Council is committed to tackling low pay and historically has paid a low pay supplement equivalent to the Foundation Living Wage rate. This rate is £9.00 per hour which is currently the same as the council's minimum rate.

3.2 The pay rate is increased in accordance with any pay settlements which are reached through the National Joint Council for Local Government Services and through increases to the Living Wage as advised by the Living Wage Foundation.

---

**4.0 HIGHEST PAID SALARY**

4.1 The highest paid salary in this council is currently £162,683 which is paid to the Chief Executive. The median average salary in this council (not including schools) is £22,658. The ratio between the two salaries, the 'pay multiple' is 7.2:1. The authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Council and as such the Council takes the view that the pay multiple acts as a control element which will be monitored

and reported annually as part of the review of this Pay Policy.

- 4.2 The Council is required to publish Chief Officer salaries on an annual basis as part of the Statement of Accounts. Details can be found at:

[Statement of Accounts 2017 18](#)

---

## 5.0 OTHER PAY RELATED POLICIES

A number of other pay related policies are outlined below which are applicable to all employees except centrally employed school teachers, whose statutory pay and conditions of service fall under the terms of the School Teachers Pay and Conditions Document. The information contained below provides a summary of allowances and must be read in conjunction with the relevant 'Conditions of Service' document/Local Agreement.

The Council also has a protocol which allows changes to working practices to be agreed and implemented. As a consequence the agreements relating to premium payments, shift allowances and standby payments may have been varied from the standard agreement.

### 5.1 Allowances

#### 5.1.1 Bank Holiday Working

- Employees required to work on a public or extra statutory holiday shall, in addition to the normal pay for that day, be paid plain time rate for all hours worked within their normal working hours for that day. In addition, at a later date, time off with pay shall be allowed as follows:
  - Time worked less than half the normal working hours on that day - half day
  - Time worked more than half the normal working hours on that day - full day

#### 5.1.2 Overtime/Additional Hours

- Overtime rates – Employees who are required to work overtime/additional hours beyond their working week are entitled to receive enhancements on the following basis
  - Monday to Sunday - time and half

The Council has a Planned Overtime Policy which applies to employees of Grade 7 and above who undertake overtime. Full details of the provision can be found at: [Planned Overtime Policy](#)

- Part-time employees will only be paid overtime rates in circumstances where an equivalent full time employee would receive them e.g. for a part-time

employee who normally works Monday to Friday, work up to 37 hours per week will be paid at plain time, thereafter and at weekends overtime rates will be payable.

5.1.3 Weekend Working

- Employees who are required to work on Saturday and/or Sunday as part of their normal working week are entitled to the following enhancements:
  - Monday to Sunday - time and half

5.1.4 Night work

Employees who work at night as part of their normal working week are entitled to receive an enhancement of time and half for all hours worked between 10pm and 6am, Monday to Sunday i.e. no additional enhancement is payable for weekend working.

The night rate shall be payable in addition to the enhanced rates of pay for additional hours (overtime) worked on a Monday to Sunday night between the hours of 10pm and 6am e.g. an employee working Saturday night as overtime will receive time and half for hours worked Saturday plus an additional 50% of the hourly rate due to working at night (between 10pm and 6am).

5.1.5 Alternating Shifts

- An enhancement of 10% will be payable to employees working alternating shifts providing all of the following criteria are met:
  - The total period covered by the shifts is 11 hours or more
  - There are at least 4 hours between the starting time and the earliest and latest shift

5.1.6 Rotating Shifts

- An enhancement equivalent to:
  - 10% of salary for three shifts on a rota basis including a night shift over 5 or 6 days, or
  - 10% of salary for three shifts on a rota basis including a night shift over 7 days will be payable to employees working rotating shifts providing all of the following criteria are met:
    - ◆ The total period covered by the shifts is 18 hours or more
    - ◆ At least 4 hours worked between 7pm and 7am.

5.1.7 In addition to the above mentioned the Council has a number of local agreements covering areas such as:

- Car Mileage Allowance - employees who use their private car whilst undertaking official business in the course of their employment, mileage will be

reimbursed at the Approved Mileage Allowance Payments (AMAP) rates as specified by HM Revenue and Customs.

- Recruitment and Retention Procedure - provides a series of payment options to assist with recruitment and retention issues.
- Deprivation of Liberty Safeguards Payments - The Council has a statutory duty to undertake assessments under Deprivation of Liberty Safeguards (DOLS). A payment will be made in accordance with the local agreement.
- Laundry Allowance - additional payment to recompense employees for cleaning allocated uniforms.
- Standby/Call out - An employee who is contractually required or volunteers to be available on a standby/call out basis will be recompensed by payment of an amount determined locally.
- Approved Mental Health Professionals (AMHP) allowance - Is an annual allowance paid over 12 equal monthly instalments to AMHP's who undertake this role in addition to their post.

The above is not an exhaustive list of local agreements.

---

## **6.0 PROFESSIONAL SUBSCRIPTIONS**

- 6.1 This payment of fees currently applies only to employees of Legal Services who are Solicitors and are required to hold a practising certificate and for Social Care Workers who are required to be registered by the Health and Care Professionals Council (HCPC).

Payment will not be made for membership of any other professional organisation, whether or not membership is a requirement of the appointment.

---

## **7.0 REMUNERATION COMMITTEES**

- 7.1 The Council does not utilise a Remuneration Committee to determine grading of posts. The evaluation of posts is a complex issue requiring use of specialised trained panels to recommend grades for posts as determined by the appropriate evaluation process. Recommended grades are subject to approval by the agreed Council decision making process i.e. Delegated/Cabinet Reports.
- 

## **8.0 SELECTIVE VOLUNTARY EARLY RETIREMENT/VOLUNTARY SEVERANCE POLICY**

- 8.1 The Selective Voluntary Early Retirement and Voluntary Severance schemes enable the Council to reduce the size of its workforce in line with prevailing economic conditions, whilst at the same time compensating eligible employees by either immediate payment of pension benefits and/or a redundancy payment. The Council's Policy relating to all employees who are members of the Local Government Pension Scheme can be found at:

[SVER and VS Policy](#)

- 8.2 The Policy covering employees who are members of the Teachers Pension Scheme is available at:
-

[Redundancy SVER Teachers](#)

- 8.3 Where the level of severance pay/redundancy pay is calculated in accordance with the Councils policy and the resultant payment is more than £100,000 then approval must be sought by Council prior to agreement to release the payment.

---

**9.0 EMPLOYMENT OF PERSONS IN RECEIPT OF A PENSION OR REDUNDANCY/ SEVERANCE PAYMENT**

- 9.1 The authority is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The authority will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities and qualities needed for the post.
- 9.2 If a candidate is an employee in receipt of a pension (this includes ill health pensions) from a public sector organisation including local government, civil service, teachers pensions, police (Civil or Warranted Officers), armed forces, or any other covered by the Modification Order or a redundancy/ severance payment as a result of being made compulsory redundant this will not rule them out from being employed by the authority.
- 9.3 The re-engagement of public sector employees can, in some circumstances, provide practical solutions to specific workload/project staffing needs due to their previous knowledge and experience.
- 9.4 A balanced judgement is therefore needed, taking all of these issues into account along with the fact that the post must have been advertised and no other suitable candidates identified. Approval from the Service Director Human Resources must be sought by managers in all cases prior to entering into discussions with individuals in receipt of a pension or redundancy/severance payment regarding any opportunity for employment. Any such arrangements will be considered on a case by case basis and must be cost effective and provide best value in the use of Council resources.
- 9.5 The authority will apply the provisions of the Statutory Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant and appropriate. Pensions Regulations also have provisions to reduce pension payments in certain circumstances to those who return to work within the local government service.

---

**10.0 PENSION SCHEMES**

**10.1 Local Government Pension Scheme**

Eligible employees automatically become a member of the Local Government Pension Scheme (LGPS) if they have a contract of employment for at least three months. Where the employee has a contract for less than three months, the employee may elect to join the scheme. However, LGPS scheme regulations are superseded by pension's auto-enrolment legislation which requires all employees to automatically pay pension contributions where the earnings level is above the threshold. Employees may choose to opt out of auto-enrolment. The LGPS is a tax approved occupational

pension scheme set up under the Superannuation Act 1972. . The contribution rate depends on the level of earnings but is currently between 5.5% and 12.5% of pensionable pay.

The Council pays the balance of the cost of providing benefits in the LGPS currently 23.75%. Every three years an independent review is undertaken to calculate how much the employer should contribute to the Scheme. Increases or decreases in the cost of providing the scheme may, in future, need to be shared between members and employers, in accordance with government guidance.

Full details of the LGPS can be found at:

[South Yorkshire Pensions Authority - Homepage](#)

## 10.2 **Teachers Pensions Scheme**

For Centrally employed teachers or posts that the Council decides are eligible for membership of the Teacher's Pension Scheme (TPS) new appointees will automatically become scheme members.

The TPS is a contributory scheme administered by Teachers' Pensions (TP) on behalf of the Department for Education (DfE). It is a defined benefit 'final salary' scheme providing a lump sum and pension after retirement. Members of the TPS contributions rates range from 7.4% to 11.7% depending on the level of earnings. The Council pays a further 16.48%. This will increase to 23.6% from 1 September 2019.

Information relating to the TPS can be found at:

[Teachers Pension Scheme](#)

## 10.3 **NHS Pension Scheme**

Some employees in Public Health roles have pension protections and continue to contribute to the NHS Pension scheme.

Information relating to the scheme can be found at:

[NHS Pension Scheme](#)

---

## 11.0 **AMENDMENTS TO THE POLICY**

- 11.1 It is anticipated that this policy will not need to be amended further during the period it covers i.e. 1 April 2019 to 31 March 2020, however if circumstances dictate that a change of policy is considered to be appropriate during the year then a revised draft will be presented to full Council for consideration.
-

**12.0**            **POLICY FOR FUTURE YEARS**

- 12.1            The policy will be reviewed each year and will be presented to full Council each year for consideration in order to ensure that a policy is in place for the Council prior to the start of each financial year.
- 

**13.0**            **EQUALITY AND DIVERSITY**

- 13.1            This policy has been impact assessed by Human Resources, if on reading this policy you feel there are any equality and diversity issues, please contact your Directorate Human Resources Business Partner who will if necessary ensure the policy is reviewed.
- 

**14.0**            **INCOME TAX AND NATIONAL INSURANCE CONTRIBUTIONS**

- 14.1            Sections 682-702 of the Income Tax (Earnings and Pensions) Act 2003 (ITEPA) impose a duty on an employer to account for PAYE on employment income paid to employees. PAYE applies to all payments of income within the charge to tax under ITEPA 2003.
- 14.2            There are three classes of national insurance contributions (NICs) which are payable by or in respect of employees:
- Class 1 contributions, which are earnings related. Primary contributions are paid by “employed earners” secondary contributions are paid by employers.
- Class 1A contributions, which are payable annually by secondary contributors only, based upon taxable value of benefits reported on forms P11D.
- Class 1B contributions, which are payable annually by secondary contributors only, based on the tax borne under a PAYE Settlement Agreement (PSA).
- 

© Barnsley Metropolitan Borough Council.

The right of Barnsley Metropolitan Borough Council to be identified as Author of this Work has been asserted by it in accordance with the Copyright, Designs and Patents Act 1988. No part of this publication may be reproduced in any material form, including photocopying or storing it in any electronic medium without the written permission of the copyright owner except in accordance with the provisions of the Copyright, Designs and Patents Act 1988. Applications for the copyright owner’s permission to reproduce any part of this publication must be addressed to the Service Director Human Resources, Barnsley Metropolitan Borough Council, Human Resources, PO Box 680, Barnsley, S70 9JF.

## Annex A Chief Officer Remuneration

Aspect of Chief Officer Remuneration	BMBC Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary for the post in question unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.
Pay Increases	The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts subject to approval by the appropriate decision making process.
Additions To Pay	The Council would not make additional payments beyond those specified in the contract of employment.
Performance Related Pay	The Council does not operate a performance related pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed in accordance with Council Policy.
Earn-Back ( Withholding an element of base pay related to performance)	The authority does not operate an earn-back pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed rigorously.
Bonuses	The Council does not pay bonus payments to employees.
Termination Payments	The Council applies its normal redundancy payments arrangements to senior officers and does not have separate provisions for senior officers. The Council also applies the appropriate Pensions regulations when they apply. The Council has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred regarding senior officers are published in the Council's accounts as required under the Accounts and Audit (England) Regulations 2011.
Transparency	The Council meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations in order to ensure that it is open and transparent regarding senior officer remuneration.
Employment of persons in receipt of a pension or redundancy/severance payment	Refer to Section 9.



## BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

### REPORT OF THE EXECUTIVE DIRECTOR FOR PLACE TO CABINET ON 20<sup>TH</sup> MARCH 2019

#### Adult Skills and Community Learning Service: OFSTED Inspection November 2018

#### 1. PURPOSE OF REPORT

- 1.1 To inform Cabinet of the result of the Ofsted inspection of Adult Skills and Community Learning Service within the Place Directorate which took place between November 13<sup>th</sup> and 16<sup>th</sup> 2018. (Full report at Appendix 1)
- 1.2 For Cabinet to accept the Service's self-assessment report for the full academic year August 2017 to July 2018. (Appendix 2)

#### 2. RECOMMENDATIONS

- 2.1 That Cabinet note the outcome of the OFSTED inspection and accept the Service's self-assessment report for the full academic year August 2017 to July 2018.

#### 3. INTRODUCTION

- 3.1 The Adult Skills and Community Learning Service is a direct delivery service acting as a key component of the Employment and Skills continuum directly linked to economic development and community regeneration. Local delivery is targeted, in, for and with communities to maximise the potential to engage with those adults, families and communities of Barnsley who may need extra help and support. The Service delivers BMBC's vision and addresses local priorities by harnessing the transformational potential of employment, skills and learning to support the development of:

- A thriving and vibrant economy
- Citizens achieving their potential
- Strong and Resilient Communities

- 3.2 The Service is funded primarily through the Education and Skills Funding Agency (ESFA) Adult Education Budget (AEB) and the fees it generates directly from the individuals and businesses that access it. This access to public funding to support the delivery of learning interventions for adults aged 19+ brings the Service in scope for inspection by OFSTED and necessitates the completion of a self-assessment process as part of a quality improvement cycle to ensure quality of delivery and outcomes.

- 3.3 The AEB is used to deliver skills and qualifications training for those adults with few or no qualifications and prioritises transferable skills (English, maths and ICT) to facilitate progression into or towards employment, as well as to deliver in those vocational areas that support the development of the wider BMBC workforce (adult social care, supporting teaching and learning in schools, early years practitioners and business administration).
- 3.4 Additionally a community learning model is used to fund, support and engage with disadvantaged individuals and groups, creating progression pathways towards the wider learning continuum, including, but not limited to skills-focused learning and employment. This funding is used to support those who have the greatest barriers to employment by building their self-confidence, raising aspiration and encouraging progression by enabling their participation in a universally accessible adult learning offer open to all residents of Barnsley.
- 3.5 The balance of delivery evidences BMBC's commitment to learning in and for communities and the transformational potential of learning in all its forms. Learning is widely acknowledged as being profoundly important to people's lives. It can help people gain personal satisfaction, development and fulfilment. For the low skilled and with poor experiences of formal education, an informal, non-accredited first step can be an important stepping stone to further learning, qualifications and more rewarding work. It can help keep people mentally and physically active and independent into old age. It can also bring people and communities together.

### 3.6 **Ofsted Inspection**

Between November 13<sup>th</sup> and 16<sup>th</sup> 2018, the ASCL service was subject to a rigorous week of inspection activity by a team of 4 inspectors which involved learners, staff at all levels, managers, senior managers, partners and members of the improvement and governing board (including elected members).

- 3.7 Ofsted inspection grades are based on a provider's performance which can be judged to be:-
- |         |  |
|---------|--|
| Grade 1 | Outstanding                                  |
| Grade 2 | Good   |
| Grade 3 | Requires Improvement (formerly Satisfactory) |
| Grade 4 | Inadequate                                   |
- 3.8 The inspection of ASCL resulted in an outcome of Grade 2: 'Good' for 'overall effectiveness'. In addition, each of the four judgement areas of 'effectiveness of leadership and management'; 'quality of teaching, learning and assessment'; 'personal development, behaviour and welfare' and 'outcomes for learners' were also judged to be 'Good'.

## 4. **PROPOSAL AND JUSTIFICATION**

- 4.1 That Cabinet accept and celebrate the outcome of inspection which reflects the hard work and commitment to improvement the Service and its stakeholders have made throughout the 2 years since the previous inspection.

4.2 The full report can be found at Appendix A but in summary inspectors identified the following:

### **Key strengths**

- Council members, senior leaders, managers and staff ensure that the service's provision makes a positive contribution to enhancing the lives of people in Barnsley
- Leaders and managers have established and promote a culture of mutual respect and tolerance that contributes effectively to maintaining a supportive learning environment
- Leaders and managers have taken effective action since the previous inspection to improve the quality of teaching, learning and assessment, which is now good.
- Learners make good progress, and the proportion who achieve their qualifications or intended outcomes is high.
- Learners benefit from effective pastoral support, and they improve their skills, knowledge, self-confidence and well-being as a consequence of attending their courses.
- Leaders and managers have established good working relationships with several external partners to ensure a consistent approach to improving the life chances and the well-being of the residents of Barnsley.
- Leaders and managers have an accurate understanding of the quality of the provision, and they challenge tutors successfully to improve their teaching and outcomes for learners.
- Learners are punctual, attend well and arrive at their lessons prepared to work hard.
- Managers and tutors provide good information about safeguarding and the possible risks from extremist groups and radicalisation. Learners understand and articulate these issues well and know to whom to report any concerns.

### **Key Areas for Improvement**

- Too few learners on courses in English for speakers of other languages (ESOL) and on functional English courses achieve their qualifications.
- A minority of tutors do not use information about learners' starting points well enough to challenge learners, particularly the most able, to make more rapid progress.
- Managers and tutors do not ensure that support volunteers are used effectively enough in lessons to enhance learners' progress.

4.3 Inspectors clearly identified the connection between service delivery and Council priorities noting "Cabinet members, senior leaders and managers have a well-articulated vision of the positive contribution that adult skills and community learning make to the council's vision of 'Working together for a brighter future, a better Barnsley'. They are committed to ensuring that the work of the service prioritises supporting adults who need to gain skills and experience to be successful in their family units, at work and in their communities."

4.4 Additionally the report highlights that "Self-assessment – in which both staff and learners participate – is accurate, identifies the few weaker aspects of the provision effectively and enables managers to identify and implement improvement actions."

The Service therefore requests that Cabinet accept the 2017/18 self-assessment report found at appendix 2, as a true reflection of the Service's position up to the end of July 2018.

4.5 Cabinet is assured that the key areas for improvement identified have been integrated into the quality improvement plan which will be closely monitored through the Improvement and Governing Board approved by Cabinet following the previous inspection in December 16.

4.6 Cabinet is also assured that the Service maintains its aspiration to be an outstanding provider and to that end will maintain a strong commitment to and focus on service improvement.

## **5. CONSIDERATION OF ALTERNATIVE APPROACHES**

5.1 There are no alternative approaches as the Council is contracted to deliver the ESFA contract and is committed to its delivery.

## **6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS**

6.1 Assurance that the quality of the learning delivered by the Adult Skills and Community Learning Service is "good".

## **7. FINANCIAL IMPLICATIONS**

7.1 No financial implications. Continued service delivery will be managed within existing budgets through grant allocations and the generation of fees.

## **8. EMPLOYEE IMPLICATIONS**

8.1 The improving employee performance framework will be applied to ensure improvements to teaching, learning and assessment where required.

## **9. COMMUNICATIONS IMPLICATIONS**

9.1 Corporate communications have been fully briefed and have prepared media releases and statements to respond to enquires as required.

## **10. CONSULTATIONS**

10.1 -Not applicable.

## **21. LIST OF APPENDICES**

Appendix 1: OFSTED Inspection report

Appendix 2 ASCL self-assessment report for the full academic year (July to August) 2017/18

## 22. BACKGROUND PAPERS

Further education and skills inspection handbook July 2016

<https://www.gov.uk/government/publications/further-education-and-skills-inspection-handbook>

The Common Inspection Framework: Education, skills and early years

<https://www.gov.uk/government/publications/common-inspection-framework-education-skills-and-early-years-from-september-2015>

**Officer Contact:** Anne Marie Holdsworth

**Date:** 28/01/2019

This page is intentionally left blank

# Barnsley Metropolitan Borough Council

Local authority

**Inspection dates**

13–16 November 2018

<b>Overall effectiveness</b>		<b>Good</b>	
Effectiveness of leadership and management	<b>Good</b>	Adult learning programmes	<b>Good</b>
Quality of teaching, learning and assessment	<b>Good</b>		
Personal development, behaviour and welfare	<b>Good</b>		
Outcomes for learners	<b>Good</b>		
Overall effectiveness at previous inspection		Requires improvement	

## Summary of key findings

### This is a good provider

- Council members, senior leaders, managers and staff ensure that the service's provision makes a positive contribution to enhancing the lives of people in Barnsley.
- Leaders and managers have established and promote a culture of mutual respect and tolerance that contributes effectively to maintaining a supportive learning environment.
- Leaders and managers have taken effective action since the previous inspection to improve the quality of teaching, learning and assessment, which is now good.
- Learners make good progress, and the proportion who achieve their qualifications or intended outcomes is high.
- Learners benefit from effective pastoral support, and they improve their skills, knowledge, self-confidence and well-being as a consequence of attending their courses.
- Leaders and managers have established good working relationships with several external partners to ensure a consistent approach to improving the life chances and the well-being of the residents of Barnsley.
- Leaders and managers have an accurate understanding of the quality of the provision, and they challenge tutors successfully to improve their teaching and outcomes for learners.
- Learners are punctual, attend well and arrive at their lessons prepared to work hard.
- Managers and tutors provide good information about safeguarding and the possible risks from extremist groups and radicalisation. Learners understand and articulate these issues well and know to whom to report any concerns.
- Too few learners on courses in English for speakers of other languages (ESOL) and on functional English courses achieve their qualifications.
- A minority of tutors do not use information about learners' starting points well enough to challenge learners, particularly the most able, to make more rapid progress.
- Managers and tutors do not ensure that support volunteers are used effectively enough in lessons to enhance learners' progress.

## Full report

### Information about the provider

- Barnsley Metropolitan Borough Council's adult skills and community learning service has its main delivery centre in the town centre. The service also provides courses in 15 other venues across the borough. At the time of the inspection, there were 687 learners on adult learning programmes. Family and community learning courses accounted for just under a quarter of the provision, with the remaining learners on accredited programmes. Learners follow courses in English, mathematics, ESOL, social care, child care, information and communication technology (ICT), learning support, independent living skills, sugar craft, sewing, photography and art.
- The population of Barnsley and the surrounding area is mostly made up of people from a White British background. A higher proportion of residents have no qualifications compared with the national and regional rates. The proportion of residents who have a qualification at level 3 or above is below national and regional averages.

### What does the provider need to do to improve further?

- Improve further the quality of the ESOL and English provision so that learners make better progress and a higher proportion achieve their qualifications.
- Ensure that all tutors set suitably demanding work using information about learners' starting points, particularly for the most able learners.
- Ensure that tutors make better use of support volunteers to support learners in lessons.



## Inspection judgements

### Effectiveness of leadership and management

**Good**

- Cabinet members, senior leaders and managers have a well-articulated vision of the positive contribution that adult skills and community learning make to the council's vision of 'Working together for a brighter future, a better Barnsley'. They are committed to ensuring that the work of the service prioritises supporting adults who need to gain skills and experience to be successful in their family units, at work and in their communities.
- Leaders, managers and staff have ensured that the service provides an effective curriculum to meet the needs of local people. Leaders are aware of the need to equip people in local communities with the skills, knowledge and confidence to become the workforce that local employers are seeking. Leaders, managers and staff have promoted a culture of mutual respect that has contributed effectively to the creation of a supportive learning environment and improvements to teaching, learning and assessment and outcomes for learners.
- Managers and tutors benefit from meaningful and regular professional development activities that improve the quality of the provision. Managers use a wide range of evidence effectively in their very regular performance meetings with tutors, including data on attendance, retention and achievement, feedback from learners and the outcomes of lesson observations. Tutors have clear and helpful personal development plans to improve relevant aspects of their practice.
- Leaders and managers know and evaluate accurately the quality of their provision and have made good progress in rectifying most of the areas for improvement identified at the previous inspection. They use a robust and comprehensive lesson observation process to evaluate the quality of teaching, learning and assessment. They effectively use information from observations, learning walks and learner feedback to challenge tutors to improve their teaching and the progress of their learners.
- Self-assessment – in which both staff and learners participate – is accurate, identifies the few weaker aspects of the provision effectively and enables managers to identify and implement improvement actions. For example, following their identification of weaker English and ESOL provision, leaders have taken action recently to recruit specialist English and ESOL managers and tutors. However, it is too early to see the impact of this action.
- Leaders and managers work very effectively with local partners to improve the life chances of adults. Strong working relationships – fostered by the service – enable community and educational partners in Barnsley to provide effective and meaningful progression routes for learners into employment or further training.

### The governance of the provider

- Governance was established effectively through the creation of an improvement and governing board following the previous inspection. The board is made up of cabinet members, senior council managers and carefully selected external educational specialists. Members consider useful information and data that managers supply. They are effective in challenging and supporting managers and ensuring that the provision meets the needs of the service and the local community.

- Members of the board have been particularly effective in ensuring that the service becomes a more integral part of the council and that it is supported more effectively by, for example, the council's human resource and information technology departments.

## Safeguarding

- The arrangements for safeguarding are effective.
- Leaders and managers have ensured that effective and comprehensive safeguarding arrangements are in place. They make good use of data and information, and act swiftly when they have concerns about the welfare of learners. They liaise effectively with external agencies when necessary.
- Managers ensure compliance with the council's safer recruitment processes and keep accurate records on their employees on completion of suitability checks.
- Leaders and managers have implemented effectively actions to ensure that learners and staff understand the risks from radicalisation and extremist groups. Consequently, learners' understanding of these topics is well developed and they articulate this well.

## Quality of teaching, learning and assessment

**Good**

- Since the previous inspection, members of the improvement and governance board, leaders and managers have taken effective action to improve the quality of teaching, learning and assessment. As a result, most learners make good progress and a high proportion achieve their qualifications or intended outcomes.
- Tutors use their good subject knowledge and a range of effective teaching methods – including group work and individual coaching – to promote learning. They monitor learners' progress closely in lessons and intervene effectively to provide guidance and help learners to improve their understanding. Tutors demonstrate their expert skills well in practical lessons, such as sugar craft, sewing and art, which inspires and motivates learners. They provide step-by-step instructions to ensure that learners progress and succeed.
- Tutors provide good learning support and pastoral support for learners, both during lessons and outside lessons. They know their learners well and understand their personal circumstances and difficulties. Learners value the flexible approach of staff. Tutors ensure that learners have aids to support their learning when required, such as large-print dictionaries and coloured overlays.
- Most tutors assess the starting points of learners accurately and use this information to provide learning to meet learners' abilities and needs. On a few courses, teachers do not use information about learners' prior attainment well enough to set challenging activities, particularly for the most able.
- Tutors discuss and set appropriate personal targets with learners and review learners' progress towards achieving them. Learners acknowledge the progress that they have made and the positive impact that this has on their lives. For example, learners studying ICT recognise their improved abilities to send emails with attachments, use spreadsheets and prepare presentations. In mathematics, learners are proud of their ability to multiply double-digit numbers and to work out their change more accurately when out shopping.

Tutors routinely provide homework to supplement classroom learning and learners complete it willingly and to a high standard.

- Most tutors assess learners' progress effectively during lessons. They use probing questions, observe activities and mark written work. They provide very helpful feedback that identifies what learners have done well and how they can improve further. For example, in art, they encourage learners to build up a shadow effect by using short strokes to suggest short, smooth hair on animal drawings.
- On community and family learning courses, learners gain good practical skills that improve their confidence, social skills and well-being. Attending learning enriches their lives and some develop friendships with other learners. Those who have a history of mental illness benefit enormously by being part of a group and achieving success in learning, often for the first time. Learners work well collaboratively and benefit from good peer support. As a result, they develop and demonstrate positive attitudes to learning.
- Tutors do not plan well enough to ensure effective use of learning support volunteers. Managers have not ensured that support volunteers are suitably trained, useful to the tutor or equipped to carry out their intended role. As a result, the impact on learners' progress of the support that they receive from volunteers is limited.
- In a minority of lessons, tutors do not help learners to improve their literacy and numeracy skills well enough. For example, in practical lessons, learners do not learn how to spell words related to their studies or increase their understanding of different shapes or sizes. Tutors do not routinely alert learners to spelling and grammatical errors in their writing.

## Personal development, behaviour and welfare

**Good**

- Through their participation in adult and community learning courses, learners gain new skills, enhance their well-being and family lives, improve their employment prospects and become more self-confident. They take great pride in their work and achievements.
- Learners have a high level of respect and tolerance for their peers and tutors. They are enthusiastic and motivated to learn through the supportive learning environments that staff create. Learners feel confident to make mistakes and feel safe to contribute to class discussions. Consequently, most learners make good progress.
- The standard of learners' behaviour is very good. Learners are punctual and arrive ready to learn and apply themselves well to their studies. Their attendance on most courses is good.
- Board members, leaders and managers have a strong commitment and desire to help residents in Barnsley to improve their health and well-being. Staff provide a wide range of support focused around helping learners to build their confidence and improve their self-esteem. This includes 'taster' sessions that encourage those who are combating loneliness to meet new people, gain new skills and improve their well-being.
- Learners feel safe and are safe when attending their lessons at the service's centres. They are well informed about how to keep themselves and others safe. Managers and tutors provide good information about safeguarding and the possible risks from extremist groups

and radicalisation. Learners understand and articulate these issues well and know to whom to report any concerns.

- Learners benefit from a good range of impartial advice and guidance at the start of – and throughout – their studies. Staff discuss with learners their options and ensure that they are placed on suitable programmes to meet their needs and aspirations. Ongoing advice and guidance help learners make informed decisions about their next steps into employment or further learning.
- The large majority of learners make good contributions to class discussions and improve their communication and spoken English skills effectively. However, too few learners who speak English as an additional language make the progress expected in improving their English skills.

### Outcomes for learners

**Good**

- Most learners make good progress on their courses. A high proportion of learners on accredited adult learning courses successfully achieve their qualifications.
- Almost all learners participating in community and family learning activities achieve their intended outcomes within the expected timescales. Learners attending courses in subject areas such as sugar craft and sewing improve their knowledge and understanding of these subjects well. They improve their self-confidence and well-being through interactions with their peers and tutors. A high proportion of learners who are furthest away from the job market improve their skills and life chances as a consequence of attending their course.
- Leaders and managers have a good understanding of the next steps that learners make on completion of their programmes. Just over three quarters of learners who complete their programme move into employment or further learning, either with the service or at other local education providers.
- The proportion of learners who achieve high grades in their English and mathematics GCSE improved in 2017/18 to be in line with learners at similar providers and is now good. A high proportion of learners achieve their functional skills mathematics outcomes. However, the proportion of learners achieving their English functional skills qualifications, while improving, remains below the rate for similar providers.
- Leaders and managers monitor and review the achievement of different groups of learners, and most achieve equally well. White British learners achieve slightly better than those from other ethnic groups.
- The proportion of learners who remain on their ESOL courses is too low. Consequently, too few learners achieve their qualification.

## Provider details

Unique reference number	50609
Type of provider	Local authority
Age range of learners	19+
Approximate number of all learners over the previous full contract year	2,245
Principal/CEO	Anne Marie Holdsworth
Telephone number	01226 775 287
Website	<a href="http://www.barnsley.gov.uk/services/adult-skills-and-community-learning/">www.barnsley.gov.uk/services/adult-skills-and-community-learning/</a>

## Provider information at the time of the inspection

Main course or learning programme level	Level 1 or below		Level 2		Level 3		Level 4 or above	
	16–18	19+	16–18	19+	16–18	19+	16–18	19+
Total number of learners (excluding apprenticeships)	-	518	-	153	-	16	-	-
Number of apprentices by apprenticeship level and age	Intermediate		Advanced		Higher			
	16–18	19+	16–18	19+	16–18	19+		
	-	-	-	-	-	-		
Number of traineeships	16–19		19+		Total			
	-		-		-			
Number of learners aged 14 to 16	-							
Number of learners for which the provider receives high-needs funding	-							
At the time of inspection, the provider contracts with the following main subcontractors:	-							

## Information about this inspection

The inspection team was assisted by the service manager, as nominee. Inspectors took account of the provider's most recent self-assessment report and development plans, and the previous inspection report. Inspectors used group and individual interviews and online questionnaires to gather the views of learners and employers; these views are reflected within the report. They observed learning sessions, assessments and progress reviews. The inspection took into account all relevant provision at the provider.

### Inspection team

Steve Hunsley, lead inspector	Her Majesty's Inspector
Pat Hornsby	Ofsted Inspector
Dan Grant	Ofsted Inspector
Gillian Forrester	Ofsted Inspector

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making a complaint about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/publications/complaints-about-ofsted](http://www.gov.uk/government/publications/complaints-about-ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

### **Learner View**

Learner View is a website where learners can tell Ofsted what they think about their college or provider. They can also see what other learners think about them too. To find out more go to [www.learnerview.ofsted.gov.uk](http://www.learnerview.ofsted.gov.uk).

### **Employer View**

Employer View is a website where employers can tell Ofsted what they think about their employees' college or provider. They can also see what other employers think about them too. To find out more go to [www.employerview.ofsted.gov.uk](http://www.employerview.ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

This publication is available at [www.gov.uk/ofsted](http://www.gov.uk/ofsted).

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2019

This page is intentionally left blank



# BARNSLEY COUNCIL

Self Assessment Report 2017 – 2018



**BARNSLEY**  
Metropolitan Borough Council

# Barnsley Council

## Self-Assessment Report 2017/18

Adult Skills & Community Learning .....	3
Young Peoples Skills & Enterprise .....	31

# ADULT SKILLS AND COMMUNITY LEARNING

Self Assessment Report 2017 - 2018

# Adult Skills and Community Learning

## Barnsley MBC

### Self-Assessment Report 2017/18

Strategic Context - Barnsley.....	5
Introduction.....	10
Effectiveness of leadership and management.....	13
Quality of teaching, learning and assessment.....	16
Personal development, behaviour and welfare.....	21
Outcomes for learners.....	24
Qualification Achievement Rates Report.....	23

## **Strategic Context – Barnsley**

Located in South Yorkshire, between Leeds and Sheffield, Barnsley covers an area of 32,863 hectares or 127 square miles; making it one of the most extensive metropolitan areas – the fourth geographically largest metropolitan borough in the UK. The area represents a strong contrast between rural and Pennine countryside (68% of the borough is green belt, 9% is National Park land) and urban industrial areas, including the main town of Barnsley and other smaller towns and former mining villages.

Barnsley is a former coal mining area which was hit hard by the closure of the pits; the traditional source of employment in this area up until the early 1980's.

However, today Barnsley has overcome many of its historic problems and is developing a thriving economy. Barnsley has some of the highest levels of employment growth/investment across the country and is a strategic housing growth area across both the Sheffield and Leeds City Regions.

With easy road access to the M1, M18, M62 and A1, plus nearby airports, seaports and rail terminals, it is a prime location for businesses to set up.

Barnsley Town Centre is currently under-going a £90m transformation; with the Glassworks retail development, Civic Square, Library and Digital Campus all nearing completion.

Barnsley ranks 39th of the most deprived local authority of the 326 in England. (Where a ranking of 1 is most deprived and 326 the least deprived). 21.8% of Barnsley's Lower Super Output Areas are amongst the 10% most deprived in England, compared to 17.7% amongst the most deprived in 2010. The Indices of Multiple Deprivation 2015 is calculated based on seven domains of deprivation, which in turn are composed of a number of indicators that are scored and ranked to produce an overall domain score. In the domain of deprivation which relates to Education and Skills, Barnsley ranks 10<sup>th</sup>.

The metropolitan borough of Barnsley has a population of around 243,300 (2017) mid-year population estimates, (ONS)

<b>Table A: Population in the United Kingdom by ethnic group: June 2016</b>							
Population Characteristics							
<b>Geography: UK by countries and local authorities and higher geographies in England and Wales</b>							
Area Name	Total (000's)	White British (000's)	All Other White (000's)	Mixed (000's)	Asian (000's)	Black (000's)	Other (000's)
Barnsley	241	231	5	na	2	2	1

8.8% of the working age population, (Annual Population Survey 2017) have no qualifications which is higher than the England figure of 7.6% but lower than the 9.5% level for the Yorkshire and Humber region.

The proportion of residents who have qualifications at NVQ level 3 or above is 51.6% this is below the regional 52.3% and national 57.1% averages. (Annual population survey 2017)

There is an improving skills picture, 31.8% have higher skills qualifications (only Sheffield has higher in SCR partially due to x2 universities) but this still remains below both regional (33.0%) and national (38.6% rates) although the gap is closing.

Unemployment in Barnsley is at 4.9% which is higher than the national at 4.3% and slightly higher than regional Yorkshire and Humber at 4.8% (ONS Annual population survey Apr 17-Mar 18 (model based)).

Set against the backdrop of deprivation, the high proportion of the population with few or no qualifications, the subsequent impact on both their wellbeing and the economy and the comparatively low proportion of the population with higher level qualifications drive the Council's commitment to maintaining an Adult and Community Learning Service. The service works in partnership with other local providers and agencies to support individuals to improve their well-being and mental health and/or progress in, into or towards employment or self-employment. Participants increase their skills and therefore improve their chances of securing or maintaining employment. Resources are prioritised for the lower levels of learning (up to level 2). These levels provide individuals with the underpinning skills they need to progress either to a higher level of learning with another provider or into employment. This approach thereby ultimately supports the achievement of indicators relating to the percentage of the working age population with qualifications at level 2, 3 and 4+.

Up until recently Barnsley had experienced rapid increases in new businesses and improvements in its employment rate which outperformed city region averages. More recently though we have seen a contraction in the local labour supply with unemployment rates starting to increase highlighting the fragility of the local economy over the past year.

Barnsley's employment rate stands at 70.8% (Annual Population Survey Apr 2017-Mar 2018) and the gap to both national and regional rates is widening. Employment contractions have been driven largely through reductions in lower skilled employment occupations and continual declines in public sector employment. The number of meaningful full time employees has remained static, whilst the number of part time employees has started to decrease.

This is set within an economy characterised by lower skills and lower average annual workplace earnings than elsewhere in the city region. Barnsley is characterised by small and micro companies, in an economy which is under-sized for the size of the local population. Its growth plans focus is to increase the number of higher skilled residents to 39,700 by 2033. (Source Jobs and Business Strategy 2014-17).

<b>Percentage of young people with level 2 qualification at age 19</b>				
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Barnsley	80.8	81.6	79.9	78.4
Yorkshire and The Humber	84.6	85.0	84.6	81.6
England	85.6	86.1	85.3	83.6

<b>Percentage attaining Level 2 qualifications in English and Maths at age 19, for those who had not achieved this level at age 16</b>				
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>

Barnsley	20.7	31.6	31.0	31.0
Yorkshire and The Humber	17.5	21.6	24.5	24.5
England	17.0	22.5	24.3	25.8

<b>Qualification Levels - Working age population (ONS Annual Population Survey Jan 2017-Dec 2017)</b>						
<b>Barnsley</b>		<b>Barnsley</b>	<b>Yorkshire and The Humber</b>	<b>England</b>	<b>Y &amp; H Difference</b>	<b>National Difference</b>
<b>(level)</b>		<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Individual levels						
NVQ4 and above	49,100	31.8	33.0	38.3	1.2	6.5
NVQ3 and above	79,700	51.6	52.3	57.1	0.7	5.5
NVQ2 and above	109,800	71.0	71.1	74.6	0.1	3.6
NVQ1 and above	127,900	82.7	83.4	85.5	0.7	2.8
Other qualifications	13,10012,000	8.4	7.0	6.9	-1.4	-1.5
No qualifications	13,60016,400	8.8	9.5	7.6	0.7	-1.2

**Unemployment rate (model based)  
confidence 95% confidence interval (+/-)**

<b>Date</b>	<b>Barnsley</b>		<b>England</b>		<b>Yorkshire and The Humber</b>	
	<b>number</b>	<b>conf</b>	<b>number</b>	<b>conf</b>	<b>number</b>	<b>conf</b>
Jan 2014-Dec 2014	7.7	1.2	6.2	0.1	7.4	0.5
Jan 2015-Dec 2015	6.0	1.1	5.1	0.1	6.0	0.4
Jan 2016-Dec 2016	5.3	1.0	4.8	0.1	5.2	0.4
Jul 2016-Jun 2017	4.9	1.1	4.6	0.1	5.0	0.4
April 2017-March 2018	4.9	1.0	4.9	0.1	4.8	0.4

**JSA 16-64**

<b>Date</b>	<b>Barnsley</b>		<b>England</b>		<b>Yorkshire and The Humber</b>	
	<b>number</b>	<b>rate</b>	<b>number</b>	<b>rate</b>	<b>number</b>	<b>rate</b>
April 2017	2,533	1.7	404,944	1.2	52,353	1.5
May 2017	2,499	1.7	397,928	1.1	51,314	1.5
June 2017	2,495	1.7	388,000	1.1	50,123	1.5
July 2017	2,487	1.6	379,222	1.1	49,029	1.4

August 2017	2,353	1.6	373,960	1.1	48,428	1.4
September 2017	2,127	1.4	363,758	1.0	46,769	1.4
October 2017	1,908	1.3	357,392	1.0	45,854	1.3
November 2017	1,716	1.1	350,056	1.0	44,554	1.3
December 2017	1,605	1.1	348,774	1.0	44,024	1.3
January 2018	1,529	1.0	362,768	1.0	45,314	1.3
February 2018	1,444	1.0	376,032	1.1	46,845	1.4
March 2018	1,380	0.9	378,239	1.1	47,283	1.4
April 2018	1,312	0.9	373,258	1.1	46,696	1.4
May 2018	1,256	0.8	366,839	1.0	46,187	1.4
June 2018	1,203	0.8	351,579	1.0	44,717	1.3
July 2018	1,176	0.8	338,038	1.0	43,640	1.3
August 2018	1,141	0.8	324,106	0.9	42,836	1.3

Working-age client group - main benefit claimants - not seasonally adjusted (November 2016)

	Barnsley	Yorkshire and The Humber	Great Britain
Total claimants	16	12.5	11
Job seekers	1.5	1.5	1.1
ESA and incapacity benefits	8.9	6.6	6.1
Lone parents	1.3	1.2	1
Carers	2.8	2	1.7
Others on income related benefits	0.2	0.2	0.2
Disabled	1.1	0.8	0.8
Bereaved	0.2	0.2	0.2
Main out-of-work benefits†	11.9	9.5	8.4

Source: Nomis DWP benefit claimants – working age client group  
Out-Of-Work Benefits

Under Universal Credit a broader span of claimants are required to look for work than under Jobseeker's Allowance. As Universal Credit Full Service is rolled out in particular areas, the number of people recorded as being on the Claimant Count is therefore likely to rise.  
Claimant count not seasonally adjusted (August 2018) Source Nomis ONS Claimant count by sex and age

All categories: Age 16+  
Claimants as a proportion of residents aged 16-64

Area	August 2018
Barnsley	3.4
England	2.1
Yorkshire and The Humber	2.5



The proportion of Barnsley residents who are on long term sick is 27.4% compared to 23.1% in Yorkshire and Humber and 22.1% in England. 25.2% of 16-64 year olds are economically inactive, compared to 22.7% in Yorkshire and the Humber and 21.6% in England. Of those economically inactive 40.6% want a job which is higher than the regional average of 23.3% and national average of 22.5%. Source ONS Annual Population Survey.

## **Introduction**

Adult Skills and Community Learning forms part of the Employment and Skills Service which, as part of the Economic Regeneration and Property business unit, is located within the Place Directorate of Barnsley Council.

The Council's vision is "Working together for a brighter future, a better Barnsley".

Its priorities are:

- A thriving and vibrant economy
- People achieving their potential
- Strong and Resilient Communities

The Council focuses on twelve outcomes:

1. Create more and better jobs and good business growth
2. Increase skills to get more people working
3. Develop a vibrant town centre
4. Strengthen the visitor economy
5. Create more and better housing
6. Every child attends a good school and is successful in learning and work
7. Reducing demand through improving access to early help
8. Children and adults are safe from harm
9. People are healthier, happier, independent and active
10. People volunteering and contributing towards stronger communities
11. Protecting the borough for future generations
12. Customers can make contact easily and use more services online

The Council acknowledges that participation in learning can support the achievement of these outcomes as it can help people gain personal satisfaction, development and fulfilment, bring people and communities together, enable qualification acquisition, help keep people mentally and physically active and independent into old age. For the low skilled and with poor experiences of formal education, an informal, non-accredited first step can be an important stepping stone to further learning, qualifications and more rewarding work. Supporting a balance of accredited and non-accredited delivery evidences the Council's commitment to learning in and for communities and the transformational potential of learning in all its forms.

The Service delivers the council's vision, addresses local priorities and supports the achievement of the corporate outcomes by harnessing the transformational potential of

learning. It achieves this by prioritising those who may need extra help in gaining the skills and experience they need to be successful personally, within their family units, at work and within their community.

The service works in partnership with other local providers and agencies to:

- Support progress in, into or towards employment or self-employment.
- Challenge Worklessness as a “Life Choice”
- Improve wellbeing and mental health
- Reduce poverty and social exclusion
- Develop individuals and ‘communities’
- Widen participation and raise aspiration
- Support the workforce development needs of local business

The Service is committed to adult education for work and well-being and offers:

- Courses leading to skills and qualifications to help people progress in, into or towards employment (English, Maths, ICT, Work with Children)
- Courses to support wellbeing, personal development, creative stimulation, interest and enjoyment (Art, Digital Photography, Sugarcraft)
- Family Learning activities focused on improving the English, language and maths skills of parents, carers or guardians and their ability to help their children
- Information, Advice and Guidance for learning and work
- Courses to help businesses meet their statutory requirements (Health and Safety, Food Safety, First Aid)

Delivery is via a “Hub and Spoke” Model in which hubs deliver both targeted centre-based activity and coordinate outreach provision in each Area Council through a series of community access points (spokes). Hubs are located in Barnsley Central at Wellington House, Cudworth Centre of Excellence (CLLIC), Royston Lifelong Learning Centre (CLLIC), Roundhouse Lifelong Learning Centre (CLLIC) and Penistone (CLLIC). The largest Spoke, and therefore staffed by the Service, is Acorn Centre, Grimethorpe. A range of additional community buildings are also used for delivery to specific communities.

The Service is funded primarily through the Education and Skills Funding Agency Adult Education Budget and the fees it generates directly from the individuals and businesses that access it.

The Adult Education Budget is used to deliver skills and qualifications training for those adults with few or no qualifications and prioritises transferable skills (English, maths and ICT) to facilitate progression into or towards employment, as well as to deliver in those vocational areas that support the development of the wider BMBC workforce (adult social care, supporting teaching and learning in schools, early years practitioners and business administration). Additionally a community learning model is used to fund, support and engage with disadvantaged individuals and groups, creating progression pathways towards the wider learning continuum, including, but not limited to skills-focused learning and employment. This model supports those who have the greatest barriers to employment by building their skills, -confidence, motivation and resilience to progress towards formal

learning or employment and improve their wellbeing by enabling their participation in a universally accessible adult learning offer open to all residents of Barnsley.

In total 4,213 learning interventions were delivered through the Adult Education Budget and Advance Learning Loans, 60% related to skills and qualifications acquisition and 40% as community learning activity the majority of which was non-accredited. The maps below indicate where in Barnsley participants were drawn from and highlight therefore how the public subsidy the Service receives is being used to prioritise those in the most disadvantaged areas.

In addition to delivery supported by public subsidy, the Service also delivers a volume of full cost work to support the workforce development needs of both the Council itself and local businesses within the Borough. In 2017-18 this delivery was focused on ICT skills development for BMBC employees and qualifications to support compliance with statutory requirements such as Paediatric First Aid for the Early Years workforce, Emergency First Aid for the Adult Social Care workforce and Food Safety for the hospitality and catering related workforce.

## Leadership and Management

Good

### Strengths

**Effective use of performance management and self-assessment processes to improve the quality of provision**

**Strong Governance arrangements provide effective scrutiny and challenge leading to improved outcomes for learners**

**Highly effective partnerships used well to establish an adult learning curriculum that supports the most vulnerable and hardest to reach members of the community**

### Areas for Improvement

**Instability of management capacity in maths, English and ESOL has impeded the pace of improvement**

The Service continues to prioritise challenging disadvantage and supporting communities and the families within them to achieve their potential through work, learning and skills development. Working relationships between managers and staff, and staff and learners, are good. All staff subscribe to the BMBC values of teamwork, honesty, excellence and pride. As a result, staff are clear about how they are contributing to an ambitious vision and are committed to; prioritising resources on those who need extra help, raising aspirations and facilitating progression.

The Barnsley Council Vision, corporate and Service priorities are effectively communicated to staff regularly through full-service staff development sessions, team meetings, Performance and Development Reviews (PDRs) and 1:1 meetings. **Staff are therefore clear about their role in supporting the achievement of these priorities and recognise the positive impact that participation in learning can have on individuals and communities.** Additionally staff are also fully aware that the Service's main priority is to maintain a relentless focus on improving the quality of teaching, learning and assessment and the impact this has on outcomes for learners so that every learner in every subject and every lesson can be assured of a high quality experience which supports them to reach their full potential. **Staff demonstrate good understanding of what this means in practice for them and can recognise that rigour in performance management is intended to bring about positive improvements to the experience and outcomes of those accessing the Service.**

**Council members, leaders and managers have high aspirations for, and a strong commitment to adult learners.** This results in the Service having sufficient access to support and resources from numerous services including Human Resource, Business Intelligence and IT which all contribute to ensuring a positive and quality of experience for individuals accessing the Service.

**The Improvement and Governing Board provides an effective governance mechanism to facilitate improvement and support success.** The Board is made up of; Members (Lead Member/Cabinet Spokesperson for Employment and Skills plus a number of other with relevant interest/skills); BMBC Officers both strategic and operational (Executive Director for Place, Service Director Economic Regeneration, Service Director Organisation and Workforce Improvement, Head of Employment and Skills, Service Manager Adult Skills and Community Learning, Relevant Business Partners; Further Education Sector

Representatives (Vice Principal Barnsley College, Service Manager from a similar local authority service within Yorkshire and the Humber Region) and a Voluntary and Community Sector Representative.

**Board members are well qualified and experienced to provide the rigour of scrutiny and challenge required to support improvement and ensure a positive impact on learners and learning.** Board members and managers have worked closely together to ensure sufficiently detailed information is available, accessible and effectively communicated to enable them to identify or challenge areas of underperformance. Reports identifying key activities completed and planned along with a range of data on performance (retention, achievement and attendance) and the quality of teaching learning and assessment are distributed in advance of and discussed at each Board meeting. The time taken in developing this mutually beneficial approach to reporting has resulted in Board members having a good awareness of how the quality of teaching, learning and assessment is monitored and improved over time, how specific outcomes may be improving or declining and, how issues identified are being addressed.

All members of the Board show strong individual and collective commitment to their role. Each has taken on specific areas of responsibility relating to the Common Inspection Framework. Visits to the Service to test out understanding, review activity or monitor improvement all help to improve members' understanding of the Service, its contribution to the economic development of Barnsley and the difference it is making to the lives of many individuals within the community. As a result **Board Members can more effectively support the on-going review, monitoring and challenge of the Service Improvement plan to ensure a positive impact on learners and learning is consistently achieved.**

A restructure of the Service completed in January 18 was undertaken to strengthen management capacity to ensure a relentless focus on improving the quality of teaching, learning and assessment and the impact this has on outcomes for learners. Unfortunately the pace of improvement anticipated was not realised as this coincided with a reduction in management capacity in maths, English and ESOL as a result of long-term absence due to illness (Lead Tutor English and ESOL and Skills and Qualifications Manager) and a capability issue (Lead Tutor Maths). **This inhibited the pace of progress in maths, English and ESOL with the quality of teaching, learning and assessment and outcomes in ESOL particularly affected.**

**A rigorous approach to monitoring all aspects of a tutor's performance is effectively used across the Service.** This, combined with a significant increase in the volume of classroom visits undertaken, (600% increase when compared to 16/17) **has resulted in the majority of tutors improving the quality of their delivery and achieving better outcomes.** Managers use observations, learning walks and action planning for improvement effectively. They are better able to identify areas for concern early and employ improvement strategies quickly which in the main limits any negative impact on learners and learning. Most managers are now consolidating a more systematic and coherent approach to managing their areas, staff and quality of provision which should continue to impact positively on standards and outcomes going forward. **In maths, English and ESOL, instability of Leadership and Management impacted on the rigour of monitoring and resulted in a minority of tutors not receiving regular one to one supervision and action plans not being updated often enough. This has impeded the improvement of teaching, learning and assessment and meant that some learners who were falling behind were not identified soon enough to ensure a successful outcome. This was especially the case in ESOL:**

**Four focused staff development weeks per academic year provide a mechanism to deliver a planned, focused programme of Continuous Professional Development**

**(CPD) opportunities linked to the Council, Service and curriculum priorities.** The main focus of activity has been on improving teaching, learning and assessment with a significant amount of support & development put in place to help tutors to improve their professional practise. All staff have attended training sessions covering stretch and challenge; effective questioning; outstanding marking and feedback and; ensuring Prevent and British Values are fully embedded in to course delivery. **As a result the quality of teaching, learning and assessment has improved.**

**Self-assessment is an inclusive process involving staff and managers at all levels.** To allow subject managers the opportunity to focus on key areas using a more longitudinal and formative model, rather than a summative self-assessment at the end of the year, the process was amended so that each subject team was required to prepare an individual report at the end of each term. Evidence for these reports includes feedback from learners and a range of data about quality and performance. Each report is then presented to a panel of senior managers for moderation and agreement. This model has been very positive and productive. It has allowed subject managers to crystallise their own rate of progress towards sustained improvement, improved their skills in evaluative witting and helped them to develop and communicate an accurate and comprehensive understanding of the quality of their area of responsibility. **Although much improved, manager's skills in understanding data fully so that risks are identified early enough remain incomplete in ICT and Living and Working with Children.** In both cases, better understanding and earlier action, particularly when learning spans two academic years, would have prevented a negative impact evident in a minority of qualification achievement rates. Additionally **the volume of learner feedback collected across the range of subjects is variable.** In a minority of subjects the volume of feedback collected is below the expected target and therefore needs to be improved so that sound judgements based on sufficient evidence can be made.

The evidence generated through the termly approach applied at subject level, helps the Service to plan, monitor and refine actions contained within the quality improvement plan to improve all aspects of its work. An annual full Service summative SAR is then produced builds which is itself moderated by a team from Barnsley Council, led by the Head of Employment and Skills and then validated by the Improvement and Governing Board.

The majority of delivery is from venues located in central Barnsley, suitably situated near to key partners and support services. In addition, leaders plan provision carefully so that learners can study at venues near to where they live and which are located in areas of high economic and social deprivation. This encourages greater participation. **Within these safe environments, staff and learners treat each other with respect and tolerance and promote equality and celebrate diversity in a way which encourages learners to take the first steps to new learning and employment.**

Provision successfully targets the learners who are the hardest to reach, including those who are unemployed and those who have few or no formal qualifications. A range of highly-productive partnerships for example with Job Centre Plus, The Recovery College, The Construction Skills Village and the Family Centre network support this. **This provision enhances the skills and qualifications of disadvantaged adults to improve their chances of gaining employment and/or progressing into further education.** Further targeted work is required to attract more learners from the priority groups by continuing to develop links with voluntary and community partners who can both support curriculum development and signpost individuals.

The localism agenda has strengthened the partnership between the local authority providers within the SCR combined authority who work collaboratively to ensure the unique place shaping position local authorities have within the FE and Skills sector is communicated to

and understood by all relevant officers so that the needs of the low skilled, disadvantaged and hard to reach adults within the city region are addressed within current and future priorities. The ASCL manager is the co-chair of the regional LEA FEA (Local Education Authorities for the Education of Adults) network and represents the Yorkshire and Humber region on the national executive. LEA FEA is facilitated by the Learning and Work Institute and brings together adult learning leads to promote discussion and action on current and emerging issues in the implementation of adult education policy, share good and emerging practice, provide a channel for dialogue between Government and organisations working with learners who are disadvantaged in their opportunities to access learning and employment support.

**Promotion of Equality and Diversity is effective**, staff and learners treat each other with respect and tolerance and promote equality and celebrate diversity which results in the creation of welcoming, positive and safe learning environment. This allows individuals to flourish in a way which encourages them to take the first steps to new learning and employment. The learner cohort in 17/18 included learners from 60 different ethnic backgrounds & cultures. The headline progress and achievement of different groups of learners by gender, ethnicity and learning difficulty or disability is monitored thoroughly. There are only slight differences in the headline achievement of learners self-declaring a learning difficulty or disability. Differences in the achievement of learners from non-white British backgrounds are attributable to the decline in achievement in ESOL.

**High-quality impartial information, advice and guidance (IAG) is available through Curriculum Information and Support Officers who effectively support individuals to overcome their specific barriers to learning so that they can achieve and progress.**

The learners' Welcome Pack outlines the Information Advice and Guidance (IAG) available and identifies the two officers who are well-qualified and experienced. These support officers provide individual guidance and targeted support in relation to both career planning and personal issues. This approach ensures that those with the most complex needs or complicated lives are supported to achieve and make the progress of which they are capable.

Data on the next steps that learners take once they have completed their course is collected. A good proportion progress to further learning and employment. Many report the benefits of participation (improving skills and knowledge: increased confidence: become more confident about work prospects; meet people, make friends or help with socialising) and identify indicators of positive change (developed new interests; felt more positive about the future, felt more confident; improved sense of wellbeing) demonstrating that the Service is successfully supporting those who have the greatest barriers to employment by building their self-confidence, and raising aspiration.

**Safeguarding is effective.** The safeguarding policy and procedures are observed, staff are well-trained and continually updated on a wide range of Safeguarding areas including Prevent. Cases are effectively managed through the strong partnerships built through the Designated Safeguarding Lead (DSL) who has excellent links with the BMBC Prevent Coordinator, South Yorkshire Police, Internal Safeguarding departments and external referral bodies such as IDAS (Domestic Violence Team), MIND, Community Mental Health Team, Social Services, Citizens Advice Bureau and related Advocacy Groups. The DSL is part of the Silver Prevent Group, the 'Safer Places' Steering group and a Further Education networking group focussing on sharing ideas and best practise around delivering information on British Values and Radicalisation.

The service follows the Council policy for safe recruitment and ensures effective monitoring of those processes.



**Learners feel safe and have a good knowledge of in-service support that ensures they are safeguarded.** Learners continue to feel confident about reporting any issues around safeguarding and any issues that are affecting their daily lives. In surveys (on course and end of course) all learners made a positive response to “I feel safe on my course”.

**A sustained focus on ensuring learners’ understanding of the risks of extremism and radicalisation in their local communities continues to be maintained.** Extensive staff training, regular dissemination of local information and frequent monitoring of specific aspects of classroom activity (learner knowledge; tutor knowledge; planning and resources) has improved teachers’ confidence in addressing these topics with learners during their courses and challenging inappropriate views. **As a result, learners’ understanding of the risks they face has improved.** The terminology used with learners has been carefully considered to ensure it is appropriate to their learning level. Learners’ articulation of British Values and Radicalisation has improved but some continue to find it difficult to articulate their understanding due to low levels of confidence. Learners are in the main aware of their own and others’ vulnerabilities and the risks the local context pose to themselves and their families. In Barnsley these risks are predominantly associated with Far Right white extremism, Hate Crime and on-line safety. Learners can see clear links between the code of conduct applied in the classroom and how this relates to British Values.

The Service continues to effectively adhere to the Council’s Health and Safety policies and is part of a Council wide 3 year audit procedure to ensure compliance. The service carries out 6 monthly internal reviews on policy and procedure relating to Health and Safety which ensures learning environments remain compliant and conducive.

#### **Key Development Actions**

- **Stabilise and strengthen management of maths, English and ESOL to improve the quality of teaching, learning and assessment and outcomes for learners (particularly in ESOL)**
- **Improve ICT and Living and Working with Children managers’ skills in understanding data fully so that risks are identified early enough**
- **Ensure the volume of learner feedback collected is consistently high across all subjects**

## Quality of teaching, learning and assessment

Good

### Strengths

**Highly quality, constructive written and verbal feedback ensures that all learners have sufficient information about what they have done well and how they can improve their work which impacts positively on their learning.**

**Highly effective support during and in between lessons ensures that all learners are able to overcome their barriers to participating in learning and do not fall behind with their work.**

**Robust initial assessment accurately identifies learners' starting points so that tutors effectively set challenging and meaningful SMART targets to accurately monitor progress.**

**A robust and detailed process for recognising and recording progress and achievement (RARPA) in Engagement and Wellbeing provision has a positive impact on the pace of progress and development of skills for the majority of learners.**

### Areas for Improvement

**The pace of improvement in the quality of Teaching, Learning and Assessment is inconsistent in English, maths and ESOL which has impacted on the learning experience of some learners**

**A minority of tutors continue to display underdeveloped skills in embedding maths, English and ICT into their delivery which limits the development of employability skills for some learners.**

**The limited questioning skills of some of tutor's means they readily accept the responses of one or two learners as evidence that all learners in the group have learned and understand key concepts.**

The standards of teaching, learning and assessment have improved significantly since the Ofsted's inspection in December 2016 but a minority of tutors continue to demonstrate inconsistent quality of delivery during classroom visits.

Lesson observations, learning walks and moderation of the learner journey carried out since the last inspection show that the **vast majority of learners receive very effective support from tutors and enjoy their learning**. Tutors are very effective in creating a positive and supportive environment in lessons which helps learners overcome their barriers to learning and confidently seek support. Tutors quickly develop good relationships with learners, many of whom have significant problems, poor experiences of learning or chaotic lifestyles all of which make learning difficult. **As a result, those learners with multiple barriers are supported particularly well.**

**The majority of learners gain many social benefits, develop new skills and broaden their interests.** These include making new friends, developing social networks and improving their physical and mental health. Consequently, learners become more effective in

their communities. Learners on L3 Early years and teaching assistant courses are using their skills gained and applying them in their workplace confidently.

Tutors frequently assess the knowledge, understanding and progress of their learners, they use this information well to **plan sessions that help learners, a few of whom are particularly vulnerable, to make at least expected progress** and overcome difficulties they have in participating in learning. Tutors identify and support those learners who start to fall behind and regularly put on additional sessions, one to one sessions and invite learners to attend more than one class if needed. Learners regularly use Edmodo (virtual learning environment), to complete additional work or missed work. As a result learners maintain their motivation and continue to make reasonable progress.

**The delivery of learning is mainly good**; however, the consistency of improvement in some areas of Teaching, Learning and Assessment is still too slow with a small minority of tutors. **The standard of planning is good**, in the vast majority of lessons tutors gather a range of initial assessment information from a variety of sources. They use this to establish the starting points of individuals to ensure that targets are suitably stretching and to plan and deliver a wide range of relevant activities that meet the different needs of learners, enabling them to **enjoy learning and develop skills, knowledge and understanding to make at least expected progress**.

**Monitoring of learner progress within lessons** is effective and tutors are setting work that builds on previous learning. Tutors have a full overview of the progress their learners are making over time and this shows that most are making substantial and sustained progress in preparation for their next steps. In Engagement and Wellbeing provision, a robust and detailed process for recognising and recording progress and achievement (RARPA) has had a positive impact on the pace of progress and development of skills for the majority of learners. Tutors clearly explain to adults on community based and family learning courses the progress they are making and demonstrate their achievements well.

**Written and verbal feedback is supportive and developmental to ensure learners know what to do to improve their work further.** Tutors frequently mark and provide regular feedback on work and in ILP's. Assessment activity and tutorial reviews also provide an opportunity for effective verbal feedback which helps learners to build on their success and improve further. Learners act on this feedback in their future work and make sustained progress over time.

**A minority of tutors continue to display underdeveloped skills in embedding maths, English and ICT into their delivery which limits the development of employability skills for some learners.** Tutors do not all routinely correct spelling, punctuation and grammar errors in learners' work, resulting in some learners continuing to make the same mistakes and failing to improve these skills over time. Additionally, a minority of tutors place too much emphasis on the requirements of the awarding body at the expense of ensuring all opportunities to develop transferable and industry standard skills are exploited.

All staff have undertaken an extensive development programme to address the areas for development, in 2017/18 a total of **35 OTLAs were completed and of 32 tutors observed, 84% were Good or better**. This has had a very positive impact on teaching, learning and assessment with substantial improvements being noted. The weaker areas of English, ESOL and maths have been slower to demonstrate the improvements needed, however with new management now in place, the pace of these improvements has increased significantly.

There have been 142 service wide targeted learning walks focusing on specific areas for development, of these, 55% of learning walks recorded significant progress and 35% reasonable progress in areas such as questioning, differentiation, learner progress, stretch & challenge, target setting.

There has been a marked improvement in the questioning skills of some tutors to check the knowledge and understanding of learners and to stretch & challenge those most able, however, this remains inconsistent and in some lessons tutors are still directing questions to the whole group and readily accept the responses of a few learners as evidence that the whole class understand the key concepts.

**Tutors effectively identify at the beginning of courses the support needs required by learners** to help them make progress and achieve. During sessions, **learning support is used well to progress individual learners** to achieve their goals. However, there still remains a small difference in the achievement of learners who self-declare a learning difficulty/ disability compared to that of their peers.

In addition to specific support for identified needs through suitably differentiated teaching approaches and support, **two experienced and well-qualified curriculum information and support officers provide effective support for specific problems** such as childcare, mental health issues, lack of confidence and unrealistic family demands which may impact on learners' progress. This helps some learners to stay on course and achieve.

#### **Key development Actions**

- **Secure consistency in the quality of Teaching, Learning and Assessment across all subjects**
- **Carefully monitor the progress of all learners in particularly those who have self-declared a disability / learning difficulty**
- **Ensure all tutors consistently address the English, maths, ICT and employability skills of all learners**
- **Ensure SPAG errors are corrected consistently in all subjects**
- **Ensure that tutors do not allow the requirements of the awarding body to impede the development of learners' transferable and industry standard skills**
- **Improve tutor skills in effective questioning as a tool to thoroughly check learners knowledge and understanding**

## Personal development, behaviour and welfare

Good

### Strengths

**Inclusive and welcoming learning environments where learners, many with significant barriers to participating, feel secure and motivated to learn.**

**High quality support is used effectively to maximise learners' attendance, retention, achievement and progression.**

**Through attending courses learners significantly improve their self-confidence and communication skills.**

### Areas for Improvement

**Variable attendance on some courses limits opportunities for learners to work collaboratively and develop their personal and social skills.**

Learners take pride in their work and their achievements and develop good skills. They work well together and often readily share their personal experiences to help other learners feel comfortable and less anxious in class. **Through attending courses they significantly improve their self-confidence and develop the ability to work with others in a purposeful and supportive manner.** This means they are well-prepared to be successful learners and for future learning or work opportunities. In learner feedback 97% of respondents indicate that they feel they have developed their personal and social skills as a result of attending their course with the same high proportion reporting increased self-esteem.

Learners quickly develop good and trusting relationships in classes leading to confidence in talking to others and developing positive attitudes to learning and to learning from each other. Learners behave well and demonstrate respect for the tutor and each other leading to a safe and supportive learning environment which enables learners to be motivated during their sessions and continue their learning between sessions.

All staff work consistently hard to establish and maintain **inclusive and welcoming learning environments where learners, many with significant barriers to participating, feel secure and motivated to learn.** Many learners have not been employed or engaged in learning for a considerable period of time. Through their participation, they articulate how they have developed in confidence and how they are now more prepared to consider progressing. The learner code of conduct is firmly adhered to and learners comment positively on the positive relationships they enjoy with staff and peers alike.

**High quality support is used effectively to maximise learners' attendance, retention, achievement and progression.** A range of interventions from Curriculum Information and Support Officers is used to help learners overcome their barriers to learning, attend regularly, progress and achieve appropriately and develop their individual career goals and aspirations. As a result of this, and on-going guidance from tutors, learners who access this

provision have a good understanding of their future options relating to personal development and a wide range of pastoral support and sign posting to relevant services/provision. Excellent learner feedback supports this with 98% of respondents indicating that they had received good advice about what they could do next. The two Curriculum and Support Officers plan visits to all skills curriculum areas of learning including family learning to promote the support available and then offer group activity, 1:1 appointments or drop-in sessions to ensure all learners can access impartial IAG at an appropriate time for them. They deliver IAG to learners who attend initial assessments appointments for Maths, English, ICT and LLDD provision. This has ensured that any learner needs are swiftly met at the beginning of their course and appropriate support measures implemented.

Development of a system to identify vulnerable learners as they begin their courses through a standardised approach to information collection at initial assessment has led to a more cohesive approach to supporting learners and ensures the most vulnerable learners are targeted for IAG support. Those individuals who meet a specific number of trigger indicators from a prescribed set (unemployed, low prior attainment, mental health difficulty, dyslexia, disability, claiming fee remission, English not first language) have a personalised support plan developed which is then shared and co-owned by all relevant staff. This ensures that even the most vulnerable learners have the opportunity to progress, achieve and be supported appropriately throughout their learning journey.

Learners' awareness of how to protect themselves from the risks they face in everyday life is improving. Tutors have received extensive training to help them embed an understanding of modern British Values and the dangers of radicalisation and extremism into their course delivery and the majority have improved their confidence to reinforce how these relate to learners on their courses and as citizens of Barnsley. As a result many learners can articulate the risks they face in a manner appropriate for the area and their personal level of learning.

Learners feel safe in their lessons. This is overwhelmingly evidenced through learner feedback. Learners know how to raise any issues they have about their safety. Strong partnership links have been developed to reinforce and support the safe environment including the registration of all centres with the Barnsley Safe Places scheme. The service follows council Health and Safety policies into practice and has achieved excellent results through audit.

Through attending their programmes many learners make positive progress in overcoming their barriers to becoming more active in their communities and progressing towards employment. They develop the knowledge, skills and confidence they need to be successful and in doing so evidence how the Service contributes to the Council's priorities of a thriving and vibrant economy, citizens achieving their potential and strong and resilient communities. There are many examples across all the provision of learners applying what they have learned in a range of contexts. Comments which illustrate this include:

"I made my own wedding cake and was asked by the venue owners if I did it professionally as they needed someone to make their cakes."

"It has given me the confidence to apply and go to interviews."

“I have amended my CV and I am fully aware on how to write a covering letter in order to make myself look more employable.”

“I know more words and sentences so I can better understand people in my work.”

“I’ve been helping my son with his homework and not feeling embarrassed that I can’t explain things to him; e.g. nouns”

“I have saved some searches in 'Favourites' which has saved my time. I have replied correctly to emails and I am able to send an attachment in an email.”

“This course has been invaluable with regards to increasing my confidence with applying for work online.”

A high proportion of learners attend regularly which impacts positively on their personal achievement and supports good or improving outcomes for many courses. **On some courses however, attendance continues to be variable thereby limiting opportunities for learners to work collaboratively and develop their personal and social skills.** To address this, and support the good pastoral support learners receive from tutors, a learner attendance intervention process managed by non-teaching staff was introduced in the final term of the year. The sustained focus on improving attendance resulted in a full year increase of 8% when compared to the previous year.

#### **Key Development Actions**

- **Ensure all learners can consistently articulate the risks they face in modern life and as citizens in Barnsley**
- **Support learners to attend regularly and ensure consistently high levels of attendance across all subjects**

## Outcomes for learners

Good

### Strengths

**The large majority of learners achieve their qualifications with an overall increase of 2.2% from last year to 90%.**

**The large majority of learners in Community Learning achieve their learning goals.**

**The proportion of learners who achieved Functional English and Functional Maths qualifications has significantly increased.**

### Areas for Improvement

**Too few learners achieve their qualifications in English for speakers of other languages (ESOL) and Information and Communication Technology Entry level qualifications.**

**The proportion of learners on accredited provision who achieve their qualifications has increased over the past 3 years and has increased to 90% in 2017-18**, with entry level, level 1 and level 2 qualifications showing an improved achievement rate. Level 1 qualifications have seen an increase of 10% from the previous academic year. The achievement rate for level 3 qualifications has fallen slightly from the previous academic year. All levels have achieved above the national average.

Achievement rates for award, certificate, GCSE maths and English, other (regulated), QCF units qualifications, are good overall and above national benchmarks. Basic Skills Maths English is in-line with national benchmarks

**All learners who undertake courses to enhance their employability such as food safety, health and safety and emergency first aid at work achieve their qualification** and achievement rates are well above national average. These learners clearly update and gain the necessary skills required to move into or remain in employment.

**Learners on Community Learning provision make excellent progress and acquire a broad range of valuable and relevant knowledge and skills.** They comment on end of course survey feedback about the values and benefits they gain from their courses and the new skills they have achieved and how they are able to use those new skills in everyday life. One learner commented *“I like to travel about the country and take pictures of deserted buildings. I have also started my own company and am doing a wedding in October”* after completing a recent digital photography course.

**Overall achievement for Community Learning has increased by 3.5% to 94.3% and also an increase in retention of 2.8% to 97.8%.** There is a 3.8% point difference of learners who declare a disability (91.6%) compared to those who do not declare a disability (95.4%) on Community Learning provision. This can be attributed to a minority of learners with complex physical and mental health issues which impacted on their commitment to



learning and ability to attend regularly and achieve accordingly. There is no significant difference between learners from different ethnicity groups.

On Family Learning courses, learners value being able to learn at their child's school, giving them the opportunity to gain confidence in their English and maths skills and then to have the opportunity to be able to progress onto accredited provision. One learner has commented that "*I have learnt how I can develop my child's speech through letter sounds, using verbs, nouns and adjectives*". Many of the learners have no or low level English and maths skills and live in the most deprived postcodes in Barnsley. **Family Learning has an achievement rate of 96.7% and an excellent retention rate of 99%.** A large majority of learners progress to relevant further learning and develop higher level skills.

Learner who undertake functional maths and GCSE mathematics courses perform particularly well, with a high proportion achieving their qualifications at the first attempt. Some learners make good progress and are fully committed to their learning and on completion of their level 1 course, progress to the next level and achieve both levels within the academic year, giving them the knowledge and skills to progress in their chosen career. In end of course surveys, learners state "*I use the skills I have learned in my job, working out deals for customers, and at home working out my bills, how much I can save, and what the best deals for me are.*" **Learners who undertake Functional Mathematics Level 1 have made substantial progress from their different starting points with achievement rates seeing an increase of 10.2% to 79.5% from the previous year and are 14.8% above the national average.** There has been a significant increase in achievement rates across the whole mathematics provision.

The proportion of learners who achieved Functional English qualifications have substantially improved across the English curriculum and are now in line with progress in functional mathematics, with the exception of learners on Entry 2 Functional English and GCSE English. Low retention rates during term 3 has led to the declined achievement rates. At the end of the course, learners identify how their learning has helped them progress to positive destinations with one learner indicating "*I have gained employment and I feel more confident*" and another "*I have been able to help my children with their school work, and also when I volunteer at my local school I feel more confident.*" **Learners who undertake Functional English Level 1 have made substantial progress with achievement rates seeing an increase of 12.9% to 72% from the previous year and are 5.3% above the national average.**

**The proportion of learners who achieve qualifications in ESOL (6.75% of skills and qualifications delivery) has declined by 6% from the previous academic year.** Tutors made insufficient use of the learners' starting points to plan for and deliver challenging learning activities to allow learners on ESOL provision to make the progress they were capable of. Learners who enrol to take the full Certificate qualification in ESOL make faster progress than learners on individual units and achieve their qualification in a timely manner. Next academic year will see a change in Awarding Bodies to allow learners to take tests on demand which will enable learners to achieve their qualifications in a more timely manner.

**Learners who undertake Level 1 and 2 ICT courses perform particularly well, with a high proportion achieving their qualifications in a timely manner.** Some learners make good progress and are fully committed to their learning and on completion of their level 1

course, progress to the next level, giving them the knowledge and skills to progress in their chosen career. In end of course surveys, learners state *“I use computers and iPads every day at work and feel that without the course I would not be as confident in the use of them as I am”* and *“This will enable me to be considered for new jobs that I would love to do and has given me a new confidence about myself”*. Achievement rates for learners gaining level 1 and 2 ICT qualifications are 15.6% and 15.4% above national average respectively.

**The proportion of learners who achieve the Start IT entry level ICT qualification has declined from the previous academic year**, this is mainly due to retention rates not improving and some learners completing their course but not achieving enough credits to gain the full qualification. Learners who consider themselves to have a learning difficulty and/or disability achieve at a lower rate of 60% compared to 82.4% achievement of learners who do not consider themselves to have a learning difficulty/disability. The extra support that these learners required was not identified soon enough which led to them not being able to achieve their targets within the time allocated. The proportion of learners on the Award in Using ICT entry level qualification has increased by 13.1% on the previous academic year, but is still 8.4% below national average.

A high proportion of the small cohort of adults who are mandated by Jobcentre Plus to take short English and mathematics courses aimed at improving their employability skills achieve these skills. As a result of participating on these programmes, 45% of learners progress onto full functional skills qualifications in English and mathematics. All learners who are required by Jobcentre Plus to attend a short bespoke combined English, mathematics and ICT course aimed at improving their employability skills achieve their qualification.

**Achievement rates in Early Years and Teaching Assistants Level 2 and 3 have declined slightly from the previous academic year**, this is due to the low numbers of learners due to achieve their qualification during the academic year. All qualifications have seen a 100% pass rate and all achievement rates are above national average. These courses help learners to achieve the experience and qualifications to help them progress in their career. Learners identify *“I gained employment in my placement whilst I was completing Level 2”* and *“I gained employment mid-way through the course as a direct result of the learning and support I have received and was fully supported to complete the course whilst I continued in my employment.”* Learners were able to access short first steps programmes in Early Years, Teaching Assistants and Health and Social Care to prepare them for the next stage of their education and identify which career path to take. Learners on these courses gained an Entry 3 and Level 1 award qualification and achieved at 100% and 98.8% respectively.

**In skills provision there is no difference between the achievement rates of male and female learners**, retention and achievement rates have steadily increased with no significant difference between genders. There is only a slight difference in achievement and retention rates for those learners who consider themselves to have a learning difficulty and/or disability to those who do not. **There is a difference in achievement of White British learners and learners from other ethnic groups on adult skills courses.** The low achievement rates in ESOL account for the lower achievement rates for learners from a non-White background compared to their peers.

**Learners are able to recognise how their courses help develop their knowledge and skills and have the potential to improve their career aims.** Learners on the Teaching Assistant and Early Years courses volunteer in placements to be successful in the practical element of their course. This also enables them to gain essential real-life work experience and as a result, learners gain employment in these areas both during, and when they have completed their courses.

**On completion of their courses, a high proportion of learners progress to the next stage.** For those learners on entry level and level 1 courses, many progress to the next level of learning. Similarly, a high proportion of learners seeking to improve their employability prospects highlight they have gained the skills to enable them to have a more confident approach when applying for jobs.

### **Key Development Actions**

- Increase the achievement rates of ESOL and entry level ICT qualifications to ensure all learners make substantial and sustained progress and achieve their learning goals.
- Ensure all learners achieve their qualification regardless of gender, disability or ethnicity.

# Qualification Achievement Rates Report

		Column Labels <input type="text" value="Overall"/>																			
		2015/16					2016/17					2017/18									
Row Labels	Lvrs	Ach	BA	BMAch	Ret	BR	BMRet	Lvrs	Ach	BA	BMAch	Ret	BR	BMRet	Lvrs	Ach	BA	BMAch	Ret	BR	BMRet
Community	2,181	90.6 %			97.7 %			1,786	90.8 %			95.0 %			1,388	94.3 %			97.8 %		
Award	53	67.9 %			67.9 %			9	88.9 %			100.0 %			2	50.0 %			50.0 %		
Certificate								11	100.0 %			100.0 %									
Other non-regulated	2,117	91.1 %			98.4 %			1,766	90.7 %			95.0 %			1,383	94.4 %			97.8 %		
Other regulated															3	100.0 %			100.0 %		
QCF unit	11	100.0 %			100.0 %																
No Funding	201	93.5 %			95.5 %			328	37.5 %			37.5 %			296	96.3 %			96.3 %		
Award	99	97.0 %			98.0 %			259	22.0 %			22.0 %			127	93.7 %			93.7 %		
Basic Skills Maths and English	8	62.5 %			75.0 %			1	100.0 %			100.0 %									
Certificate	9	66.7 %			77.8 %			5	100.0 %			100.0 %			3	66.7 %			66.7 %		
Diploma	17	76.5 %			82.4 %			6	50.0 %			50.0 %			15	86.7 %			86.7 %		
Other non-regulated	64	100.0 %			100.0 %			57	100.0 %			100.0 %			150	100.0 %			100.0 %		
Other regulated															1	100.0 %			100.0 %		
QCF unit	4	100.0 %			100.0 %																
Skills	2,140	84.1 %		84.8 %	90.7 %		92.3 %	2,367	87.8 %		89.0 %	92.2 %		94.9 %	2,529	90.0 %		88.2 %	93.8 %		94.0 %
Award	651	89.1 %		93.1 %	93.1 %		95.7 %	950	93.1 %		94.0 %	95.3 %		97.4 %	934	96.5 %		94.6 %	97.3 %		96.2 %
Basic Skills Maths and English	450	69.8 %		71.4 %	83.8 %		87.4 %	394	66.5 %		71.3 %	80.7 %		87.4 %	392	71.4 %		67.9 %	81.9 %		86.3 %
Certificate	259	85.7 %		86.3 %	87.3 %		91.3 %	175	89.1 %		85.5 %	90.9 %		91.2 %	131	90.8 %		86.5 %	91.6 %		91.6 %
Diploma	39	87.2 %		76.7 %	87.2 %		78.5 %	49	98.0 %		85.2 %	98.0 %		87.3 %	33	93.9 %		81.2 %	93.9 %		84.0 %
ESOL	283	77.7 %		81.8 %	90.5 %		95.5 %	140	70.7 %		83.2 %	81.4 %		95.1 %	170	64.7 %		81.9 %	80.6 %		95.4 %
GCSE maths and English	51	88.2 %		79.7 %	88.2 %		85.6 %	48	83.3 %		79.8 %	85.4 %		85.6 %	48	85.4 %		79.7 %	87.5 %		85.6 %
Other non-regulated	163	93.3 %		90.6 %	94.5 %		92.6 %	467	98.1 %		97.8 %	98.5 %		99.1 %	529	96.6 %		97.5 %	98.9 %		98.2 %
Other regulated	14	85.7 %		92.7 %	85.7 %		95.2 %	9	77.8 %		92.9 %	77.8 %		95.3 %	196	100.0 %		75.0 %	100.0 %		84.1 %
QCF unit	230	95.7 %		89.5 %	100.0 %		93.0 %	135	91.9 %		90.8 %	97.0 %		94.6 %	96	91.7 %		91.5 %	96.9 %		94.5 %

Column Labels									
Overall									
Row Labels	2015/16			2016/17			2017/18		
	Lvrs	Ach	Ret	Lvrs	Ach	Ret	Lvrs	Ach	Ret
<b>Community</b>	<b>2,181</b>	<b>90.6 %</b>	<b>97.7 %</b>	<b>1,786</b>	<b>90.8 %</b>	<b>95.0 %</b>	<b>1,388</b>	<b>94.3 %</b>	<b>97.8 %</b>
African	19	84.2 %	94.7 %	10	100.0 %	100.0 %	2	100.0 %	100.0 %
Any other Asian background	8	87.5 %	100.0 %	6	83.3 %	100.0 %	4	75.0 %	100.0 %
Any other Black / African / Caribbean background	3	100.0 %	100.0 %	3	66.7 %	66.7 %	1	100.0 %	100.0 %
Any Other Mixed / multiple ethnic background							6	100.0 %	100.0 %
Any Other White background	56	100.0 %	100.0 %	55	85.5 %	92.7 %	47	93.6 %	100.0 %
Arab	6	50.0 %	100.0 %	2	100.0 %	100.0 %	2	100.0 %	100.0 %
Caribbean	5	80.0 %	100.0 %	9	88.9 %	100.0 %	2	100.0 %	100.0 %
Chinese	15	100.0 %	100.0 %	8	87.5 %	87.5 %	6	100.0 %	100.0 %
English / Welsh / Scottish / Northern Irish / British	2,056	90.5 %	97.6 %	1,674	91.0 %	95.2 %	1,308	94.3 %	97.7 %
Gypsy or Irish Traveller	1	100.0 %	100.0 %						
Indian	2	100.0 %	100.0 %	3	100.0 %	100.0 %	1	100.0 %	100.0 %
Irish	2	50.0 %	100.0 %	12	75.0 %	75.0 %	1	100.0 %	100.0 %
Not provided	1	100.0 %	100.0 %						
Pakistani	1	100.0 %	100.0 %	1	100.0 %	100.0 %	4	100.0 %	100.0 %
White and Asian	3	100.0 %	100.0 %	1	100.0 %	100.0 %	1	100.0 %	100.0 %
White and Black African							1		
White and Black Caribbean	3	100.0 %	100.0 %	2	100.0 %	100.0 %	2	100.0 %	100.0 %
<b>No Funding</b>	<b>201</b>	<b>93.5 %</b>	<b>95.5 %</b>	<b>328</b>	<b>37.5 %</b>	<b>37.5 %</b>	<b>296</b>	<b>96.3 %</b>	<b>96.3 %</b>
African							1	100.0 %	100.0 %
Any other Asian background				1					
Any Other Mixed / multiple ethnic background	1	100.0 %	100.0 %						
Any Other White background	2	100.0 %	100.0 %	2			2	50.0 %	50.0 %
Bangladeshi							1	100.0 %	100.0 %
Caribbean	1	100.0 %	100.0 %				1	100.0 %	100.0 %
English / Welsh / Scottish / Northern Irish / British	196	93.4 %	95.4 %	325	37.8 %	37.8 %	289	96.5 %	96.5 %
White and Asian	1	100.0 %	100.0 %						
White and Black African							2	100.0 %	100.0 %
<b>Skills</b>	<b>2,140</b>	<b>84.1 %</b>	<b>90.7 %</b>	<b>2,367</b>	<b>87.8 %</b>	<b>92.2 %</b>	<b>2,529</b>	<b>90.0 %</b>	<b>93.8 %</b>
African	42	76.2 %	95.2 %	30	66.7 %	80.0 %	53	79.2 %	88.7 %
Any other Asian background	50	66.0 %	92.0 %	27	74.1 %	81.5 %	24	62.5 %	83.3 %
Any other Black / African / Caribbean background							10	90.0 %	100.0 %
Any Other Mixed / multiple ethnic background	3	100.0 %	100.0 %	3	100.0 %	100.0 %	7	100.0 %	100.0 %
Any Other White background	182	83.0 %	91.8 %	104	84.6 %	86.5 %	166	81.3 %	89.2 %
Arab	30	93.3 %	100.0 %	15	66.7 %	80.0 %	15	66.7 %	80.0 %
Bangladeshi	1	0.0 %	0.0 %	2	100.0 %	100.0 %	1		100.0 %
Caribbean	17	70.6 %	94.1 %	12	50.0 %	75.0 %	16	93.8 %	100.0 %
Chinese	9	88.9 %	88.9 %	22	81.8 %	86.4 %	15	73.3 %	86.7 %
English / Welsh / Scottish / Northern Irish / British	1,776	85.0 %	90.4 %	2,131	88.7 %	93.0 %	2,198	91.7 %	94.6 %
Gypsy or Irish Traveller	3	66.7 %	100.0 %				2	50.0 %	50.0 %
Indian	3	33.3 %	66.7 %	1	100.0 %	100.0 %	2	50.0 %	50.0 %
Irish	1	100.0 %	100.0 %	4	100.0 %	100.0 %	4	100.0 %	100.0 %
Not provided							1	100.0 %	100.0 %
Pakistani	3	66.7 %	66.7 %	4	100.0 %	100.0 %	3	66.7 %	66.7 %
White and Asian	1	0.0 %	0.0 %	2	100.0 %	100.0 %	4	75.0 %	75.0 %
White and Black African	4	100.0 %	100.0 %	2	100.0 %	100.0 %	4	50.0 %	50.0 %
White and Black Caribbean	7	100.0 %	100.0 %	1	100.0 %	100.0 %	4	100.0 %	100.0 %
(blank)	8	75.0 %	75.0 %	7	100.0 %	100.0 %			

Column Labels									
Overall									
Row Labels	2015/16			2016/17			2017/18		
	Lvrs	Ach	Ret	Lvrs	Ach	Ret	Lvrs	Ach	Ret
<b>Community</b>	<b>2,181</b>	<b>90.6 %</b>	<b>97.7 %</b>	<b>1,786</b>	<b>90.8 %</b>	<b>95.0 %</b>	<b>1,388</b>	<b>94.3 %</b>	<b>97.8 %</b>
Female	1,667	91.6 %	98.0 %	1,310	91.5 %	95.2 %	1,104	95.0 %	98.3 %
Male	514	87.4 %	96.7 %	476	88.7 %	94.5 %	284	91.5 %	95.8 %
<b>No Funding</b>	<b>201</b>	<b>93.5 %</b>	<b>95.5 %</b>	<b>328</b>	<b>37.5 %</b>	<b>37.5 %</b>	<b>296</b>	<b>96.3 %</b>	<b>96.3 %</b>
Female	157	93.0 %	95.5 %	320	37.5 %	37.5 %	263	95.8 %	95.8 %
Male	44	95.5 %	95.5 %	8	37.5 %	37.5 %	33	100.0 %	100.0 %
<b>Skills</b>	<b>2,140</b>	<b>84.1 %</b>	<b>90.7 %</b>	<b>2,367</b>	<b>87.8 %</b>	<b>92.2 %</b>	<b>2,529</b>	<b>90.0 %</b>	<b>93.8 %</b>
Female	1,398	83.4 %	90.5 %	1,644	88.2 %	92.4 %	1,824	90.5 %	93.9 %
Male	742	85.3 %	91.0 %	723	86.9 %	91.8 %	705	88.9 %	93.6 %

Column Labels									
Overall									
Row Labels	2015/16			2016/17			2017/18		
	Lvrs	Ach	Ret	Lvrs	Ach	Ret	Lvrs	Ach	Ret
<b>Community</b>	2,181	90.6%	97.7%	1,786	90.8%	95.0%	1,388	94.3%	97.8%
Learner considers himself or herself to have a learning difficulty and/or disability and/or hea	495	87.9%	98.2%	651	88.9%	94.5%	391	91.6%	98.5%
Learner does not consider himself or herself to have a learning difficulty and/or disability an	1,686	91.4%	97.5%	1,135	91.8%	95.3%	997	95.4%	97.5%
<b>No Funding</b>	201	93.5%	95.5%	328	37.5%	37.5%	296	96.3%	96.3%
Learner considers himself or herself to have a learning difficulty and/or disability and/or hea	14	92.9%	92.9%	11	63.6%	63.6%	27	100.0%	100.0%
Learner does not consider himself or herself to have a learning difficulty and/or disability an	187	93.6%	95.7%	317	36.6%	36.6%	269	95.9%	95.9%
<b>Skills</b>	2,140	84.1%	90.7%	2,367	87.8%	92.2%	2,529	90.0%	93.8%
Learner considers himself or herself to have a learning difficulty and/or disability and/or hea	696	86.1%	90.9%	725	85.9%	91.4%	636	88.2%	93.1%
Learner does not consider himself or herself to have a learning difficulty and/or disability an	1,208	82.4%	89.7%	1,233	86.6%	91.2%	1,893	90.6%	94.0%
No Information Provided By The Learner	236	86.9%	94.5%	409	94.6%	96.8%			

Column Labels									
Overall									
Row Labels	2015/16			2016/17			2017/18		
	Lvrs	Ach	Ret	Lvrs	Ach	Ret	Lvrs	Ach	Ret
<b>Community</b>	2,181	90.6%	97.7%	1,786	90.8%	95.0%	1,388	94.3%	97.8%
Asperger's syndrome (15)							1	100.0%	100.0%
Autism spectrum disorder (14)	5	60.0%	100.0%	18	100.0%	100.0%	15	93.3%	100.0%
Disability affecting mobility (6)	70	88.6%	97.1%	73	91.8%	100.0%	68	94.1%	100.0%
Dyscalculia (13)	7	100.0%	100.0%	4	100.0%	100.0%	11	81.8%	100.0%
Dyslexia (12)	28	89.3%	100.0%	30	86.7%	93.3%	37	94.6%	97.3%
Hearing impairment (5)	72	95.8%	98.6%	50	92.0%	94.0%	35	91.4%	100.0%
Mental health difficulty (9)	25	80.0%	96.0%	60	93.3%	98.3%	48	83.3%	97.9%
Moderate learning difficulty (10)	88	78.4%	95.5%	209	87.1%	92.8%	97	95.9%	99.0%
Not provided (99)	3	100.0%	100.0%				1	100.0%	100.0%
Other disability (97)	13	92.3%	100.0%	12	83.3%	100.0%	13	84.6%	92.3%
Other learning difficulty (96)	7	100.0%	100.0%	12	66.7%	66.7%	7	85.7%	100.0%
Other medical condition (for example epilepsy, asthma, diabetes) (95)	106	92.5%	100.0%	97	87.6%	91.8%	22	95.5%	100.0%
Other physical disability (93)	11	81.8%	100.0%	6	100.0%	100.0%	9	88.9%	100.0%
Other specific learning difficulty (e.g. Dyspraxia) (94)	3	100.0%	100.0%	4	75.0%	100.0%			
Prefer not to say (98)	3	100.0%	100.0%	4	100.0%	100.0%	3	100.0%	100.0%
Profound complex disabilities (7)	9	88.9%	100.0%	17	94.1%	100.0%			
Severe learning difficulty (11)	8	62.5%	87.5%	12	75.0%	100.0%	1		100.0%
Social and emotional difficulties (8)	10	80.0%	100.0%	9	100.0%	100.0%	10	80.0%	90.0%
Temporary disability after illness (for example post-viral) or accident (16)	1	100.0%	100.0%	1	100.0%	100.0%			
Visual impairment (4)	26	88.5%	100.0%	33	87.9%	90.9%	13	92.3%	92.3%
(blank)	1,686	91.4%	97.5%	1,135	91.8%	95.3%	997	95.4%	97.5%
<b>No Funding</b>	201	93.5%	95.5%	328	37.5%	37.5%	296	96.3%	96.3%
Asperger's syndrome (15)							1	100.0%	100.0%
Disability affecting mobility (6)	1	100.0%	100.0%	1	100.0%	100.0%	3	100.0%	100.0%
Dyslexia (12)	4	100.0%	100.0%	4	50.0%	50.0%	9	100.0%	100.0%
Mental health difficulty (9)	1	100.0%	100.0%				5	100.0%	100.0%
Moderate learning difficulty (10)	5	80.0%	80.0%				1	100.0%	100.0%
Other disability (97)							1	100.0%	100.0%
Other learning difficulty (96)							1	100.0%	100.0%
Other medical condition (for example epilepsy, asthma, diabetes) (95)	3	100.0%	100.0%	3	66.7%	66.7%	4	100.0%	100.0%
Other physical disability (93)									
Other specific learning difficulty (e.g. Dyspraxia) (94)							1	100.0%	100.0%
Social and emotional difficulties (8)				1	100.0%	100.0%			
Temporary disability after illness (for example post-viral) or accident (16)							1	100.0%	100.0%
Visual impairment (4)				1	100.0%	100.0%			
(blank)	187	93.6%	95.7%	317	36.6%	36.6%	269	95.9%	95.9%
<b>Skills</b>	2,140	84.1%	90.7%	2,367	87.8%	92.2%	2,529	90.0%	93.8%
Asperger's syndrome (15)	1	0.0%	0.0%	2	50.0%	100.0%	1	100.0%	100.0%
Autism spectrum disorder (14)	9	100.0%	100.0%	8	100.0%	100.0%	10	70.0%	70.0%
Disability affecting mobility (6)	63	87.3%	90.5%	55	81.8%	89.1%	60	98.3%	100.0%
Dyscalculia (13)	6	100.0%	100.0%	4	50.0%	75.0%	5	60.0%	80.0%
Dyslexia (12)	62	83.9%	88.7%	82	89.0%	92.7%	106	90.6%	94.3%
Hearing impairment (5)	35	80.0%	91.4%	64	89.1%	92.2%	32	75.0%	84.4%
Mental health difficulty (9)	71	81.7%	87.3%	96	88.5%	90.6%	83	89.2%	91.6%
Moderate learning difficulty (10)	142	88.7%	90.8%	114	85.1%	92.1%	127	88.2%	94.5%
Multiple disabilities (2)	1	0.0%	0.0%						
No LDDHP (-1)	1,483	83.1%	90.4%	1,651	88.6%	92.6%			
Not provided (99)	10	90.0%	90.0%	3	66.7%	100.0%			
Other disability (97)	21	81.0%	95.2%	16	87.5%	100.0%	22	100.0%	100.0%
Other learning difficulty (96)	20	95.0%	100.0%	11	81.8%	81.8%	13	92.3%	100.0%
Other medical condition (for example epilepsy, asthma, diabetes) (95)	106	83.0%	92.5%	128	78.1%	86.7%	78	80.8%	91.0%
Other physical disability (93)	17	82.4%	94.1%	18	88.9%	88.9%	29	86.2%	86.2%
Other specific learning difficulty (e.g. Dyspraxia) (94)	2	50.0%	50.0%	13	92.3%	100.0%	3	100.0%	100.0%
Prefer not to say (98)	3	100.0%	100.0%	1	100.0%	100.0%			
Profound complex disabilities (7)	3	100.0%	100.0%	1	100.0%	100.0%			
Severe learning difficulty (11)	13	92.3%	92.3%	8	100.0%	100.0%	3	100.0%	100.0%
Social and emotional difficulties (8)	12	100.0%	100.0%	22	95.5%	100.0%	25	88.0%	100.0%
Speech, Language and Communication Needs (17)				5	100.0%	100.0%			
Temporary disability after illness (for example post-viral) or accident (16)	3	100.0%	100.0%	8	87.5%	100.0%	5	60.0%	60.0%
Visual impairment (4)	55	89.1%	92.7%	57	89.5%	91.2%	34	94.1%	94.1%
(blank)	2	100.0%	100.0%				1,893	90.6%	94.0%

# YOUNG PEOPLES SKILLS & ENTERPRISE

## SERVICE EFA FUNDED PROVISION

Self-Assessment Report September 2018

Reporting on academic year 2017/18

**Young Peoples Skills & Enterprise  
Barnsley MBC**

**Self-Assessment Report 2017/18**

The Barnsley Context .....	33
Scope of Provision.....	33
Overall Effectiveness.....	34
Key Strengths.....	34
Weaknesses.....	35
Effectiveness of leadership and management .....	35
Quality of teaching, learning and assessment .....	37
Personal development, behaviour and welfare .....	38
Outcomes for learners .....	40
Qualification Achievement Rates Report .....	43



## **1. Barnsley Context**

- a. Barnsley has developed a strong track record for reducing the proportion of its 16-18 year old population who are Not in Education, Employment or Training (NEET). Despite this, a detailed review of provision undertaken in 2014 highlighted a lack of mainstream provision to engage and retain a small, but significant, cohort of vulnerable young people who were furthest from the labour market. This cohort invariably had:
  - i. disrupted compulsory schooling;
  - ii. poor engagement with school towards the end of their compulsory education;
  - iii. left compulsory schooling with low or no qualifications;
  - iv. numerous unsuccessful attempts at accessing post 16 mainstream provision with a number of different providers.
- b. Additionally, a pattern of other complex personal factors created further barriers to engagement. These factors included:
  - i. homelessness;
  - ii. substance misuse;
  - iii. teenage pregnancy;
  - iv. periods in local authority care;
  - v. additional learning needs.
- c. Following successful small scale pilots of provision for this group of learners, The Really NEET College were commissioned to develop and deliver a flexible, highly personalised study programme aimed at meeting the needs of these vulnerable learners
- d. Since the review in 2014, further progress has been made in reducing the proportion of 16-18 year olds in Barnsley who are NEET with more learners than ever before accessing the mainstream education and training offer post 16. As a result, the cohort this study programme targets has reduced. The young people who remain NEET face increasingly more complex combinations of barriers with the overwhelming majority of these relating to increasingly chaotic and volatile personal circumstances.

## **2. Scope of Provision**

- a. The study programme to meet the needs of these vulnerable learners delivered over academic year 2017/18 had 32 learners on roll. 15 learners resident in Barnsley and a further 17 learners from Rotherham as part of a sub contract agreement agreed between the local authorities. These learners were educated across two sites, one in Barnsley and one in Rotherham.
- b. As in previous years the group of learners this provision is aimed at supporting present considerable challenges with some barriers having become engrained over a number of years.
- c. Of the 2017/18 cohort:
  - i. 70% of learners had a recognised learning disability and an EHCP

- ii. A further 6% had additional learning needs with no EHCP in place
  - iii. 91% had current or previous mental health issues, many engaging with Barnsley or Rotherham CAMHS services;
  - iv. 55% had current problems with substance misuse;
  - v. 18% had suffered periods of homelessness;
  - vi. 33% were on a youth probation order;
  - vii. 27% were in or have been in Local authority care; (LAC)
  - viii. 85% had experienced at least 1 period NEET between the end of compulsory education and their start on this programme;
  - ix. 3% are Young parents (16-24);
  - x. 61% had Social Care involvement
  - xi. 24% were a victim of domestic violence
  - xii. 18% were a perpetrator of domestic violence
  - xiii. 6% have been a victim of sexual exploitation
- d. In assessing learner needs, the provider identified 13 barriers to learning (as stated above). All learners on roll met at least 3 of the above categories, the average overall is 5 categories per learner with 12% of learners meeting the criteria for 8 of the 13 barriers.
- e. As such the profile of the cohort was unique with the needs of the 32 learners highlighting the experiences and barriers faced by the cohort of learners the local authority is seeking to support. These experiences and barriers have resulted in each of the individual learners having significant disadvantage in terms of self-esteem, resilience and commitment for learning.
- f. Of the 32 learners:
- i. 70% had an EHCP;
  - ii. 36% had gained no qualifications in English and maths prior to the start of this programme.
  - iii. 45% had no Maths qualifications prior to the start of this programme
  - iv. 55% had no English qualifications prior to the start of this programme
  - v. 82% attended a pupil referral unit or SEMH special school through KS4

### **3. Overall Effectiveness : Requires Improvement**

a. In order to achieve the high aspirations the local authority have for this cohort, further development is required to ensure the overwhelming majority of learners develop positive attitudes, gain appropriate qualifications and progress successfully into further training and/or employment.

b. Safeguarding is effective.

#### **c. Key Strengths**

- i. Collaboration with external agencies was highly effective in ensuring learners feel safe and supported allowing the large majority of learners to transform their attitudes to learning;
- ii. Diverse and tailored enrichment provision is highly effective in addressing the personal, social and emotional development of learners.

- iii. Support provided by Really NEET College results in the great majority of learners being retained making considerable progress on previous episodes of education.
- iv. Quality assurance processes have enabled the use of suitable interventions to address a range of multiple and complex barriers for a great majority of the learners.

**d. Weaknesses**

- i. Confines of study programme requirements have meant that despite there is insufficient flexibility to fully meet the needs of some learner;
- ii. Learner outcomes are improving at too slow a rate and remain low in English and some aspects of the vocational curriculum;
- iii. Learner attendance is low.

**4. Effectiveness of leadership and management: Good**

- a. The Local Authority (LA) & Really NEET College have developed a strong, open relationship that facilitates collaboration and shares high aspirations for this group of disadvantaged young people giving them an opportunity to overcome their personal difficulties. All staff share this vision and are passionate about their work and have high expectations of their learners.
- b. Considerable development over the last twelve months delivered effective quality assurance processes leading to appropriate and timely interventions which have impacted positively on outcomes for a great number of learners. The provider has built on the well embedded culture of monitoring and review that had previously allowed leaders to respond quickly and effectively to meet the personal, emotional and social needs of individual learners. This revised quality assurance policy has placed great rigor on the academic progress made by learners through the introduction of fortnightly learner progress meetings with staff, increased frequency of work sampling and the implementation of a cycle of formal OTLAs across the year. These processes have given leadership a clear picture of learner progress and the quality of teaching and learning in place; have allowed leaders to celebrate and disseminate aspects of good practice and have allowed leaders to identify appropriate areas for development for individual members of staff.
- c. Underpinning quality assurance has been a revised learner progress tracking tool. This has allowed leaders to enhance the focus on the monitoring of academic progress; facilitated the early identification of underachievement and enabled them to take effective action to intervene. Review of the tracker over the year evidences the effective response the provider has been able to make for many learners and highlights the positive impact learners have found from interventions.
- d. These processes mean the provider has been effective in addressing underachievement of learners with provision based barriers or where a single external barrier escalated and began to impact on learning. In the case of learners where multiple barriers escalated, the provider has proven

effective in addressing barriers where the learner has been prepared to receive support from other agencies. For some learners, despite considerable work, it has not always been possible to effectively overcome the impact of combined, complex barriers. In these cases it has proven difficult to meet learner needs within the confines of the study programme requirements resulting in periods of poor attendance for part or all of the programme culminating for some in disengagement.

- e. The provider worked effectively with education and community partners to develop a diverse, personalised curriculum offer that successfully addressed the personal, social and emotional needs of the majority of learners. Case studies and learner voice evidence how these build well on individual interests resulting in a positive impact on learner self-esteem and the development of interpersonal skills.
- f. As a result, study programmes are well designed to provide breadth and relevance for learners. Study in English and maths is planned to provide appropriate progression for individual learners based on starting points.
- g. A bespoke placement officer effectively sought local opportunities in order to provide appropriate work experience or work related learning to support learners' aspirations and strengths.
- h. Really NEET effectively utilised learner feedback in order to develop vocational aspects of the curriculum. This led to the successful move to offer Occupational Studies for learners in the Barnsley provision.
- i. Contract monitoring between commissioners in the LA and the provider have proven effective in developing a thorough understanding of the quality of provision and overseeing its further development. This cycle has combined monthly contract management meetings and further visits to observe practice and procedures. Through this process commissioners have been able to gain a deep understanding of the barriers faced by individual learners; enabled commissioners to evaluate the effectiveness of leadership in responding to concerns about learner progress and gain a deeper appreciation of the impact complex external issues in learner's personal lives have on their learning;
- j. This in depth knowledge has enabled commissioners to take decisive action that means that the extension of the contract with Really NEET College into a third year will not take place. Commissioners have clear justification for this decision based on contract management evidence aligned with the outcomes set in the contract. Learning from the delivery of this programme is informing an options appraisal from which future provision will be planned.
- k. Key development actions:**
  - i. Complete a thorough options appraisal of the possible use of ESFA funding. Align with sufficiency plans to identify and implement

provision that makes effective and appropriate use of the ESFA funding.

#### **5. Quality of teaching, learning and assessment: Requires improvement**

- a. Learner voice surveys evidence that learners enjoyed their studies and valued the support that staff provide. Small group sizes allowed for plenty of individual coaching and guidance.
- b. Pre-enrolment engagement activity was thorough. Initial interviews were undertaken in a sensitive manner knowing that many potential learners have had negative experiences in previous education settings. This gained the confidence of learners and helped them to make a successful transition onto the programme and led to significantly improved commitment and attendance for the great majority of learners compared with previous educational experiences.
- c. Detailed initial assessment enabled the provider to plan effective study programmes for individual learners. These assessments made clear what learners could and couldn't do at the start of the programme; informed target setting and planning for progression and allowed the large majority of learners to make appropriate progress given their starting points.
- d. Joint learning walks and observations of learning and teaching evidenced the delivery of a range of activities that contribute to the positive engagement of learners and their development of positive attitudes to learning, themselves and others.
- e. Use of assessment information in order to ensure all learning draws and builds on each individual's interests, strengths and aspirations:
  - i. Learner profiles are available in all sessions to ensure planning caters for individual learner's diverse needs including making adjustments for learners who have special educational needs;
  - ii. Use of this information enables planning of appropriately pitched, challenging and stimulating lessons. Learning walks and observations of learning and teaching evidence the great majority of learners highly engaged in the lively and relevant activities, making progress towards their accredited qualifications and developing relevant skills.
- f. Develop the consistent use of Assessment for Learning strategies in order to enhance learner understanding:
  - i. From observation reports some teachers demonstrate good use of AfL strategies to make initial baseline assessment of knowledge allowing tutors to set tasks and targets that reflect a learner's individual abilities and provides prompt feedback which informs learners of appropriate progress towards these;
  - ii. Discussion and demonstration of good practice in teaching, learning and assessment takes place at the weekly team meeting allowing tutors to share their considerable experience used to motivate learners and make learning enjoyable, supporting learners to develop

their self-confidence and belief which prepares them well for their work placement.

- g. Providers observations of learning identify carefully structured learning activities, effective questioning to engage and challenge students, differentiated activities that allow learners to make suitable progress and clear written feedback which supports learners with their next steps.
- h. Provider observations of some teaching identifies the need to increase learner engagement in peer and self-assessment in order to enhance understanding and the need for increased use of mini plenaries to build learner confidence as progress builds and in order to support early identification of misconceptions that may be developing.
- i. Contract management meetings and joint observations evidence the progress being made. Some variance remains across the provision before it can be judged to be good hence currently teaching, learning and assessment remains requiring improvement.
- j. Key Development Actions:**
  - i. Identify, through thorough options appraisal, appropriate provision that will ensure improved learners outcomes, engagement and on-going participation in education/training.

## **6. Personal development, behaviour and welfare: Good**

- a. Really NEET welcome learners with a warm and caring ethos that is appreciated in many learner voice records. New premises for the Barnsley cohort enabled learners to develop a great sense of ownership through active involvement in the development of the learning environment. This also provides extra purpose to study as part of the Occupational Studies qualification and provided a very real purpose to studies.
- b. Learners are well supported to develop their personal and social skills and emotional wellbeing. The provider's attentive, knowledgeable staff are quick to identify possible areas of concern and work tirelessly with learners and partner agencies to overcome these barriers. Learner voice evidences the positive impact this has for many learners and case studies evidence the quality for this work.
- c. Learners benefit from a broad range of suitable, personalised non-qualification activities as part of their study programmes that provide a diverse range of approaches to address personal, social and emotional needs. Many learners take full advantage of the activities available:
  - i. As evidenced in case studies and learner records, Really NEET's skilled staff work relentlessly to build positive relationships with learners. They offer flexible support with transport, the development of independence skills for everyday life and offer structured personalised study programmes. These factors have seen many learners make significant progress in building self-esteem and resilience and

adopting improved attitudes to learning that for many has led to considerably improved attendance when compared with previous educational experiences.

- d. Despite the above, overall attendance is low at 69.9% As stated above patterns of poor attendance were endemic through previous periods of education for the overwhelming majority of the cohort. Most notably, 1 learner's year 11 attendance was 3.68% whilst another's was 0.65%.
  - i. Attendance over the study programme showed that 53.8% of learners had increased their attendance when compared to year 11.
  - ii. Whilst 15.4% of learners made modest improvements of around 6%, 38.5% of learners made considerable gains with attendance improving by in excess of 30% in each case.
  - iii. Of the learners seeing no improvement in attendance when compared to year 11, the majority had reduced attendance of less than 10%. More reductions in attendance were due to considerable periods of illness and periods of time in custody.
- e. Information, advice and guidance is the role of a specialist member of staff and supports learners to make well-informed decisions about their next steps. The majority of learners benefit from this and have been able to successfully progress at the end of the course. The number of learners who have failed to make onward progression after the 2017 programme is higher than the contract with the LA states and indications of only minimal improvement through contract management over 2017/18 meant concerns regarding onward progression contributed to decisions about the future of the programme.
- f. The provider deals fairly and consistently with poor behaviour and manages learner groupings sensitively to create opportunities to establish and celebrate positive behaviour. This results in the overwhelming majority of learners being retained on their learning programmes, behaving well and cooperating positively with staff and peers. For many, this marks considerable progress based on the behaviours displayed in previous periods of education where poor behaviour has led to sanctions, isolation and exclusion culminating for the large majority receiving education in a PRU setting.
- g. The arrangements for safeguarding are effective, a view validated by safeguarding colleagues from Rotherham MBC.
- h. The provider has developed appropriate key roles and responsibilities, policies and procedures and reporting arrangements that safeguard learners and staff well. Case studies evidence:
  - i. the depth of understanding the provider's staff have in relation to the safeguarding risks faced by their cohort of learners;
  - i. the use of appropriate interventions to secure the safety and enhance the welfare of learners;

- II. that appropriately trained and qualified managers deal effectively with safeguarding concerns and maintain good links with key partners in the council and the community;
  - III. The provider and contract managers collaborate well to deal effectively when safeguarding concerns require escalation resulting in appropriate multi agency involvement;
  - IV. Learner voice surveys record that all feel safe and have a good knowledge of safeguarding relevant to their everyday lives. Learners feel confident that they can report any issues safely and in a way that will protect them from harm.
- j. A key aspect of the providers approach to developing social skills is the challenging of stereotypes and prejudicial views. This extends to the promotion of British values and the promotion of equality. Full evidence of this work needs to be reflected in observations of teaching, learning and assessment.
- k. Key development actions:**
- i. Further refine non qualification and employability activities to ensure all learners are well prepared to make a positive progression;
  - ii. Identify, through thorough options appraisal, suitable provision to enable improved learner attendance and engagement and promote on-going engagement in education/training.

## **7. Outcomes for learners: Requires Improvement**

- a. On an individual level, the large majority of learners made, and have described through learner voice, good progress given their starting points in terms of literacy numeracy, and personal skills. Overall however, achievement rates and rates of progress require improvement before they can be considered to be good:
  - i. Few learners had qualifications on entry to the programme as a result of poor commitment, attendance and attitude in the previous education settings. By the end of the programme 78% gained at least one qualification with 50% gaining a pass in all areas of the study programme.
  - ii. Achievement in maths saw 64.5% gain a pass in functional maths at an appropriate level based on initial assessment. Although small numbers were entered for individual qualifications, achievement rates are in line with or above 2016/17 national averages at entry levels 2, 3 and level 1 but are below at level 2.
  - iii. Achievement in English improved from last year rising from 33.3% gaining a pass at an appropriate level given their starting points in 2017 to 53.1% doing so in 2018. Achievement rates at entry level 2 & 3 are above 2016/17 national averages but all other levels are below. Once again a further quarter of the cohort can evidence progress in English through achievement of the reading and speaking and listening components of the qualification but failed to secure success in the writing component. Many of the learners' previous experiences have



instilled a reluctance to sit exams for fear of further failure. Whilst learners overcoming this must be seen as progress in personal terms, resilience of some learners is quickly dashed resulting in reluctance to re-sit the writing component. Sadly in many cases, a pass in English was missed by less than 10% highlighting how fragile self-esteem remains.

- iv. Achievement in vocational qualifications has improved from last year rising from 50% of learners gaining at least one vocational qualification from the 2017 programme to 70% doing so in 2018. The provider's decision to change the vocational offer for the Barnsley learners in 2018 proved particularly successful with 80% of the cohort achieving a pass. Achievement rates in creative crafts totalled 76% across two levels of qualification whilst 53% of learners studying practical countryside qualifications achieved a pass.
- b. Whilst improved performance is evident, outcomes remain below those set out in the contract for a second year running and have contributed to the decision to review provision rather than extend the existing contract into a third year.
- c. The overwhelming majority of learners make progress from their low starting points. Any gaps in progress of groups with similar starting points are closing. Those learners with a learning difficulty and/or disability achieve at the same rate as their peers.
- d. A retention rate of 81% is an improvement from last year and shows a large majority of learners have been retained on the programme. This marks considerable progress in terms of the commitment and resilience for the large majority of learners as previously 3 in every 4 learners had experienced at least one period of NEET prior to commencing the programme with 72% having at least one failed start in post 16 provision. Contract monitoring in May 2018 indicated that retention rates were likely be lower than this and lower than last year's performance and contributed to commissioner's decisions regarding the extension of the contract. It is testament to Really NEET College's work that they were able to re-engage some learners in the final term leading to improved retention and achievement rates.
- e. Following the decision to review provision, considerable resources were allocated to support IAG and ensure suitable onward progression. At the time of writing (Sept 2018) all learners who completed Really NEET's 2017/18 programme have received a suitable offer of further education or training. This is also true of the few learners who had been offered place on the provision for 2018/19 before the decision to cease the contract was made. Final progression rates will be known once enrolment processes are complete.

**f. Key development actions:**



- i. Identify, through thorough options appraisal, provision that will enable the overwhelming majority of learners achieve appropriate qualifications and fully promote on-going engagement with education/training.

8. Qualification Achievement Rates Report

Course	BMBC Jul-16				BMBC Jul-17				2017 nat ave	BMBC Jul-18			
	cohort	ret	pass	ach	cohort	ret	pass	ach	ach	cohort	ret	pass	ach
Maths					18	88%	81.8%	<b>72%</b>		31	80.6%	80%	<b>64.5%</b>
Functional Skills maths Entry Level 1					2	50%	100%	<b>50%</b>	63.9%	4	75%	100.0%	<b>75%</b>
Functional Skills maths Entry Level 2	3	100.0%	100.0%	<b>100.0%</b>	2	100%	100%	<b>100.0%</b>	81.2%	5	100.0%	80%	<b>80%</b>
Functional Skills maths Entry Level 3	5	83.3%	100.0%	<b>83.3%</b>	5	80%	100%	<b>80.0%</b>	73.4%	9	88.9%	100.0%	<b>88.9%</b>
Functional Skills maths Level 1	1	66.7%	25.0%	<b>16.7%</b>	11	90.9%	70%	<b>63.6%</b>	47.2%	10	90%	100%	<b>90%</b>
Functional Skills maths Level 2					5	100%	80%	<b>80%</b>	38.7%	4	75%	33.3%	<b>25%</b>
English					24	79.2%	42.1%	<b>33.3%</b>		32	46.2%	33.3%	<b>42.1%</b>
Functional Skills English Entry Level 1					2	50%	100%	<b>50%</b>	74.2%	3	66.6%	50%	<b>33.3%</b>
Functional Skills English Entry Level 2	3	100.0%	100.0%	<b>100.0%</b>	2	100%	50%	<b>50%</b>	64.5%	6	100.0%	83.3%	<b>83.3%</b>
Functional Skills English Entry Level 3	3	66.7%	75.0%	<b>50.0%</b>	8	75%	83.3%	<b>62.5%</b>	64.5%	11	90.9%	90%	<b>81.8%</b>
Functional Skills English Level 1	0	100.0%	0.0%	<b>0.0%</b>	9	88.9%	12.5%	<b>11.1%</b>	52.4%	11	63.6%	57.1%	<b>36.4%</b>
Functional Skills English Level 2	0	75.0%	0.0%	<b>0.0%</b>	3	66.7%	0%	<b>0.0%</b>	42.3%	5	100%	40%	<b>40%</b>

Key:  Below 2017 nat.ave.       In line with 2017 nat.ave.       Above 2017 nat.ave.

Vocational Qualifications	BMBC Jul 2016				BMBC Jul 2017				BMBC Jul 2018			
NCFE Level 1 Award in Sport	5	85.7%	83.3%	71.4%	7	85.7%	66.7%	57.1%				
NCFE Level 1 Certificate in Sport					4	75%	100%	75.0%				
NCFE Level1 Award in Personal Development for the Outdoor Industry					13	92.3%	66.7%	61.5%				
Award in Practical Countryside Skills EL 3					8	87.5%	57.1%	50%	3	66.6%	0%	0%
Award in Practical Countryside Skills EL 2									2	100%	50%	50%
Award in Practical Countryside Skills Level 1									8	75%	66.6%	50%
Certificate in Practical Countryside Skills Level 1									4	100%	100%	100%
Award in Creative Craft EL3									4	100%	75%	75%
Award in Creative Craft Level 1									9	77.8%	100%	77.8%
Award in Exploring Occupational Studies Level 1									8	100%	75%	75%
Award in Occupational Studies Level 1									7	85.7%	100%	85.7%
Entry Level Award in Sport & Recreation	3	75.0%	50.0%	37.5%								
Entry Level Award in Foundations for Learning	3	75.0%	50.0%	37.5%								

Key:  Below minimum standards In line with minimum standards Above minimum standards

**BARNSELY METROPOLITAN BOROUGH COUNCIL**

**This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan**

**Report of Executive Director  
of Place**

**Digital Campus - DMC2 (The Core Conversion)**

**1. Purpose of report**

- 1.1 To present an update on the acquisition of the Core building and provide further detail with regard to the planned refurbishment of the building to deliver DMC2.
- 1.2 To seek approval to enter into negotiations with Sheffield City Region in relation to the grant funding agreement for the proposed project and conclude that agreement.

**2. Recommendations**

It is recommended that:

- 2.1 The Executive Director of Place be authorised to undertake all necessary steps to secure delivery of the project.
- 2.2 The Executive Director of Core Services in consultation with the Executive Director of Place be authorised to:
  - Negotiate the terms and conditions of any Funding Agreement and that Cabinet delegate the final approval of the terms of the Grant Funding Agreement to the Cabinet Spokesperson – Place.
  - conclude the approval and funding process with Sheffield City Region Combined Authority (SCR CA), accept tenders, appoint where necessary a contractor to implement the delivery of the scheme, subject to the costs being contained within the scheme.
- 2.3 The Service Director for Regeneration and Property be authorised to:
  - In compliance with the Council's Contract Procedure Rules, and subject to any procurement requirements specified by the funder, , seek tenders where necessary for any aspect of the project and appoint the

successful tenderers; and/ or consider whether the works, services or goods can be provided in-house, subject to value for money considerations.

- 2.4 Cabinet accepts grant funding from Sheffield City Region Investment fund (SCRIF) totaling £2.125M towards the total cost of this scheme.

### **3. Introduction**

- 3.1 The Jobs and Business Plan sets out an aspiration to create 17,500 new jobs over the next 20 years, in an attempt to close a £1.1bn productivity and 39,900 jobs gap that exists when Barnsley's economy is compared to regional competitors. In addition the Sheffield City Region (SCR) Strategic Economic Plan identifies a target of 70,000 jobs in the next 10 years. To achieve this it is likely that Barnsley will have to create 7,500 of these by 2024.
- 3.2 The borough currently lacks an adequate supply and range of available property that is sufficient to meet the current and increasing demand. This can be evidenced by the success of the DMC which is currently at full occupancy with pipeline demand-and an emerging digital and creative industries focus in the town which gives rise to the opportunity to create an improved and increased offer for this sector.
- 3.2 The Digital Campus has emerged as the headline action from a local stakeholder group comprising public, private and education sector stakeholders and the Courthouse Campus site identifies as the ideal location in close proximity to the town centre, adjacent to the existing DMC, transport interchange and Barnsley College. This stakeholder group has been delivering the EU funded TechTown project locally, an action planning network that addresses how to grow digital jobs and businesses. The co-created action plan covers the 'soft' infrastructure necessary to build a successful digital economy ecosystem and will inform the 'hard' infrastructure mainly focussed on the DMC and the Core (DMC2) plus new education space. This is an ambitious but informed agenda to grow digital jobs and businesses. The new TechTown Action Plan has been published and has led to the establishment of the Digital Campus project.
- 3.3 The DMC2 project is the first development in the Digital Campus with activity planned expected to provide a catalyst to the wider redevelopment. It is also a critical element of the wider town centre development, supporting this regeneration by helping to repopulate Urban Barnsley with professional high value occupational roles in a growth sector, following years of hollowing out of professional services and a lack of suitable, modern office accommodation.
- 3.4 Cabinet have already approved the strategic acquisition of the Core building and adjacent car park as part of the wider Digital Campus aspiration (Cab.11.7.2018/10)

- 3.5 Work is currently ongoing to achieve vacant possession of the building with 2 tenants in the process of relocating and others actively seeking alternative accommodation. BMBC Finance and Legal Services are considering the acquisition timeline against the tenant exit strategy and the current proposal is to complete by 29th March 2019.
- 3.6 A funding bid has been made to Sheffield City Region for £2.2M of Local Growth fund grant to contribute towards the cost of acquisition and refurbishment with £1,036,950 match funding from BMBC. Both the acquisition of the Core and its subsequent refurbishment has previously been identified as priority projects within the Council's future capital programme. Specifically the acquisition of the Core has full cabinet approval at circa £1.2million with due diligence on the acquisition underway.

#### **4. Proposal and Justification**

- 4.1 The project will refurbish the existing Core Building, internally remodelling to create a fit for purpose space for DMC2. Based on the success of the DMC, developing DMC2 as a centre to co-locate digital education and business is an opportunity to drive both growth in new and established digital tech companies, but also to increase the number of digital jobs across the wider business base particularly some of our largest sectors; healthcare, manufacturing and logistics.
- 4.2 DMC2 will provide grow on space for indigenous established and fledgling creative and digital companies who are expanding rapidly and require more facilities within the realm of the DMC operation, whilst also helping to provide additional accommodation to help attract a number of inwardly investing companies to Barnsley and the SCR region. This will release space for new and early stage companies to enter the DMC environment; currently there is a waitlist to join the DMC. The new facility will also expand the workspace and lab environment for supporting technology product led digital start-ups and delivering future cohorts of IoT Tribe (5 cohorts over 3 years). This lab space will be home to the 'maker' community in both the public and private sector which is an emerging strength locally currently located in DMC1. It will also be a connection point for wider industry to engage with digital technology, and to bring together corporates and start-ups and, importantly, learners.

#### **Strategic Context - Sheffield City Region Growth Plan**

- 4.3 The outputs provided by this project will specifically contribute to the following elements of the Sheffield City Region Growth Plan:
- **More and Better Jobs** - This scheme has a clear evidence base relating to the delivery of additional jobs through the provision of the DMC 2 facility as evidenced by the supporting economic impact assessment provided with this business case.

- **More Businesses** - Delivering the DMC 2 building will provide grow on space allowing existing DMC based businesses to expand. The release of space with DMC provides a platform to establish and attract new digital and creative businesses into the Sheffield City Region economy. This includes an inward investment delivery aspect through the delivery of programmes such as IOT Tribe North which attracts tech businesses into the City Region.
- **More Highly Skilled Occupations** - This project will specifically result in the creation of additional high skilled occupations within the digital and creative sector. The delivery of an integrated digital skills pathway delivered through the Digital Campus will also provide a framework to enable citizens to develop the digital skills required to access both current and future sector employment opportunities.
- **Higher Productivity** - This project has a clear evidence base in respect of a direct uplift in GVA for the local economy through the creation of more jobs, more businesses and highly skilled occupations.
- More specifically, the Growth Plan clearly articulates the untapped potential that exists across the city region in respect of the Digital and Creative Sector. This scheme is provides the infrastructure to help unlock and realise that potential. Barnsley Digital Campus is also recognised as a cornerstone of the City Region Global Innovation Corridor and therefore this scheme helps to solidify the regional offer in respect of the digital and creative economies.

#### **Local Context - BMBC Focus on Incubation & Business Growth**

- 4.4 Senior BMBC Officers have approved the Strategic Business Case for the Digital Campus project. The project aligns with the Courthouse regeneration plans and importantly forms part of the first phase of the proposals.
- 4.5 The proposal is consistent with both Local and Regional Economic goals for creation of new business and employment opportunities within the Digital Sector and supports the model for attracting inward investment to the Local and Regional economies. The Sheffield City Region Digital Action Plan sets out the goal of “A connected City Region, where digital technology and innovation drive economic growth and better outcomes for all”. In order to deliver this there is a need to achieve against three key aims:
- Growing a nationally significant tech cluster;
  - Building digital capability for all;
  - Enhancing Sheffield City Region’s digital ecosystem.
- 4.6 The Action Plan clearly articulates how the growth of the Digital and Creative sector within the City Region will directly contribute to the overarching inclusive Industrial Strategy outcomes through increased jobs, businesses and GVA. The Digital Campus within Barnsley and specifically the delivery of DMC cuts across the three priority themes of the action plan by developing a



key tech cluster within Barnsley already acknowledged as a key asset within the context of the SCR Global Innovation Corridor, building sector capacity through the growth of business and enhancing the city region digital ecosystem.

- **Ensuring new businesses receive the support they need to flourish** - Following successful growth of the DMC to 98% occupancy the existing small Digital businesses are constrained. Added to this demand from 40+ small digital business enquiries received annually cannot be accommodated.
- **Facilitating and proactively supporting growth amongst existing firms** - DMC2's primary purpose would be to host established small digital businesses and provide space for expansion and recruitment of new business. DMC2's location within the Digital Cluster makes it equidistant (60m) between:
  - DMC 1 for continued business support, networking and meeting space;
  - SciTech for all learning support, access to specialist Digital technology and Industry events - guest speakers from Industry partners on Tech Innovation;
  - Provision of interchangeable maker/demonstration/learning space facilitating the delivery of the skills agenda through the facility but also enabling partners such as the Advanced Manufacturing Research Centre to reach businesses within the local geography helping to realise digital growth aspirations through innovation.
- **Attracting investment from other parts of the UK and overseas & improving our brand** - The Digital Campus responds to forecast increases in local housing demand, office space and associated amenities. This digital cluster will provide a core focus and purpose as a hub for the digital sector and those sectors adopting the productivity and connectivity improvements digital skills generate. Existing close links with digital industry partners nationally such as Digital Catapult and Capital Enterprise will bring activity and exposure to the campus. The Campus project is already providing a platform to cultivate partnership working across the world by strengthening existing links with European partner cities through the URBACT framework but also into Asia in terms of the Fullsing Town facility in China and the Takhleeq Incubator in Pakistan. These relationships provide an international eco system which enables city region tech businesses to access overseas markets whilst also showcasing the city region eco system from an inward investment perspective.
- **Developing Barnsley's and the SCR skills base, labour mobility and education performance** - A major part of the Digital Campus focuses on addressing the Digital Skills gap at levels 3 to 6 with the College and Sheffield Hallam University increasing the local Digital capable workforce by 895 new students. This will increase the supply of local students progressing into digital higher education pathways with Sheffield Hallam

University providing a homogenous progression pathway in Barnsley for 40+ level 5/6/7 students each year. The scheme will therefore be essential in helping to promote towns and city centre as attractive place to live, work and socialise, helping to create attractive physical and social infrastructure for current and future residents and business to use. This will therefore help promote both SCR's and the Governments aspirations for an Inclusive Industrial Strategy.

- 4.7 The role of the Barnsley Jobs and Business Plan is to create the demand by creating the conditions for business investment through a series of large scale interventions focussed on infrastructure, town centres and business growth.
- 4.8 Priority 1 of the **LEP Area ESIF strategy** stipulates that to reach SCR's economic ambitions set out in the Growth Plan, we need to increase the growth, competitiveness and productivity of the existing business base.
- 4.9 Despite recent attempts to improve the Barnsley economy it is evident that to deliver the aspirations of the Government's Industrial Strategy more intensive support is required in the borough. Barnsley's GVA per worker rate (£46,025) is the 18th lowest out of all the 62 major towns and cities in the UK and significantly lower than the Great Britain average of £56,600. Likewise Barnsley has one of the lowest levels of innovation with a rate of 5.4 per 100,000 of population, whilst also accounting for only one successful SCR BIF application over the past four years. Helping to justify a requirement for the proposed support to alleviate structural issues that continues to hold back wider economic growth and limit Barnsley and SCR from reaching its true economic potential.
- 4.10 The Grand Challenges linked to the Industrial Strategy focus on areas relevant to Barnsley (Clean Growth, Future of Mobility, Ageing Society, AI and Data Economy) but in order to maximise the opportunity of these challenge areas to benefit local citizens and businesses, a step change in how we accommodate and support businesses is necessary particularly with a focus on data and IOT.
- 4.11 The Courthouse site within which the DMC2 is located is identified as a key town centre development site in the emerging Barnsley Local Plan. There is full policy support for the digital campus in this location.
- 4.12 Once completed, the scheme is expected to provide the following job outputs: 357 FTE jobs comprising 235 gross construction related and operational FTE and 122 net FTEs.

## **5. Consideration of alternative approaches**

- 5.1 **Do nothing (No acquisition or refurbishment)** - this option would mean that BMBC does not proceed with the acquisition due to lack of funding. The current occupier of the building is Voluntary Action Barnsley (VAB), responsible for delivering third sector activity within the borough. The organisation is currently progressing through a fundamental restructure which

includes a consolidation of assets in order to achieve a sustainable funding position in the future. Soft market testing has been undertaken by the current owner and this has failed to identify a potential purchaser. Consequently should this option be progressed then not only would none of the economic outputs be achieved but this would also impact on the future sustainability of the third sector within Barnsley.

- 5.2 **Acquisition of building and marketing of existing spaces** - this option would see the Council acquire the building but no refurbishment would be undertaken. The existing footplate would be utilised and existing spaces marketed. The building configuration is not currently fit for purpose and letting of the premises would be challenging meaning that the scheme would be highly unlikely to deliver the same level of job outputs. There would be no ability to provide learning/maker/demonstrator space which would also result in the ability to deliver the digital skills agenda and also constrain business growth activity
- 5.3 **New build adjacent to DMC** - advantages to this include the ability to build to specification in order to deliver a facility that would meet market demand without compromise. There is a significant cost uplift associated with this option and would lead to a loss of car parking space adjacent to the existing DMC and thus reduced outputs from the wider digital campus project. This option is rejected due to the expense of building a new purpose built building and insufficient financial resource. In addition, the existing Core provides a more sustainable solution as it is a refurbishment of an existing building in the town centre.

## 6 **Summary of Proposals**

- 6.1 Cabinet have already approved the strategic acquisition of the Core building and adjacent car park as part of the wider Digital Campus aspiration (Cab.11.7.2018/10).
- 6.2 Work is currently ongoing to achieve vacant possession of the building with 2 tenants in the process of relocating and others actively seeking alternative accommodation. BMBC Finance and Legal are considering the acquisition timeline against the tenant exit strategy and the current proposal is to complete by 29th March 2019.
- 6.3 A funding bid has been made to Sheffield City Region for £2.2M of Local Growth fund grant to contribute towards the cost of acquisition and refurbishment with £1,036,950 match funding from BMBC.
- 6.4 The DMC2 project is the first development in the Digital Campus with activity planned expected to provide a catalyst to the wider redevelopment. It is also a critical element of the wider town centre development, supporting this regeneration by helping to repopulate Urban Barnsley with professional high value occupational roles in a growth sector, following years of hollowing out of professional services and a lack of suitable, modern office accommodation.

- 6.5 The project will refurbish the existing Core Building, internally remodelling to create a fit for purpose space for DMC2. Based on the success of the DMC, developing DMC2 as a centre to co-locate digital education and business is an opportunity to drive both growth in new and established digital tech companies, but also to increase the number of digital jobs across the wider business base particularly some of our largest sectors; healthcare, manufacturing and logistics.
- 6.6 DMC2 will provide grow on space for indigenous established and fledgling creative and digital companies who are expanding rapidly and require more facilities within the realm of the DMC operation, whilst also helping to provide additional accommodation to help attract a number of inwardly investing companies to Barnsley and the SCR region. This will release space for new and early stage companies to enter the DMC environment; currently there is a waitlist to join the DMC. The new facility will also expand the workspace and lab environment for supporting technology product led digital start-ups and delivering future cohorts of IoT Tribe (5 cohorts over 3 years). This lab space will be home to the 'maker' community in both the public and private sector which is an emerging strength locally currently located in DMC1. It will also be a connection point for wider industry to engage with digital technology, and to bring together corporates and start-ups and, importantly, learners.

## **7 Implications for local people / service users**

- 7.1 It is anticipated that the scheme will have a significant beneficial impact on the local communities they serve through the generation of additional employment opportunities.
- 7.2 One of the key priorities of the Jobs and Business Plan is to create more local jobs, more businesses and to connect local people with these opportunities. The effective delivery of the Jobs and Business Plan should therefore have a very positive impact on local people. Currently the limited supply of employment land and suitable buildings are severely restraining employment opportunities to attract new investment or allow existing businesses to stay in the area and expand. To create a range of land and properties is a key in being able to positively facilitate future employment opportunities.
- 7.3 The delivery of the proposed scheme to facilitate the delivery of much needed premises to attract new investment/creative and digital businesses and / or allowing existing businesses to stay in the area/expand.

## **8 Financial implications**

- 8.1 Consultations on the financial implications have taken place with representatives of the Service Director – Finance (S151 Officer).
- 8.2 In July 2018, Cabinet agreed to purchase the Core building, pending the outcome of an independent valuation of the building. An amount totalling £1.2M of capital resources was set aside for this scheme, within the Council's Reserve Strategy.

- 8.3 The property has since been revalued at £1.275M, which represents the agreed purchase price of the property between Voluntary Action Barnsley and the Council.
- 8.4 Furthermore, as part of the 2019/20 budget process, Cabinet agreed to fund the extensive refurbishment of the building, which will be required to meet the specific requirements of the DMC 2 and is estimated to total £2.050M. This brings the total project costs to £3.325M.
- 8.5 A grant of £2.125M has been secured from Sheffield City Region Investment Fund (SCRIF) to support the cost of the project (i.e. purchase and refurbishment).
- 8.6 The financial implications are shown in Appendix A.

## **9 Legal implications**

- 9.1 Legal Services are advising on all legal aspects of the scheme, in particular acting on behalf of the Council in relation to the acquisition of the leasehold interests in the Core Building and the adjacent car park and will be reviewing the terms and conditions of the SCR Grant Funding Agreement in due course.

## **10 Employee implications**

- 10.1 There are no issues arising directly from this report.

## **11 Communications implications**

- 11.1 All Sheffield City Region business case submissions are high profile schemes and appropriate communication strategies will be developed linked to the signing of the funding agreement. Releases will also need to be agreed and co-ordinated with Sheffield City Region Combined Authority arrangements.
- 11.2 Timely and accurate information will be provided through appropriate press releases via local press, social media/website updates, local member briefings, and engagement with key stakeholders.

## **12. Consultations**

Finance  
Legal  
Communications  
Assets and Property

## **13 The Corporate Plan and the Council's Performance Management Framework**

- 13.1. The Jobs and Business Plan 2014 / 2017 sets out a clear set of metrics by which the overall success of the plan and this project will be defined.

## 14 Tackling health inequalities

- 14.1 Beyond the contribution that the creation of new jobs can provide in terms of reducing overall worklessness there are no direct matters of relevance arising from this report.

## 15 Climate Change & Sustainable Energy Act 2006

- 15.1 Action to improve the energy efficiency of the proposed building using BREEAM will help to reduce carbon emissions. Support for the low carbon sector is also proposed in the Jobs and Business Plan. Conversion of an existing town centre building is a more sustainable option than construction of a new build facility.

## 16 Risk management issues

- 16.1 The scheme has benefited from a detailed risk assessment that has taken into account both financial and property / asset based risk issues. All risks are logged in the corporate risk management database, Morgan Kai Insight, and are reviewed on a regular basis in conjunction with the Principal Corporate Risk Management officer.
- 16.2 The following table represents a précis of current key risks:

<b>Risk</b>	<b>Mitigation</b>
1. Inability to secure modernisation and improvement budget. Probability Low, Impact High	<b>Existing control Measures:</b> Additional external funding sources being sought. Potential for BMBC resource allocation. <b>Risk Mitigation Action:</b> Funding bids being pursued from Skills Capital and LGF.
2. Private sector competition. Probability Medium, Impact Medium	<b>Existing Control Measures:</b> Difficult for a private sector organisation to deliver the wider complimentary package of support and flexible terms that the Council is able to operate. <b>Risk Mitigation Action:</b> Maintain awareness of wider town centre offer. Develop marketing materials to advertise the unique nature of the Digital Campus.
3. Lack of additional floor space. Probability Low, Impact High	<b>Existing Control Measures:</b> Survey of building to inform additional floor space potential through refurbishment. <b>Risk Mitigation Action:</b> Stakeholder workshops to influence NPS redesign to maximise rental floor space. Involve existing DMC tenants
4. Lack of vacant possession. Probability low, impact high	<b>Existing control measures:</b> VAB has indicated that this will not be issue. <b>Risk mitigation action:</b> Implementing tenant exit strategy

<p>5. State Aid Probability Medium, Impact medium</p>	<p><b>Existing control measures:</b> Liaising with Legal as necessary. An initial internal legal assessment on the broad proposals determined that the proposals may be state aid compliant but external legal advice was sought to confirm the position once comprehensive information about the scheme was available. The external legal advisor takes the view that no state aid arises but if the funder requires further comfort then there are a number of state aid exemptions to be relied upon..</p> <p><b>Risk mitigation action:</b> External legal advice has now been sought..</p>
---	---

16.3 It is envisaged that regular reviews of the risks associated with the project will be undertaken.

**17. Health, safety, and emergency resilience issues**

17.1 None arising directly from this report although there is the need to ensure all relevant staff are trained up on health and safety issues when visiting the site

**18. Reduction of crime and disorder**

18.1 The Council is collaborating with the Police to address anti-social behavior across the town centre. Good, safe design principles within the scheme will help and assist this work going forward.

**19. Conservation of biodiversity**

19.1 It will be essential to ensure the buildings constructed and the sites are checked for their impact on biodiversity.

**20. Glossary**

Sheffield City Region (SCR)  
Local Growth Fund (LGF)

**21. List of appendices**

Appendix A - Financial Implications  
Appendix B- Full Business Case  
Appendix C- DMC Approval Letter Sheffield City Region

**22. Background papers**

Officer Contact: Stacey White Telephone No: 01226 776941 Date: 11/02/2019
---

This page is intentionally left blank



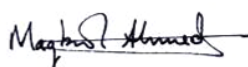
Report of the Executive Director - Place

FINANCIAL IMPLICATIONS

**Digital Campus — DMC 2 (The Core Conversion)**

i) <b>Capital Expenditure</b>	<u>2018/19</u> £	<u>2019/20</u> £	<u>2020/21</u> £	<u>2021/22</u> £
Acquisition Price	1,275,000			
Refurbishment Costs		2,050,550		
	<b>1,275,000</b>	<b>2,050,550</b>	<b>0</b>	<b>0</b>
<b>To be financed from:</b>				
Sheffield City Region Grant	-1,275,000	-850,550		
Berneslai Homes Surplus		-461,000		
Funding Set Aside as Part of 2020 Capital Priorities		-739,000		
	<b>-1,275,000</b>	<b>-2,050,550</b>	<b>0</b>	<b>0</b>
ii) <b>Revenue Effects</b>	<u>2018/19</u> (£)	<u>2019/20</u> (£)	<u>2020/21</u> (£)	<u>2021/22</u> (£)
	0	0	0	0
<b>To be financed from:</b>				
	0	0	0	0

<p><b>Impact on Medium Term Financial Strategy</b></p> <p>Not applicable in this report</p>
---

<p>Agreed by: .....  .....On behalf of the Service Director-Finance</p>
--

This page is intentionally left blank

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

1 - SCHEME DETAILS	
1.1 - SCHEME & APPLICANT'S INFORMATION	
Scheme Name:	Digital Campus-Digital Media Centre 2 (DMC2)
Scheme Location/ Address, including Post Code and Local Authority Area:	The Core (to be known as DMC2) County Way, Barnsley, South Yorkshire, S70 2JW  Local Authority Area: Barnsley Metropolitan Borough Council
Applicant Organisation, Size & Company Registration Number (if applicable):	Barnsley Metropolitan Borough Council
Contact Name and Role:	
Address:	Westgate Plaza One PO Box 603 Barnsley S70 9FD
Email:	
Telephone:	
Other Delivery Partners and Roles:	Barnsley college & Sheffield Hallam University: the delivery of digital skills activity through the facility.  Private sector partners-various activities including business growth programme delivery, access to finance etc.
1.2 - FINANCIAL SUMMARY	
A - Total Scheme Cost (£)	£3,162,499
B - Total Private Investment (£):	£0
C - Total Other Public Sector Investment (Non-SCR Funding) (£):	£1,036,950 BMBC contribution
D - SCR Grant Funding Sought (£):	£2,125,549
E - SCR Loan Funding Sought (£):	£0
F - Total SCR Funding Sought (£):	£2,125,549

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

G - SCR as % of Total Scheme Investment (G=F/A):	70%
<b>1.3 - Please provide an update on any key changes and developments since the submission of the Strategic / Outline Business Case</b>	
<p>Since the submission of the Strategic Business Case, the project has been refined and slimmed down and is now more focussed on the delivery of DMC2 specifically the acquisition and refurbishment of the asset providing digital/creative business grow on space and flexible maker/digital learning space, due to the DMC being 100% let and a lack of suitable grade A accommodation available to capture and retain current and future digital/creative business.</p>	

<b>2 - SCHEME SUMMARY</b>			
<b>2.1 - Scheme Timescales</b>			
<p>Scheme dates-</p> <p>29<sup>th</sup> January MCA</p> <p>17<sup>th</sup> January Housing and Infrastructure Executive Board</p> <p>7<sup>th</sup> January HIEB papers dispatched</p> <p>21<sup>st</sup> December SCR internal papers deadline</p> <p>20<sup>th</sup> December Appraisal Panel</p>			
Gateway / Stage	Date Planned at S/OBC	Date Achieved / Planned	Reasons for Variance
Strategic Business Case			
Outline Business Case			
Full Business Case	30 <sup>th</sup> November 2018		
Full Approval and Contract Award	01 <sup>st</sup> March 2019		
Start on Site / Begin Delivery	November 2019		
Completion of Delivery/Outputs	End February 2020		
Completion of Outcomes	31 <sup>st</sup> March 2021 to allow time to complete the leasing strategy.		
Project Evaluation	31 <sup>st</sup> March 2022		
<b>2.2 - Please provide a summary description of your scheme, appending any supporting graphics where relevant. This section should be suitable for publishing on your own and the SCR website.</b>			
<p>The DMC2 project is the first development in the Digital Campus with activity planned expected to provide a catalyst to the wider redevelopment. It is also a critical element of the wider town centre development, supporting this regeneration by helping to repopulate urban Barnsley with professional high value occupational roles in a growth sector, following years of hollowing out of professional services and a lack of suitable, modern office accommodation.</p>			

## Full Business Case

### INFRASTRUCTURE (NON-TRANSPORT)

The success of the DMC – currently at full occupancy with pipeline demand - and emerging digital and creative industries focus in the town gives rise to the opportunity to create an improved and increased offer for this sector. Digital Campus has emerged as the headline action from a local stakeholder group comprising public, private and education sector stakeholders and the Courthouse Campus site identified as the ideal location in close proximity to the town centre, adjacent to the existing DMC, transport interchange and Barnsley College. This stakeholder group has been delivering the EU funded TechTown project locally, an action planning network that addresses how to grow digital jobs and businesses. The co-created action plan covers the ‘soft’ infrastructure necessary to build a successful digital economy ecosystem and will inform the ‘hard’ infrastructure mainly focussed on the DMC and the Core plus new education space. This is an ambitious but informed agenda to grow digital jobs and businesses. The new TechTown Action Plan has been published and has led to the establishment of the Digital Campus project.

The space utilisation aspirations for DMC 2 and relationship with DMC 1 within the context of the wider market are as follows:

#### Grow on space:

Three floors of grade A office accommodation suited to companies expanding beyond the capacity of the DMC to be let on same terms as DMC1 (licence based, inclusive service charge etc). Floor plates to include break out areas and communal meeting facilities. Additional bookable meeting facilities available in DMC1.

#### Coworking space:

Flexible ‘on demand’ co-working and event space (ground floor) also suited to delivery of informal workshops. Pay as you go and pre-booked basis. The addition of a further coworking facility that is more ‘open’ in its aspect will allow us to expand the entry level offer for pre-start and early stage businesses which is currently limited at DMC1

#### Connected Lab:

Provision of tech lab facility enabling testing and prototyping of Internet of Things and tech led products by pre-starts, start ups and scale ups as well as meet up and collaboration space suitable for use for accelerator programmes such as IoT Tribe. Membership structure and options for paid usage.

#### DMC1 and 2:

We will continue to offer incubation support across the DMC portfolio as we do now – connecting businesses with Launchpad start up support, and offering on demand, ad hoc incubation support rather than fixed programmes or dedicated space. Services such as coffee shop, meeting and event facilities will be spread across the two sites rather than duplicated. In parallel to the development of DMC2, a comprehensive and targeted marketing campaign will be developed so that if and when current DMC1 clients move to DMC2, the spaces will be re-let quickly to digital and creative companies.

The Digital Campus funding application for DMC2 proposes to invest the SCR funds to acquire and refurbish the Core, an existing underutilised building within the boundary of the Digital Campus redevelopment area. The DMC2 Scheme itself will require an investment of around £3.16m to deliver and the funds will be used to (a) acquire The Core and (b) refurbish the building to deliver around 2,320 sq.m of new Gross External Area (GEA) business space.

Plans for the redevelopment has identified capacity for around 1,290 sq.m of new Net Internal Area (NIA) incubator and micro/small digital business space and around 425 sq.m of new NIA maker space and ancillary plant. Around 100 sq.m. of the NIA maker space will also be used for delivering specialist

## Full Business Case

### INFRASTRUCTURE (NON-TRANSPORT)

training to future IoT cohorts and this will ensure excellent provision to support digital growth ambitions in the Borough. A key driver for the collaborative maker space is providing facilities that can be shared by citizens, learners and professionals to encourage shared informal learning as well as delivery of more formal learning as needed.

The total number of FTE jobs created from this scheme is 357 comprising 235 gross construction related and operational FTE and 122 net FTEs at SCR level.

#### **2.3 - Please provide details of what activities SCR funds will be specifically used to pay for.**

SCR funding will be used to fund acquisition costs of the property and refurbishment. It will also be used to fund the project management resource to deliver the project. It is common practice within the Local Authority environment to fund posts responsible for the delivery of capital schemes through capital resources. Providing a dedicated project management resource for this scheme is critical in terms of ensuring delivery and attainment of outputs.

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

## 3 - STRATEGIC DIMENSION

### SHEFFIELD CITY REGION STRATEGIC VISION

**Our vision is to create: *A City Region with a stronger and bigger private sector that can compete in national and global markets.***

***To achieve this, we are acting in six areas:***

- 1. Ensuring new businesses receive the support they need to flourish***
- 2. Facilitating and proactively supporting growth amongst existing firms***
- 3. Attracting investment from other parts of the UK and overseas, and improving our brand***
- 4. Increasing sales of SCR's goods and services to other parts of the UK and abroad***
- 5. Developing the SCR skills base, labour mobility and education performance***
- 6. Securing investment in infrastructure where it will do most to support growth***

### PART 1 - SCHEME RATIONALE

#### 3.1 - What opportunities or barriers will this scheme unlock? Please make specific reference to barriers to economic growth.

The Sheffield City Region Digital Action Plan sets out the goal of “A connected City Region, where digital technology and innovation drive economic growth and better outcomes for all”. In order to deliver this there is a need to achieve against three key aims:

- Growing a nationally significant tech cluster
- Building digital capability for all
- Enhancing Sheffield City Region’s digital ecosystem

The Action Plan clearly articulates how the growth of the Digital and Creative sector within the City Region will directly contribute to the overarching Inclusive Industrial Strategy outcomes through increase jobs, business and GVA. The Digital Campus within Barnsley and specifically the delivery of DMC cuts across the three priority themes of the action plan by developing a key tech cluster within Barnsley already acknowledged as a key asset within the context of the SCR Global Innovation Corridor, building sector capacity through the growth of business and enhancing the city region digital ecosystem.

The DMC has seen significant growth and impact over the last three years, averaging around 98% occupancy and delivering new jobs and businesses into Barnsley’s and the Sheffield City Region’s economy. In 2018, the first pilot IoT Tribe Accelerator took place supporting 9 Internet of Things early stage tech start-ups to develop their products and grow their businesses. This project, funded by Innovate UK as well as BMBC, reached beyond the cohort and engaged with stakeholders across the region including Rolls-Royce (who sponsored the programme), the AMRC, University of Sheffield, Sheffield Hallam and also a number of SME manufacturers. This one initiative highlights the potential for the Digital Campus to unlock growth both in the advanced manufacturing and SME business sectors within the City Region,

Coupled with the growth achieved in the creative and digital services sector within and beyond the DMC, the IoT pilot work demonstrated the possibilities afforded by stimulating digital ecosystem growth locally and regionally both as a vertical and horizontally across other industries. This aligns with policy recommendations emerging nationally via the Made Smarter review which aims to bring together economic traditions with new growth opportunities \*reference ‘New Urban Economies’ (URBACT, 2015)). It also builds on work undertaken by Enterprising Barnsley and the DMC to develop a Connected Manufacturing approach to support digitalisation in industry.

Based on the success of the DMC, developing DMC2 as a centre to co-locate digital education and

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

business is an opportunity to drive both growth in new and established digital tech companies, but also to increase the number of digital jobs across the wider business base particularly some of our largest sectors; healthcare, manufacturing and logistics.

DMC2 will provide grow on space for indigenous established and fledgling creative and digital companies who are expanding rapidly and require more facilities within the realm of the DMC operation, whilst also helping to provide additional accommodation to help attract a number of inwardly investing companies to Barnsley and the SCR region. This will release space for new and early stage companies to enter the DMC environment; currently there is a waitlist to join the DMC. The new facility will also expand the workspace and lab environment for supporting technology product led digital start-ups and delivering future cohorts of IoT Tribe (5 cohorts over 3 years). This lab space will be home to the 'maker' community in both the public and private sector which is an emerging strength locally currently located in DMC1. It will also be a connection point for wider industry to engage with digital technology, and to bring together corporates and start-ups and, importantly, learners.

Co-locating higher level education facilities within this innovative business environment will better connect and the supply and demand sides of the digital labour market. Learners will have direct exposure to potential employers as well as enterprise support for new business ideas. This will link closely with the wider Digital Campus and facilities within Barnsley College to deliver new T level courses from 2020 and a graduate/post graduate digital apprentice pathway in conjunction with Sheffield Hallam University.

With dedicated Further Education space within 110m of DMC1/2 providing specialist learning space with latest technology from prototype/development areas-Networks/VR labs, motion capture and systems design environments the two buildings will form a dynamic industry led responsive digital cluster that will underpin and provide a robust foundation for the effective and rapid growth of the local and regional digital sector.

### 3.2 - How will your scheme contribute to the achievement of the City Region's strategic objectives and to delivering the outcomes of the SCR Strategic Economic Plan?

#### Useful links:

For details of Sheffield City Region's Strategic Economic Plan (SEP)  
<https://sheffieldcityregion.org.uk/economic-strategy/growthplan/>

#### Sheffield City Region Growth Plan

The outputs provided by this project will specifically contribute to the following elements of the Sheffield City Region Growth Plan:

**More Jobs** – This scheme has a clear evidence base relating to the delivery of additional jobs through the provision of the DMC 2 facility as evidenced by the supporting economic impact assessment provided with this business case.

**More Businesses** – Delivering the DMC 2 building will provide grow on space allowing existing DMC based businesses to expand. The release of space with DMC provides a platform to establish and attract new digital and creative businesses into the Sheffield City Region economy. This includes an inward investment delivery aspect through the delivery of programmes such as IOT Tribe North which attracts tech businesses into the City Region.

**More Highly Skilled Occupations** – This project will specifically result in the creation of additional high skilled occupations within the digital and creative sector. The delivery of an integrated digital skills pathway delivered through the Digital Campus will also provide a framework to enable citizens to develop the digital skills required to access both current and future sector employment opportunities.

**Higher Productivity** – This project has a clear evidence based in respect of the a direct uplift in GVA



# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

for the local economy through the creation of more jobs, more businesses and highly skilled occupations.

More specifically, the Growth Plan clearly articulates the untapped potential that exists across the city region in respect of the Digital and Creative Sector. This scheme is provides the infrastructure to help unlock and realise that potential. Barnsley Digital Campus is also recognised as a cornerstone of the City Region Global Innovation Corridor and therefore this scheme helps to solidify the regional offer in respect of the digital and creative economies.

Barnsley Metropolitan Borough Council (Local Authority, with focus on Incubation & Business growth)  
Senior BMBC Officers have approved the Strategic Business Case for the Digital Campus project. The project aligns with the Courthouse regeneration plans and importantly forms part of the first phase of the proposals. The proposal is consistent with both Local and Regional Economic goals for creation of new business and employment opportunities within the Digital Sector and supports the model for attracting inward investment to the Local and Regional economies. The Sheffield City Region Digital Action Plan sets out the goal of “A connected City Region, where digital technology and innovation drive economic growth and better outcomes for all”. In order to deliver this there is a need to achieve against three key aims:

- Growing a nationally significant tech cluster
- Building digital capability for all
- Enhancing Sheffield City Region’s digital ecosystem

The Action Plan clearly articulates how the growth of the Digital and Creative sector within the City Region will directly contributed to the overarching Inclusive Industrial Strategy outcomes through increase jobs, business and GVA. The Digital Campus within Barnsley and specifically the delivery of DMC cuts across the three priority themes of the action plan by developing a key tech cluster within Barnsley already acknowledged as a key asset within the context of the SCR Global Innovation Corridor, building sector capacity through the growth of business and enhancing the city region digital ecosystem.

### **1. Ensuring new businesses receive the support they need to flourish**

Following successful growth of DMC1 to 98% occupancy the existing small Digital businesses are constrained. Added to this demand from 40+ small digital business enquiries received annually cannot be accommodated.

### **2. Facilitating and proactively supporting growth amongst existing firms**

DMC2’s primary purpose would be to host established small digital businesses and provide space for expansion and recruitment of new business. DMC2’s location within the Digital Cluster makes it equidistant (60m) between:

- DMC 1 for continued business support, networking and meeting space
- SciTech for all learning support, access to specialist Digital technology and Industry events - guest speakers from Industry partners on Tech Innovation.
- Provision of interchangeable maker/demonstration/learning space facilitating the delivery of the skills agenda through the facility but also enabling partners such as the Advanced Manufacturing Research Centre to reach businesses within the local geography helping to realise digital growth aspirations through innovation.

### **3. Attracting investment from other parts of the UK and overseas, & improving our brand**

The Digital Campus responds to forecast increases in local housing demand, office space and associated amenities. This digital cluster will provide a core focus and purpose as a hub for the digital sector and those sectors adopting the productivity and connectivity improvements digital skills generate. Existing close links with digital industry partners nationally such as Digital Catapult and Capital Enterprise will bring activity and exposure to the campus. The Campus project is already providing a platform to cultivate partnership working across the world by strengthening existing links with European partner cities through the URBACT framework but also into Asia in terms of the Fullsing Town facility in China and the Takhleeq Incubator in Pakistan. These relationships provide an

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

international eco system which enables city region tech businesses to access overseas markets whilst also showcasing the city region eco system from an inward investment perspective.

### 4. Developing the SCR skills base, labour mobility and education performance

A major part of the Digital Campus focuses on addressing the Digital Skills gap at levels 3 to 6 with the College increasing the local Digital capable workforce by 895 new students.

This will increase the supply of local students progressing into digital higher education pathways with Sheffield Hallam University providing a homogenous progression pathway in Barnsley for 40+ level 5/6/7 students each year.

The scheme will therefore be essential in helping to promote towns and city centre as attractive place to live, work and socialise, helping to create attractive physical and social infrastructure for current and future residents and business to use. Thereby helping to promote both SCR's and the Governments aspirations for an Inclusive Industrial Strategy.

### 3.3 - How does the scheme fit with national and local policies? Outline whether there are any conflicts and if so highlight any planned mitigation.

The role of the Barnsley Jobs and Business Plan is to create the demand by creating the conditions for business investment through a series of large scale interventions focussed on infrastructure, town centres and business growth.

Priority 1 of the **LEP Area ESIF strategy** stipulates that to reach SCR's economic ambitions set out in the Growth Plan, we need to increase the growth, competitiveness and productivity of the existing business base.

Despite recent attempts to improve the Barnsley economy it is evident that to deliver the aspirations of the Government's Industrial Strategy more intensive support is required in the borough. Barnsley's GVA per worker rate (£46,025) is the 18th lowest out of all the 62 major towns and cities in the UK and significantly lower than the Great Britain average of £56,600. Likewise Barnsley has one of the lowest levels of innovation with a rate of 5.4 per 100,000 of population, whilst also accounting for only one successful SCR BIF application over the past four years. Helping to justify a requirement for the proposed support to alleviate structural issues that continues to hold back wider economic growth and limit Barnsley and SCR from reaching its true economic potential.

The Grand Challenges linked to the Industrial Strategy focus on areas relevant to Barnsley (Clean Growth, Future of Mobility, Ageing Society, AI and Data Economy) but in order to maximise the opportunity of these challenge areas to benefit local citizens and businesses, a step change in how we accommodate and support businesses is necessary particularly with a focus on data and IOT.

The Courthouse site within which the DMC2 is located is identified as a key town centre development site in the emerging Barnsley Local Plan. There is full policy support for the digital campus in this location.

### 3.4 - How does this scheme align with local policies on: inequality, health and wellbeing, and thriving communities and neighbourhoods?

The Digital Campus is intended to be an inclusive offer for all sections of the community with a particular emphasis on tackling digital exclusion. The skills offer that will be provided through this site will be open and accessible to residents across SCR helping to provide a structured digital career pathway.

Such activity is promoted locally via BMBC's Employment and Skills Strategy; More and Better Jobs,

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

whilst the Digital Campus also acts as BMBC's response to our own local interpretation of an Inclusive Growth Industrial Strategy.

Digital Campus is a recognised delivery strand of the Councils Digital Leadership Team framework which brings together a range of partners working to tackle digital exclusion including Berneslai Homes, Customer Services, Adults & Community Learning, Libraries and Communities team. The utilisation of DMC 1 and DMC 2 provides a physical location in terms of delivering initiatives aimed at increasing the digital skills levels of residents outside of the formal education pathway.

### 3.5 - Is the scheme or its economic outputs dependent upon any other project or investment? If so, provide details of these interdependencies and associated risk and mitigation proposals

The DMC2 project is part of a larger scheme to deliver a Digital Campus. It is however a standalone scheme and the wider scheme has been developed in such a way that individual schemes can progress independently.

### 3.6 - What are the implications if the scheme does not secure SCR investment?

This would result in a significant delay to the scheme with no alternative resources secured. BMBC is investing heavily in other town centre schemes so cannot commit the full resource at this time. There is proven demand for the existing DMC meaning that a failure to deliver DMC2 could lead to job losses, lack of additional private sector investment, dis-investment and out-migration of high growth digital business and high value occupational roles and a continual compressed commercial grade A office market, in SCR and a missed opportunity to realise the additional outputs identified within this business case.

## PART 2 - SCHEME OBJECTIVES

### 3.7 - What are the scheme's objectives in SMART terms (Specific, Measurable, Achievable, Realistic, Timescales)? Please distinguish between short and longer term objectives.

	Element	Date complete	Floor Space (Sqm)	Gross Job outputs	Delivery term
1	Physical Acquisition of building	01 <sup>st</sup> March 2019	2,320 sqm (Gross)		Short Term
2	Refurbishment	End February 2020			Short Term
3	Delivery of Floor space	March 2020	1,715 sqm (net)		Short Term
4	Delivery of job outputs	31 <sup>st</sup> March 2021		137	Short Term

## Full Business Case

### INFRASTRUCTURE (NON-TRANSPORT)

#### 3.8 - Are there any potential adverse economic, social and/or environmental consequences / dis-benefits of delivering the scheme?

There are no negative impacts expected; this project will enhance an existing building in the town centre, complementing wider town centre developments.

The acquisition is progressing of vacant possession of the asset so there are no implications for existing occupiers. The existing building owner has a clear exit strategy in place and is working with existing tenants to facilitate relocation.

Building works will be managed as follows:

1. Site Traffic will be managed to :
  - a. Keep pedestrians and vehicles apart
  - b. Minimise vehicle movements and speed
  - c. Appropriate signs and instructions
  - d. Enforcing delivery times
  - e. Ensuring a banksman is operational
2. Sound Disruption:
  - a. Ensure any noisy activities are carried out during normal working hours
  - b. Avoid reversing where possible to prevent reversing alarms
3. Site Dust:
  - a. Ensure sufficient measures are put in place to minimise dust especially during the summer months
4. Site Organisation :
  - a. Protect the public at all times and prevent access by unauthorised people
  - b. Waste management and storage to ensure materials are safe and hazards prevented
5. Adapt the construction schedule to ensure the activities around the site are not disrupted

#### STRATEGIC DIMENSION ASSESSMENT (TO BE COMPLETED BY THE ASSESSOR)

*Does the scheme have a clear strategic rationale and align to SCR Growth Plan objectives and the SEP?*

*Does the scheme effectively align with other SCR Executive Boards and other policies locally, sub-regionally and nationally?*

*Are SMART objectives clear and consistent with the nature of the scheme?*

*Are there any adverse consequences if the scheme goes ahead / does not go ahead?*

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

## 4 - COMMERCIAL DIMENSION

### PART 1 - DEMAND CASE

#### 4.1 - What is the demand justification for SCR investment in this scheme?

To achieve the ambitious target set in Sheffield City Region Economic Review, (IER), and recent Sheffield City Region: Inclusive Industrial Strategy (20,000 new successful businesses by 2025 and over 220,000 net new jobs, to improve productivity (GVA per hour) by £34 to help create a £55billion economy by 2040), the project will directly link to this by helping to further increase our inward investment wins and job creation, by ensuring we continue to create the right product (quality of place), develop our inward investment assets (investment product) and have the appropriate support packages in place to win the investment. Such development will be essential in helping SCR to not only attract investment, but also retain constrained expanding indigenous businesses. City competitiveness is key, it is increasingly recognised that cities are becoming more important as vehicles for economic growth and dynamism. The IER acknowledges that there is generally a limited amount of suitable modern property in the area for inward investors seeking industrial and office premises. Most inward investors and expanding indigenous companies seek premises that are ready for occupation almost immediately. The scheme will be essential in helping to promote towns and city centre as attractive place to live, work and socialise, helping to create attractive physical and social infrastructure for current and future residents and business to use.

The project will directly contribute towards the operational programme priority axis and relevant investment priorities. By helping to promote the additional key activities for Priority 3a, by:

- Facilitate and proactively support growth amongst existing firms in the SCR (including those that are foreign owned), by promoting skills, innovation and creativity, providing appropriate business support and access to finance for businesses with high growth potential;
- Attract investment from other parts of the UK and overseas and improve our brand to increase the levels of investment and businesses coming into the City Region, both foreign and domestic. This will require a competitive and flexible offer that meets investor needs and which is clearly articulated and promoted to capitalise on our strengths.

The project will be essential in helping to support SCR's strategic aims;

- Improve the business efficiencies - promote use of low carbon materials and energy in the design and use of the units.
- Increasing employment levels - Create more private sector (high skilled) jobs.
- Ensure accessibility of jobs - promoting inclusive growth (reconnected labour supply).
- Stimulate new growth sectors – seeks to rebalance and repopulate Barnsley town centre with professional workers.
- Attracting, supporting and protecting business investment - Through strategic, landscape scale approaches, place-making and targeted green infrastructure investments the scheme will help to alleviate further amalgamated benefits

The project will also support SCR's vision to promote the Europe 2020 Strategy's focus on higher employment and faster growth to promote sustainable and balanced growth via supporting the following three priorities of:

- Smart Growth: Develop an economy based on knowledge and innovation;
- Sustainable Growth: Promoting a more resource efficient, greener and more competitive economy;
- Inclusive Growth: Fostering a high employment economy delivering social and territorial cohesion.

Demand for accommodation remains high (5% higher than what was recorded in the same time period)

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

last year). With 36% of all enquiries received during 2018/19 being for office accommodation, of which 80% have been for units sized under 1,000 sqft. Likewise with over 13,000 internet viewings for accommodation has been recorded via BMBC Enterprising Barnsley team, the DMC has been recorded as the 3<sup>rd</sup> most highly viewed requested property that has been searched for helping to indicate a clear demand for Grade A accommodation in Barnsley against an ever decreasing supply.

There is currently an estimated 138,827 sqft of available office space in Barnsley, of which only 19,000 sqft is for units sized under 1,000 sqft. Of this 6,599 sqft is in Barnsley town centre and all is not classed as being either Grade A, co working or MWS units that the current market dictates.

Since April 2018 over 31,715 sqft of former available office space has been taken in Barnsley, with the DMC accounting for 17% of all office accommodation recorded in the borough; and 86% of all town centre office accommodation that has been occupied.

With the bulk of new commercial accommodation being developed in Barnsley being industrial this scheme helps to address a clear gap in the market. The recent announcement of Channel 4 to locate to Leeds and the region largely deprived of suitable Digital/ Media accommodation, it is clear that this project will help to support the region's future inward investment attraction funding packages, to help attract further creative/ media companies (develop amalgamated benefits based upon Channel 4) to Barnsley and how this can help to support the growth of the digital economy in Barnsley and SCR.

The current (DMC) supply has been influential in helping Barnsley MBC to not only provide dedicated workspace for a number of early stage digital business but to also help attract a number of strategic Digital industry companies to not only Barnsley, but also the region.

Barnsley MBC is attracting its highest level of inward investment and the town was recently ranked within the top 20 destinations outside of London for Foreign Direct Investment and accounts for 30% of all the inward investments recorded within the region. Property enquiry levels also continue to grow and are at the highest level for a decade. However a 1/3 of all property enquiries made to Barnsley MBC are closed due to a lack of suitable sized premises and the ongoing limited range and quality of stock (Grade A) remains a prohibiting factor in unsuccessful conversions.

Developing sustainable Urban Centres is a key priority for SCR and Barnsley. As Barnsley enters the next phase of restructuring to help meet its own Growth Plan targets (17,500 additional Jobs; 1,600 more business) a key aspiration of this strategy is aimed at using the initial £180M Barnsley MBC investment to help kick start further private sector investment to help deliver further amalgamated benefits to other neighbouring parts of Barnsley town centre to help repopulate the town centre with professional services.

Despite rapid advances over the past few years, to reach the national, average GVA, employment, skills and wages, SCR will need to accelerate growth. SCR has a GVA per head (£18,000), almost £5,000 below the UK (excluding London) average. Likewise Productivity levels (£42,446) are lower than other comparable LEP areas. Likewise Barnsley's GVA per worker rate (£46,025) is the 18<sup>th</sup> lowest out of all the 62 major towns and cities in the UK and significantly lower than the Great Britain average of £56,600. Likewise Barnsley has one of the lowest levels of innovation with a rate of 5.4 per 100,000 of population, whilst also accounting for only one successful SCR BIF application over the past four years. Helping to justify a requirement for the proposed support to alleviate suborn structural issues that continues to hold back wider economic growth and limit Barnsley and SCR from reaching its true economic potential.

**4.2 - Please detail any market testing which has been undertaken to evidence demand and provide evidence that demonstrates that the private sector will respond to this opportunity.**

The previous demand case section helps to articulate wider market demand for suitable Grade A

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

accommodation for specific digital and creative businesses in Barnsley against an ever decreasing supply, evidenced by the fact that the DMC has been recorded as the 3<sup>rd</sup> most highly viewed requested property over the past year (out of over 13,000 internet viewings for accommodation being recorded) and has recorded over 67 enquiries this financial year to 2018/19

Currently we have a number of expansion plans from existing DMC1 companies/organisations – speed and scale of the growth of these companies to date illustrates the viability of these plans. The movement of these larger companies will ensure better supply of smaller units for start-up and early stage companies within DMC1 – something that is currently a challenge. Over recent months, the DMC1 has had to sacrifice meeting space to accommodate lettable space demand. This has reduced the level of offer available to the DMC community and is not sustainable. It is estimated that should all predicted expansion plans take place then this would equate to a 65% occupancy rate for DMC 2

We also have firm external enquiries from growing tech sector companies who would move in now if a larger space was available.

The work that has been undertaken to date with IoT Tribe, bringing 9 early stage ups to the DMC demonstrates demand for a well specified IoT lab and flexible co-working space. Barnsley has committed to invest in a second IOT Tribe cohort with a view to this becoming a self-sustaining annual accelerator. The IoT Tribe accelerator has demonstrated that Barnsley is viable to tech sector start-ups and highlighted the areas of service provision we need to address to best accommodate companies.

### 4.3 - If this scheme is reliant on private partners / stakeholders to deliver outputs, provide details of any discussions, procurement, negotiations or processes undertaken?

None

### 4.4 - Provide details of any appraisal and/or modelling undertaken since the submission of the Strategic / Outline Business Case.

In 2017 Enterprising Barnsley, Barnsley MBC's economic development team, commissioned GENECON to complete a full appraisal of current activity of the Council in providing employment workspace, to understand the current status of the Council-owned Digital Media Centre, and apply critical thinking to the future role of Enterprising Barnsley as an enabler in the local commercial property market.

The report provides conclusions and recommendations for the future Enterprising Barnsley workspace growth strategy – reflecting on what a model 'pathway' of business growth workspace might look like, what gaps and opportunities exist in Barnsley, and what role the DMC and Enterprising Barnsley can play.

Pertinent to the development of the Core / DMC2, Genecon made the following recommendations which support the Digital Campus concept and the requirement for additional grow on space.

- The Enterprising Barnsley Team should dedicate their resources where they can add the most value, developing a fit for purpose delivery structure at the DMC and any future grow-on space which is strategically aligned to BMBC's Digital Campus aspirations. To facilitate this transition a full operational analysis and realignment of budget responsibilities is required to ensure BMBC's strategic goals can be met in a more efficient and cost effective manner.
- The Council should develop a business grow-on policy and strategy with clear protocols and priorities for support and retention of fast growing businesses in the Borough.
- The Council should use the findings and recommendations within this report to examine the options and feasibility for the development of a new managed grow-on workspace facility

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

within Barnsley town centre, recognising the core role now played by the DMC as the town's premier business workspace growth asset and the opportunity to build on and strengthen this with a new grow-on facility focussing on categories 3 and 4 in the Pathway.

- If a grow-on space proposition proves feasible, Enterprising Barnsley should be invited to develop a bespoke management and service arrangement for the new facility combining with the existing DMC team.
- If a grow-on space proposition proves feasible a full review of funding options will be needed to support any business case.

The Council has also commissioned a Local Economic Impact Assessment model which provides an evidence based assessment of potential growth schemes and associated outputs. The LEA model has been utilised to evidence the economic outputs for the DMC 2 scheme.

### PART 2 - PROCUREMENT STRATEGY

#### 4.5 A - If this scheme comprises a procurement process, provide an overview of the procurement or bid appraisal process to be undertaken. Please include the date procurement is planned to complete in the milestone table in section 7.1.

The Council's Contract Procedure rules seek to outline the formal requirements of all Officers of the Council in term of the process to be followed in relation to contracts. They aim to ensure a system of openness, fairness, and transparency and facilitate the Council achieving value for money. These Rules are acted upon in conjunction with the Council's Constitution and Financial Regulations, the Scheme for Financing Schools, the Codes of Conduct for Officers and Members, the Council's Commercial Strategy.

All Council procurements and contracts must comply with UK legislation, EU procurement rules, the above supplementary documents and the other matters referred. Additionally where the Council is utilising grant funding, the terms and conditions of grant must be examined closely and complied with.

The type of procurement process undertaken will be based on the thresholds outlined in the Council's CPR and EU Procurement requirements.

#### 4.5 B - If procurement has already been undertaken please provide details of the preferred bid(s) (contact details, commercial and financial aspects of the bid) and include value for money statements for each bid.

Not applicable.

#### 4.6 - If costs increase during the procurement process how will additional costs be covered? Please note that SCR will not be liable for any such cost increases.

If costs have increased and therefore the SCR request has also increased, please set out a clear justification for this, outlining what other funding options have been explored in this regard.

**SCR cannot guarantee that this increased request can be met in full or in part.**

Any unforeseen cost increases will be addressed through value engineering or through additional council resource in a worst case scenario.

#### 4.7 - Provide a timetable for any proposed final negotiations and award of contract(s).



# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

<b>Pre Contract-RIBA 1 to 4</b>	
<b>Design Services</b>	
RIBA Stage 1	December 2018
RIBA Stage 2	January 2019
RIBA Stage 3	January 2019
RIBA Stage 4	February 2019
<b>Quantity Surveying Services</b>	
RIBA Stage 1	December 2018
RIBA Stage 2	January 2019
RIBA Stage 3	January 2019
RIBA Stage 4	May 2019
<b>Post Contract RIBA 5 to 6</b>	
RIBA Stage 5	January-February 2019
RIBA Stage 6	February 2019
<b>Quantity Surveying Services</b>	
RIBA Stage 5	January-February 2019
RIBA Stage 6	February 2019
<b>Defects Liability Period-RIBA 7</b>	
Design Services	February 2019-February 2020
Quantity Surveying Services	May 2019 and March 2020

**4.8 – Please identify any subcontractors you intend to use for the delivery of this project and summarise what due diligence you have undertaken of these.**

NPS Barnsley are the Council's joint venture partner for property related services, including procurement for property and NPS Barnsley have a contract and service level agreement with the Council to deliver all property related services, based on an agreed schedule of rates.

The contract appointed NPS Barnsley, in January 2011, to deliver a range of property related services and works for the Council until 31<sup>st</sup> January 2026 and therefore allows the Council to appoint NPS directly, without the need for a further competition process, unless this is specifically required by the funders.

NPS Barnsley must adhere to the Council's Contract Procedure Rules when managing procurements on behalf of the Authority.

**COMMERCIAL DIMENSION ASSESSMENT (TO BE COMPLETED BY THE ASSESSOR)**

*Is the scheme feasible and has market potential / demand been adequately assessed / evidenced?*

*Is the procurement strategy clear with defined milestones?*

**5 - ECONOMIC DIMENSION**

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

<b>PART 1 - OPTION ANALYSIS</b>				
<b>5.1 - Please outline the options which have been considered, setting out the strengths / weaknesses for each option, outcomes expected and reasons for either rejecting the option or taking it forward as the preferred approach. (approx. 300 words)</b>				
<i>[Please provide evidence of the options assessment and why the preferred option was chosen. One of the options should include a lower contribution from SCR.]</i>				
	<b>Total Cost (£m)</b>	<b>SCR Cost (£m)</b>	<b>Strength/Weaknesses compared to Do Min</b> <i>[Qualify - max 50 words per option]</i>	<b>Expected Outcomes compared to Base Do Min</b> <i>[Qualify - max 50 words per option]</i>
<b>Option A (Do Minimum) No LGF grant</b>	£0	£0	BMBC do not proceed with the acquisition due to lack of funding.	No outputs achieved
<b>Consequences of Option A</b>				
The current occupier of the building is Voluntary Action Barnsley, (VAB), responsible for delivering third sector activity within the borough. The organisation is currently progressing through a fundamental restructure which includes a consolidation of assets in order to achieve a sustainable funding position in the future. Soft market testing has been undertaken by the current owner and this has failed to identify a potential purchaser. Consequently should this option be progressed then not only would none of the economic outputs be achieved but this would also impact on the future sustainability of the third sector within Barnsley.				
<b>Option B Acquisition of building and marketing of existing spaces</b>	£	£	BMBC acquire the building, but could use the existing footplate and market spaces that are there. Letting of premises would be challenging highly unlikely to achieve or maximise job outputs. Inability to deliver maker/demonstrator/learning space. This is unlikely to meet market demand. Would let some of the space but not deliver potential outputs.	This is unlikely to meet market demand. Would let some of the space but not deliver potential outputs.
<b>Reason for rejecting Option B</b>				
BMBC will acquire the building from the tenant and would make attempts to occupy as much space as possible. The building configuration is not currently fit for purpose and letting of the premises would be challenging meaning that the scheme would be highly unlikely to deliver the same level of job outputs. There would be no ability to provide learning/maker/demonstrator space which would also result in the ability to deliver the digital skills agenda and also constrain business growth activity.				

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

<b>Option C New build adjacent to DMC</b>	£6.58M	£4.61M	Advantages include the ability to build to specification in order to deliver a facility that would meet market demand without compromise. There is a significant cost uplift associated with this option. This option would lead to a loss of car parking space adjacent to the existing DMC and reduced outputs from the wider digital campus.	2,320 sq.m of new Gross External Area (GEA) business space built to specification to fully meet market demand.
<b>Reasons for rejecting Option C</b>				
This option is rejected due to the expense of building a new purpose built building. There is insufficient resource to fund this option. In addition the existing Core provides a more sustainable solution as it is a refurbishment of an existing building in the town centre. Option B would lead to a loss of car parking space adjacent to the existing DMC and reduced outputs from the wider digital campus.				
<b>Option D (Preferred)</b>	£3.16M	£2.21M	Provides best VFM in terms of achieving outputs. Environmentally sustainable using existing building	2,320 sq.m of new Gross External Area (GEA) business space through refurbishment of existing building

**5.2 - Please complete Appendix 1, specifying within the categories provided, all outputs and outcomes created by the scheme. For projects that create FTE jobs, Appendix 5 must also be completed.**

**5.3 – Please complete the following table as a summary of any direct, indirect or safeguarded gross job outputs delivered by the scheme**

*[Please provide a breakdown of any FTE jobs created with (preferred scenario) and without (do minimum) SCR funding, by employment sector and whether the FTE is direct, indirect or safeguarded]*

**Table 5.1: Gross FTE Jobs by Employment Sector**

Employment Sector	Preferred Option			Do Minimum		
	Direct	Indirect	Safeguarded	Direct	Indirect	Safeguarded
Production (Agriculture, mining, electricity, gas, water and waste)						
Manufacturing	21					
Construction	20 job years (2 FTEs)	71 job years (7 FTEs)				

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

Distribution, transport; accommodation and food		25				
Information and communication	51	20				
Financial and insurance activities						
Real estate activities						
Professional and administration services	51					
Public administration; education; health						
Recreation, other services and household activities	14	41				
Direct: FTE jobs delivered by the scheme Indirect: FTE jobs unlocked by the scheme Safeguarded: FTE jobs safeguarded that would otherwise be lost without the scheme						

Given the types of intended beneficiaries it is hard to estimate a robust breakdown of types of FTE jobs by occupations.

However it is envisaged that:

- 95% of the DMC2 – The Core and future commercial jobs would be in Soc groups 1-3 and the remaining 5% being Soc 4 groups.
- 100% of the Courthouse – Retail and Leisure and Glassworks Retail and Leisure jobs will be in SOC groups 6-7.
- 100% of the Courthouse Future Commercial Employment jobs will be in SOC groups 4-5
- 100% of the Courthouse housing jobs and wider spend-related jobs would be in SOC group 6.
- 100% of the construction jobs would be in SOC group 5.

### 5.4 - For the gross jobs specified in Table 5.3 above, please indicate the relevant occupations

**Table 5.2: Gross FTE Jobs by Occupation**

*[Please provide a breakdown of any FTE jobs created with (preferred scenario) and without (do minimum) SCR funding, by Occupation type]*

Occupations	Preferred Scenario	Do Minimum
Managers, Directors and Senior Officials	10	
Professional Occupations	60	

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

Associate Professional & Technical	60	
Administrative and Secretarial	17	
Skilled Trades Occupations	19	
Caring, Leisure and Other Service Occupations	37	
Sales and Customer Service Occupations	32	
Process Plant and Machine Operatives		
Elementary Occupations		

### 5.5 – Please specify any floor space to be created, unlocked or safeguarded by the scheme

*[Please detail the amount of any floor space created with (preferred scenario) and without (do minimum) SCR funding, by use class and whether the floor space is direct, indirect or safeguarded.]*

**Table 5.3: Gross Floor space (sqm)**

Use Class	Preferred Option			Do Minimum		
	Direct	Indirect	Safeguarded	Direct	Indirect	Safeguarded
B1 (business)	2,320	2,530				
B2 (general industrial)						
B8 (storage and distribution)						
Other (please specify:)						
Retail & Leisure (A1- A3 / C1/ D2)		26,050				

Direct: commercial floor space created as part of the scheme  
 Indirect: commercial floor space unlocked by the scheme  
 Safeguarded: commercial floor space safeguarded by the scheme

### 5.6 – Please complete the following table as a summary of any additional benefits to be created by the scheme

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

**Table 5.4: Other Outputs and Outcomes**

*[Please detail any other outputs or outcomes created with (preferred scenario) and without (do minimum) SCR funding, and whether these are direct, indirect or safeguarded. Descriptions of some standard outputs and outcomes is provided in Appendix 1 for reference.]*

Outputs/Outcomes	Preferred Option	Do Minimum
Direct Jobs	137 FTEs (The Core)	
Indirect Jobs	89 FTEs	
Construction Jobs	91 job years (9 FTEs)	
Commercial Floor space Adapted	2,320 sqm GEA	
New Retail and Leisure Floor space (indirect)	1,780 sqm GEA	
Future Commercial Floor space created (indirect)	330 sqm GEA	
Business rates	£1.5M	
Training outputs	50 New NVQ Level 2-4 Qualifications	
GVA	£64.9m in additional GVA for the Sheffield City Region economy by 2035, £49.9m in GVA at present values over the period	
New Homes	50 by 2035 Indirect	
Land Value Uplift	£4.9M by 2035 Indirect	
Private Sector Investment / unlock new site opportunities	£9M by 2035 Indirect	
Council Tax Returns	£545,500 by 2035 Indirect	
New Homes Bonus	£111,100 by 2035 Indirect	
Value for Money	The public sector cost per net job is: <ul style="list-style-type: none"> <li>➤ £25,960 per job at the Sheffield City Region level</li> </ul>	
Benefit Cost Ratio	Total public sector cost of £3.2m it delivers BCR's of: <ul style="list-style-type: none"> <li>➤ 15.6 : 1 at the Sheffield City Region level</li> </ul>	

**Outputs:** The measure of the infrastructure created e.g. floor space, housing units, homes and businesses given access to high-speed internet

**Outcomes:** The impact or value of benefits realised by the infrastructure e.g. FTE Jobs, GVA

**Direct:** outputs or outcomes created by the scheme e.g. gross commercial floor space created

**Indirect:** outputs or outcomes unlocked by the scheme e.g. commercial floor space unlocked by public realm improvements; housing unlocked by provision of new link road.

**Safeguarded:** outputs or outcomes safeguarded by the scheme e.g. floor space safeguarded from flooding

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

**5.7 – What, if any, key assumptions have been made about the outputs presented in tables 5.1 to 5.4 above? Please summarise your methodology for estimating the employment impact set out above in Table 5.4.**

The Barnsley Growth Model (BGM) has been used to estimate the economic and fiscal benefits that could be achieved through the DMC2 Scheme. The BGM is a scenario-based Excel model that provides quantified estimates of the economic and fiscal benefits that could be achieved through a series of Capital Programme investments in the borough and the model primarily considers the attributable contribution of a range of Capital Programme Schemes towards the delivery of commercial, residential and mixed-use Development Sites being promoted across Barnsley.

For each Development Site, the BGM considers two scenarios – an unconstrained ‘Max Growth’ scenario and a ‘Constrained Growth’ reference case scenario. Alongside assessing the gross fiscal benefit returns to the Borough, the BGM also considers the gross and net additional economic benefit potential of each Development Site in both scenarios in order to understand the additional ‘Growth Capacity’ of each site - following the HM Treasury ‘Green Book’ approach to economic impact work. For Development Site impacts, the BGM recognises that Schemes can influence the delivery of Development Sites in various ways. Whilst some Schemes may have a ‘direct’ unlocking effect on Sites, others may bring an ‘indirect’ connectivity improvement or a ‘complementary’ marketability improvement that improves the viability of Site delivery.

Proximity of Sites to the Scheme is often the main consideration, although the BGM also recognises that (a) Schemes can influence single or multiple Sites opportunities and that (b) multiple Schemes can often be required to deliver full growth outcomes on Development Sites. Acknowledging that there are also (c) other site constraints that may need to be overcome, the BGM includes an Impact Attribution Assessment, based on BMBC officer judgements to apportion and attribute the additional economic and fiscal benefits opportunity on the Development Sites to individual Schemes. The BGM also considers some of the additional ‘non-site related’ benefits that could be achieved in the wider economy, including assessing the construction-related benefits of Scheme delivery and estimating wider ‘spending-related’ benefits that could be generated in the economy through upskills / increased wages and additional visitor spending.

The following tables provide an overview of the approach to measuring each of the economic and fiscal benefits included within the BGM.

### Overview of Gross Economic Benefits

#### Dwelling Counts

Dwelling estimates have relied on Local Plan evidence for the scale and timing of new dwellings that could be delivered on each Development Site.

#### Floor space Estimates – Commercial Development

Estimates of Gross External Area (GEA) floor space have been taken from site capacity assumptions developed to inform the Barnsley Employment Land Review (ELR, April 2016), adjusted where necessary to account for changes in site sizes as the Local Plan has progressed. The timing of commercial development delivery has also been informed by ELR estimates and updated to reflect current understanding of potential site delivery.

#### Construction-related jobs and Construction FTE jobs

Estimates of gross construction-related job years rely on understanding the scale of investment in both Scheme / Project and Site delivery and current ‘turnover per construction job’ benchmarks for the Yorkshire and Humber (BIS Business Population Estimates, 2017). In line with recognised convention, 10 construction-related job years are

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

considered to be equivalent to 1 Full-Time Equivalent (FTE) construction-related job.

### Operational FTE Jobs – Commercial Development

For FTE jobs that could be supported in new commercial development, Gross External Area (GEA) floor space is converted to Net Internal Area (NIA) floor space within the BGM and HCA 'NIA Floor space per job' benchmarks by use class have been applied to estimate the FTE jobs capacity. For prudence, the BGM applies a small deduction to gross FTE operational jobs to account for periods of development under-occupancy.

For Enterprise Centres, the BGM also includes a 'churn rate' that considers the potential of new business centres to continually generate new FTE jobs within the labour market. As start-up businesses are vulnerable to higher levels of failure, the BGM also includes an annual 'decay factor' to account for a proportion of expected business deaths.

### Operational induced FTE Jobs – Housing-related

For FTE jobs supported by the spending of new residents, the total number of residents occupying new dwellings is estimated by applying 2011 Census evidence for Barnsley. Based on 'spend per resident' estimates taken from the Barnsley Retail and Leisure Study (2014), the total spending power of these residents has then been assessed and applying a 'turnover per job' estimate for all sectors in Barnsley (ONS Business Population Estimates, 2017) has allowed for the number of gross induced FTE jobs to be estimated - as these FTE jobs are supported by additional spending in the Borough, these FTEs can already be considered to be 'induced'.

As a proportion of residents will be relocating from elsewhere within Barnsley's housing markets, the BGM applies a deduction to the number of FTEs supported by resident spending to account for internal relocations - thus removing 'deadweight' from the modelling.

### Cumulative GVA and GVA at Net Present Value (NPV)

Gross Value Added (GVA) is a preferred measure of productivity. ONS GVA per job estimates by sector have been applied to the net additional FTE job estimates to determine the cumulative GVA effects on the economy. The GVA effects of net construction-related job years is considered at the point of investment and, as the model assumes that operational FTE jobs will persist within the labour market over time, the BGM considers the GVA effects of 10 years' worth of net additional operational FTE jobs.

### Land Value Uplifts

Estimates of gross land value uplifts have been quantified by applying benchmarks reported by DCLG (2015). The BGM first takes the quantum of proposed development (floor space or dwellings) to estimate the overall size of individual Development Sites, based on an assumed 'plot ratio' and/or 'dwellings per hectare' benchmarks. From this, the model applies the DCLG Land Value benchmarks to quantify the one-off increase in land values. The model assumes that all sites are currently in greenfield use, although in practice, it is known that some sites within the BGM are in brownfield use or a combination of the two.

### Skills Uplifts – Spend-related

Estimates for the number and timing of potential qualifiers at NVQ Levels 2, 3 and 4+ have been provided by BMBC. Profiling these potential additional qualifiers over time, the model then applies benchmark annual wage premiums achieved through upskilling (taken from Research by Hull College Group, 2015).

It is considered that an increase in annual wages achieved by possessing higher qualifications will persist for 10 years, and application of a 'turnover per job' benchmark for the Yorkshire and Humber Region (BIS, 2017) has allowed for an estimate of additional gross FTE jobs that could be supported through enhanced spending in the Borough. As it will take time for additional wage premiums to be realised, the model assumes a one year



# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

<p>delay in wage uplifts from the point of qualification.</p>
<p><b>Increased Footfall – Spend-related</b></p> <p>An assumed increase in footfall achieved through the delivery of individual Schemes and Projects has been taken from BMBC estimates. Application of a ‘Spend per visit’ benchmark (taken from FPS Report for Barnsley Town Centre, 2016) has then been used to derive the overall additional gross spending that could occur in the local area. Applications of a turnover per job benchmark for the Yorkshire and Humber Region (BIS, 2017) has then enabled an estimate of gross FTE jobs that could be supported through an overall increase in visitor spending.</p>
<p><b>Overview of Gross Fiscal Benefits in the BGM</b></p>
<p><b>Business Rate Returns</b></p> <p>An assessment of the potential gross business rate returns from new commercial development has been estimated by applying current average rental values achieved in Barnsley, to the quantum of office, industrial, retail or other GEA floor space that could form on each Development Site. The model then applies the National Non-Domestic Rates (NNDR) multiplier to determine the likely additional business rate returns. The assessment considers ten years-worth of gross business rate returns.</p>
<p><b>Council Tax Returns</b></p> <p>The assessment for potential additional Council Tax returns from new dwellings has drawn on current Barnsley average annual Council Tax receipts for Band A and B properties. The assessment considers ten years’ worth of potential additional Council Tax returns per dwelling from the point of delivery. The BGM does not consider of the proportion of Council Tax returns which could be retained by BMBC and the proportion which could be retained by other service providers (fire service etc.).</p>
<p><b>New Homes Bonus Returns</b></p> <p>The assessment of NHB returns to the Borough has drawn on the current NHB return received per Band D equivalent property in Barnsley. The model assumes that NHB will be granted for four years following the completion of new dwellings. As NHB will only be payable to properties which exceed a 0.4% annual increase in overall housing stock across Barnsley, the model takes Census dwelling stock data and Local Plan annual completion targets and applies an equivalent discount to the gross NHB estimates to deduct an assumed 0.4% rate of housing growth.</p>

**5.8 - Please specify your suggested additionality values attributable to the scheme. Please provide the source of data or rationale for the chosen values. For further information on these factors, please refer to the HCA Additionality Guide (p22-36):**

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/378177/additionality\\_guide\\_2014\\_full.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/378177/additionality_guide_2014_full.pdf)

	Value*	Source / Rationale
<b>Construction-related effects</b>		
Leakage	-10%	Low levels - Census 2011
Displacement (%)	-50%	Medium levels - HCA AG, 2015/ BIS, 2009

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

Economic Multiplier	1.15 Induced	ONS Supply-Use Tables, 2014
<b>Commercial Development Impacts</b>		
Leakage	-10%	Low levels of leakage - Census 2011
Displacement (%)	-50%	Medium levels - HCA AG, 2015/BIS, 2009
Economic Multiplier	1.4 Indirect & induced	ONS Supply-Use Tables, 2014
<b>Housing Development, Skills Premiums and Footfall Impacts – ‘Spend-related’</b>		
Leakage	-10%	Low levels - Census 2011
Displacement (%)	-40%	Low-Medium levels - HCA AG, 2015/BIS, 2009
Economic Multiplier	None	Impacts are already ‘induced’

The table above describes all relevant adjustments in both scenarios by benefit source.

To estimate the overall additionality of gross attributable construction-related and operational FTE jobs to the Sheffield City Region labour market, prudent adjustments have been made to account for leakage, displacement and multiplier effects in both the ‘With Scheme’ and Reference Case scenarios.

The net adjustments are based on recognised benchmarks reported in HCA Additionality Guide (3rd Ed, 2015) and BIS Research into Additionality (Economics Paper 7, 2009) alongside wider ONS data, including Census 2011 commuting data and ONS Supply-Use tables (2014). Deducting the net FTE jobs achieved in the Reference Case from the net FTE jobs achieved in the With Scheme scenario has then enabled an assessment of the overall net employment effects to be understood.

### PART 2 - ENVIRONMENTAL & SOCIAL IMPACT

#### 5.9 - Please detail any environmental impacts this scheme may have.

*Has an Environmental Impact Assessment or Environmental Scoping Study been undertaken? – If not please confirm why this is not necessary for this scheme.*

An Environmental Impact Assessment is not required on a proposal of this scale and type.

### PART 3 – TRANSPORT IMPACTS

#### 5.10 - If your scheme has been deemed to have significant transport implications, please complete the supplementary Transport economic impacts proforma.

none

### ECONOMIC DIMENSION ASSESSMENT (TO BE COMPLETED BY THE ASSESSOR)

*Are the additionality values/factors appropriate for the scheme?*

## Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

*Do the employment benefits of the scheme offer acceptable value for money?*

*Is the scheme's contribution to GVA proportionally substantive to the funding requested?*

*What are the key risks, sensitivities, and uncertainties relating to the scheme?*

*Are there any significant environmental and/or social impacts, including dis-benefits?*

*Are there any significant impacts on the transport network? Have these been proportionately assessed and adequate remedial measures in place to mitigate any negative impacts?*

*Does any significant data seem to be missing from the information provided?*

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

### 6 - FINANCIAL DIMENSION

#### 6.1 - COSTS

**Provide the full scheme costs. Please append the full financial summary in Appendix 2, itemised and profiled monthly until the end of the scheme. Where appropriate include the risk weighting for line items.**

*[Please provide a breakdown of Total Cost and SCR Funding requirement (add more lines if necessary)]*

Cost Category	£ SCR	£ Other	£ Total
Preparatory Costs (costs incurred to reach award of contract / funding agreement)	48		
Professional Fees			
Acquisition of Land or Buildings			
Site Remediation	-	-	-
Delivery Costs - Works / Building and Construction			
Delivery Costs - Revenue Activity	-	-	-
Delivery Costs - Capital			
Vehicles, Plant, Equipment	-	-	-
Risk Allowance / Contingency			
Inflation	-	-	-
Post-Delivery Maintenance Costs	-		
Other (please specify)	-	-	-
<b>Total</b> <i>[please ensure this agrees with section 1.2]</i>	2,125,549	1,036,950	3,162,499
Degree of certainty to cost estimates		30% (early estimate of costs based on schemes of a similar nature) 60% (Scheme designed and initial cost estimated based on specific requirements / details of this project). 75% (Scheme designed in details and costs reviewed by appropriate independent assessor) 95% (Procurement complete and costs based on tender prices)	
60%			

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

## 6.2 - Scheme Funding Summary Table

*[Confirmation of other and private funding status will be required prior to contracting. The Capital costs for all years should equal the costs identified 1.2]*

Funding Source <i>[Add additional columns if multiple funds from same organisation]</i>	SCR		Other Public		Other European <i>[Specify the actual funding stream]</i>		Private <i>[Specify the actual funding stream]</i>		Total £'000		
	Cap	Rev	Cap	Rev	Cap	Rev	Cap	Rev	Cap	Rev	
Funding Status <i>1 confirmed in writing 2 applied for 3 to be determined 4 conditions apply</i>											
2018/19	1,048,812		449,491						1,498,303	-	
2019/20	1,076,737		461,459						1,538,196	-	
2020/21				126,000					-	126,000	
2021/22	2021 is the final year SCR will receive LGF allocations.										
2022/23											
2023/24											
Future Years (2024/25 onwards)											
<b>Total</b>											
<b>% of SCR funding by total cost</b>											

## 6.3 – On what evidence are assumptions relating to cost based? Please outline any additional work required to firm up project costs/funding and when this work is likely to be completed.

Estimates on building construction indices-30%. Initial cost estimates.

The asset acquisition price agreed for the building was established through an independent valuation and negotiation process.

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

**6.4 – For loan funding requests, please provide further details of how and when this will be repaid. State clearly the proposed rate, term and repayment preference (instalments or maturity) and appropriate justification for these.**

Not applicable

**6.5 - For loan requests, please confirm that SCR will have first charge on assets. If not, please specify what security/collateral SCR can lend against, if required. Please note, if your application is successful, evidence of this will be required prior to any transfer of funds.**

Not applicable

**6.6 - How will cost overruns during delivery/construction be dealt with? Please note that SCR cannot be liable for this.**

Project expenditures will be controlled through existing governance arrangements and monitoring expenditure through project delivery. A dedicated project management resource will be responsible for all aspects of delivery including cost monitoring. They will report to the already established Digital Campus Board providing transparency complemented with financial monitoring returns to SCR in line with grant agreements.

**6.7 - Once completed, will the scheme incur revenue costs beyond the SCR investment which will need to be met by the public sector? If so please provide further details below.**

Ongoing revenue costs related to the building will be covered by the rental income and service charge framework applied to the building. Initial modelling works shows that an occupancy level of 55% is required in order to cover revenue operating costs.

**6.8 – Please confirm the “longstop date” by which all funds due to SCR will have been recovered.**

Not applicable.

## FINANCIAL DIMENSION ASSESSMENT (TO BE COMPLETED BY THE ASSESSOR)

*Have scheme finances been assessed appropriately?*

*Has other funding been confirmed or what is the timescale for confirmation?*

*Are additional costs associated with overruns or post-delivery revenue requirements adequately*

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

accounted for?

## 7 - MANAGEMENT DIMENSION

### 7.1 - DELIVERABILITY

Provide your anticipated timetable for delivery including the key milestones you expect. Please add scheme specific milestones as appropriate. This will form the basis for future progress reporting.

Please note, if your application is successful, SCR will monitor the project against these milestones for the duration of the works.

Key Milestones	Any Dependencies	Date
All Funding Secured	SCR LGF Funding via this business case	End January
Cabinet / Other External Approvals	None	Acquisition-11 <sup>th</sup> July 2018
Procurement Complete	None	1 <sup>st</sup> March 2019
Statutory Processes Complete	None	Not applicable
Land Acquisition Complete	None	Not applicable
Evaluation Report - Mid Term Review	None	31 <sup>st</sup> March 2021
Scheme Opening	None	February 2020
Evaluation Report - Process Evaluation	None	
Evaluation Report - Outcome Evaluation	None	

**7.2 - As per the milestones above, give a realistic indication of when the scheme should commence. Justify your response considering factors such as the time required to secure statutory powers, secure match funding, procure contracts etc. Highlight any key dependencies needed to achieve these milestones.**

#### Acquisition Milestones

Contracts Exchange -- 31/01/2019  
 Completion - 28/02/2019

#### Refurbishment Milestones

<b>Pre Contract-RIBA 1 to 4</b>	
<b>Design Services</b>	
RIBA Stage 1	December 2018

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

RIBA Stage 2	January 2019
RIBA Stage 3	January 2019
RIBA Stage 4	February 2019
<b>Quantity Surveying Services</b>	
RIBA Stage 1	December 2018
RIBA Stage 2	January 2019
RIBA Stage 3	January 2019
RIBA Stage 4	May 2019
<b>Post Contract RIBA 5 to 6</b>	
RIBA Stage 5	January-February 2019
RIBA Stage 6	February 2019
<b>Quantity Surveying Services</b>	
RIBA Stage 5	January-February 2019
RIBA Stage 6	February 2019
<b>Defects Liability Period-RIBA 7</b>	
Design Services	February 2019-February 2020
Quantity Surveying Services	May 2019 and March 2020

1. Client sign off and approval, achieve advertisement and selection of tenderers and completion of RIBA Stages 1 to 3 (Feasibility to Developed Design) : 1<sup>st</sup> of March 2019
2. Tender the works : 4<sup>th</sup> of March 2019 , tender period of six weeks
3. Tender returns : 12<sup>th</sup> of April.2019
4. Evaluation of tenders : 15<sup>th</sup> of April through to the 26<sup>th</sup> April 2020
5. Start on site: late May to early June 2019 ( depending on mobilisation)
6. Contract Period through to Completion of the works : February 2020

### **Marketing Strategy**

The target market for the DMC2 office space is mainly growing digital businesses looking to co-locate an expanding workforce within larger footprint workspace than those currently available in DMC1 where the maximum size is circa 1200 sq ft. This will include existing clients of DMC1, as well as external companies in the digital and creative sector both regionally and nationally. For the DMC2 collaborative lab and co-working space, the target market is the wider regional, national and international tech community from education level through to start up and scale up businesses.

A marketing strategy is in development which will be timelined to focus initially on awareness raising of the DMC2 opportunity. Actions will be likely to include stakeholder activities to engage more closely DMC2 target audiences, brand development and targeted marketing campaigns scheduled in line with the planned availability of space. The marketing strategy will be further developed by a new marketing officer post, part of the Enterprising Barnsley team from early 2019.

DMC2 marketing will focus on influencing and engaging the tech community building on the community already active in DMC1. This will require innovative and responsive marketing actions, including engaging key sector influencers, speaking at relevant events and being active in online communities. Experience has shown that word of mouth is our most powerful marketing tool. This will be supplemented by more traditional marketing to raise awareness and direct enquiries including sector focused advertising, media engagement, a targeted PR campaign, strong online presence across web platforms and social media.

The new site as part of the BMBC property asset stock will be marketed via Rightmove and BMBC EB's property database as a featured property to further drive external and internal interest to the site. Such activity to date has been successful in divining enquiries for space. (evidenced by the DMC has been recorded as the 3<sup>rd</sup> most highly viewed requested property over the past year (out of over 13,000 internet viewings for accommodation).



# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

### Digital Campus Brand

Procurement of a brand development agency is in train. The Digital Campus brand and initial marketing materials will focus on creating a place based identity that reflects the innovative nature of the Campus coupled with the proven model and success of the DMC1. The wider Campus opportunity supports the DMC2 development and in addition to the digital industries audience it will require more of a 'property play' targeting investors and developers. Marketing activity likely to be included in the strategy may be:

**Advertising and promotion** – via property forum events, developer seminars and workshops and the wider Barnsley offer that is available. (including MIPIM investable opportunities)

**Publications** – a wide range of business publication supplements and printed leaflets / brochures (including PDF's) will be used to promote the Digital Campus offer and opportunities available.

**Public Relations** - includes submitting articles on project achievements (jobs created, new business attracted, speculative development completed), property forums, or attendance at major property events that have taken place .

**Online multi media** – Internet and Intranet sites (web portal), plus social media sharing (establishing specific twitter account, promotion via LinkedIn)

**Email Shots** – direct targeting of sites to key regional intermediaries and occupiers relevant to the digital sector

**Trade shows** – production of promotion materials for appropriate shows as required.

**7.3 - Indicate whether the following have been secured, agreed fully or agreed in part, or provide an estimation of when they are likely to be secured. Provide detail which will support your business case. Insert N/A if not applicable to the scheme.**

Delivery Constraint / Risk	Scheme Position and Indicative Date
Planning Consents	none
CPOs	none
Public Consultation	none
Public Inquiry	none
Traffic Regulation Orders	none
Transport and Works Act	none
Public Sector Match Funding	Cabinet Approval 11 <sup>th</sup> July 2018
Private Sector Match Funding	none
Procurement Contracts	none
Revenue Funds	Cabinet Approval 11 <sup>th</sup> July 2018
Partnership Agreement	none
Other Statutory Processes (please specify)	none

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

**7.4 - What needs to be undertaken to be 'delivery ready' (e.g. project management arrangements, recruitment, governance structures etc.)**

Digital campus governance structure already in place that reports directly into the council's Senior Management Team and has delegated authority-The Terms of Reference for the Digital Campus Programme Board and membership structure are appended.

A project manager will be recruited and be in place by the end of February 2019.

**7.5 - Please detail the scheme governance and organisation chart (as an attached organogram), including the name of the Senior Responsible Owner and other key post holders. Please make clear where posts are undertaken by directly employed staff or contracted resource and where post have allocated resource or still to be fulfilled.**

Please see attached Terms of Reference and structure chart showing board membership for the Digital Campus Programme Board. The Senior Responsible Officer is Matt Gladstone, Executive Director for the Place Directorate at BMBC with representation from relevant BMBC services and partners such as Enterprising Barnsley, Sheffield Hallam University, Barnsley College and Sheffield City Region.

**7.6 - STATE AID**

**Please confirm if State Aid is applicable to this scheme.**

**If you have received formal state aid advice from a solicitor, please provide further details below. If not, please confirm when this is expected.**

Yes	No
	X

*[Details regarding State Aid can be found at: <https://www.gov.uk/guidance/state-aid>. Scheme Promoters must obtain their own legal advice on State Aid]*

An initial assessment of the state aid position has been received from the Council's in-house Legal Team who has advised that external legal advice is sought. This external legal advice is anticipated to be received within the next two to three weeks. It is noted that State Aid advice will be required in advance of a funding decision being taken.

**7.7 A - If Yes, detail the amount of state aid that will be provided and under what scheme(s). Provide any issues and anticipated mitigation plans (if applicable). Any mitigation must also be included in the project risk assessment.**

*[If notified, provide the notification number, date of notification and approval date. If a state aid scheme is relied upon (such as GBER) please provide justification. E.g. provide relevant project details which explain why the scheme is eligible against each relevant state aid criteria. If SME size is a factor please complete the Model Declaration found at the end of the Revised User Guide to the SME Definition (found at [http://ec.europa.eu/growth/smes/business-friendly-environment/sme-definition\\_en](http://ec.europa.eu/growth/smes/business-friendly-environment/sme-definition_en)) maximum 300 words]*

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

**7.7 B - If No, provide an explanation as to why no State Aid is provided for this scheme making specific reference to the State Aid tests.**

*[Please provide justification for why the scheme is State Aid exempt]*

## 7.8 - RISK MANAGEMENT

Key Risks and Mitigations - What are the key risks that are likely to affect the implementation of this scheme and what measures are planned to mitigate these risks? Enclose the current Scheme Risk Log in Appendix 3.

**7.9 - Confirm the total value of risk / contingency included in the cost plan and the % of total cost.**

Total Risk	£	% of Total Cost	%
------------	---	-----------------	---

## 7.10 - Top 5 Risks on Risk Log

Risk <i>[State the risk and identify both its probability and impact on a scale of high-medium-low]</i>	Mitigation <i>[State how you will mitigate the risk]</i>	Owner <i>[State who is responsible for mitigating this risk]</i>
1. Inability to secure modernisation and improvement budget. Probability Low, Impact High	<b>Existing control Measures:</b> Additional external funding sources being sought. Potential for BMBC resource allocation. <b>Risk Mitigation Action:</b> Funding bids being pursued from Skills Capital and LGF.	Paul Clifford
2. Private sector competition. Probability Medium, Impact Medium	<b>Existing Control Measures:</b> Difficult for a private sector organisation to deliver the wider complimentary package of support and flexible terms that the Council is able to operate. <b>Risk Mitigation Action:</b> Maintain awareness of wider town centre offer. Develop marketing materials to advertise the unique nature of the Digital Campus.	Paul Clifford
3. Lack of additional floor space. Probability Low, Impact High	<b>Existing Control Measures:</b> Survey of building to inform additional floor space potential through refurbishment. <b>Risk Mitigation Action:</b> Stakeholder workshops to influence NPS redesign to maximise rental floor space. Involve existing DMC tenants	Paul Clifford
4. Lack of vacant possession. Probability low, impact high	Existing control measures: VAB has indicated that this will not be issue. Risk mitigation action: Implementing tenant exit strategy	Paul Clifford
5 State Aid Probability Medium, Impact medium	<b>Existing control measures:</b> Liaising with Legal as necessary. An initial	Paul Clifford

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

	<p>internal legal assessment on the broad proposals has determined that the proposals may be state aid compliant but this is subject to further review and detailed analysis once comprehensive information about the scheme is available and funding confirmation received. Steps may need to be taken to mitigate any potential breach of the state aid regulations. The funder will require a state aid assessment prior to grant of funding so any mitigation measures can be taken prior to implementation.</p> <p><b>Risk mitigation action:</b> External legal advice can be sought if appropriate.</p>	
--	--	--

## 7.11 - STAKEHOLDER MANAGEMENT

Please complete the table below detailing key stakeholders that will have known involvement and what their involvement will be. Enclose the full Scheme Stakeholder Map in Appendix 4. (max. 300 words)

*[Identify private partners/ other stakeholder involved in the project and explain how other partner's delivery activity may impact on the scheme. If this scheme is reliant on private partners / stakeholders to deliver outputs, please indicate any discussions, procurement, negotiations or processes undertaken or planned – maximum 80 words]*

Stakeholder name	Nature of engagement	Outcome of engagement to date	Follow on actions
Local businesses	Stakeholder sessions Engagement through TechTown Plan framework Enterprise Barnsley and SCR Launchpad Barnsley Economic Partnership representative on Digital Campus Board	Understand market demand. Refine design process	Regular engagement throughout delivery of programme.
SHU	Digital Campus Board Members	Key role in terms of defining and delivering the programme.	Ongoing engagement
Barnsley College	Digital Campus Board Members	Key role in terms of defining and delivering the programme.	Ongoing engagement
Residents	Ongoing Town Centre Marketing & Communications activity. Public consultation as required.	Support for the development of digital campus.	Ongoing engagement

# Full Business Case

## INFRASTRUCTURE (NON-TRANSPORT)

Barnsley Economic Partnership	Critical friend role in the shaping and delivery of Digital Campus BEP member representation on the Digital Campus Board	Key role in terms of defining and delivering the programme.	Ongoing engagement
Sheffield City Region	Barnsley Digital Campus critical in terms of delivery digital action plan Recognised as SCR Global Innovation Asset Funding provider Digital Campus Board Members	Key role in terms of defining and delivering the programme.	Ongoing engagement

### 7.12 - MONITORING & EVALUATION

**Detail in full how the scheme will be monitored and performance managed to assess whether objectives, milestones and targets are being met. (max. 300 words)**

DMC2 and wider Digital Campus activities are governed by the Digital Campus Programme Board. The board is chaired by the council's Executive Director for the Place Directorate and is comprised of senior managers from within the council, SCR, Sheffield Hallam University and Barnsley College.

The board is convened once every six weeks to review progress on Digital Campus activity as well as briefing papers covering key decisions required at a board level. The board reports consider and provide updates to the board on the following critical aspects of the development progress:

- Programme
- Funding
- Project risk
- Procurement
- Stakeholder Management
- Workstream Updates

The Council's Place directorate, and more specifically the Regeneration and Property service have in place resources to collate and report on progress and delivery against milestones and objectives to external parties and organisations.

ONS Official Labour market statistics will form the baseline against which scheme outputs will be measured. Stats available in following link

<https://www.nomisweb.co.uk/reports/lmp/la/1946157120/report.aspx#tabjobs>

### 7.13 - Does the scheme have any monitoring obligations for other funders? If yes, please outline these obligations. (max. 100 words)

None

### 7.14 - Detail how the scheme will be evaluated to assess whether stated benefits, outcomes and outputs have been realised and whether objectives have been met. Please also specify what resources will be made available for this evaluation and the planned procurement method. (max. 200 words)

## Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

The Council will commission an Economic Impact Assessment report to analyse the outputs and objective the DMC2 and wider Digital Campus project including the impact it has had on the town centre and wider borough. In order for the full effects of the initiative to be assessed against the objectives and outputs the scheme is anticipated to deliver, it will be necessary to complete the impact assessment a number of years post full scheme operation and therefore would be scheduled to be conducted in 2021.

### MANAGEMENT DIMENSION ASSESSMENT (TO BE COMPLETED BY THE ASSESSOR)

*Is there a clear project management and delivery plan?*

*Are scheme milestones sufficiently mapped out and realistic?*

*Has the scheme got an adequate understanding of State Aid requirements and an approach to deal with any obligations?*

*Are the levels of risk acceptable and capable of being managed?*

*Are monitoring and evaluation procedures in place?*

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

## Document Sign Off

### 9 – DECLARATION AND SIGN OFF

On signing the Full Business Case the applicant agrees to the following:

1. The Sheffield City Region (SCR) Mayoral Combined Authority (MCA) is a public body and is therefore subject to information/transparency laws and the Local Government Transparency Code 2015. This FBC will be shared with the appropriate SCR Boards including the MCA and Local Enterprise Partnership (LEP). In line with legislation, papers to the MCA and LEP meetings are published in advance and made publicly available. These papers will detail the applicant and summarise the FBC in sufficient detail to allow the members to take an informed decision. At this point, under Local Government access to information provisions, the FBC may have to be made available for inspection to any member of the public who requests it.

For this purpose, you may wish to also send a redacted copy stating any exemption or exception applied under FOI or Environmental Information Regulations. We will consider any requested redaction.

Any comments received after publication of the SBC on your website should be reflected in this OBC

2. LGF support is not agreed unless and until a Grant Funding Agreement has been executed by both parties and that acceptance of this Full Business Case by the SCR does not in any way signify that funding approval is guaranteed.
3. To the best of your knowledge, all the information that has been provided in this proposal is true and correct. You acknowledge that the information provided will inform any future contract, should a decision be made to support the scheme.
4. You will comply with due diligence requirements appropriate to this scheme. This will be conducted by the SCR Executive Team and further details will be provided if the scheme is approved.

#### Person responsible for the application (Chief Executive or relevant Executive Director in your organisation)

Name:	
Role:	Executive Director
Date:	30/11/18

#### Counter signatory – Director of Finance

Name:	
Role:	

# Full Business Case

INFRASTRUCTURE (NON-TRANSPORT)

Date:	
-------	--

<b>For SCR Use Only</b>	
Scheme Reference Number:	
Date Received/ Accepted:	
Version Number:	
Summary of Amendments: (if applicable)	

<b>ASSESSMENT SUMMARY (TO BE COMPLETED BY THE ASSESSOR)</b>	
<i>Please summarise your assessment of the scheme's Strategic Case and set out any recommendations.</i>	
<i>Please summarise your assessment of the scheme's Commercial Case and set out any recommendations.</i>	
<i>Please summarise your assessment of the scheme's Economic Case and set out any recommendations.</i>	
<i>Please summarise your assessment of the scheme's Financial Case and set out any recommendations.</i>	
<i>Please summarise your assessment of the scheme's Management Case and set out any recommendations.</i>	



## **Full Business Case**

INFRASTRUCTURE (NON-TRANSPORT)

*Summarise your overall assessment of the scheme and recommendations for SCR.*

This page is intentionally left blank

Sheffield City Region Executive  
1 1 Broad Street West  
Sheffield  
S1 2BQ

31<sup>st</sup> January 2019

**Sheffield City Region Local Growth Fund:  
Outcome of Full Business Case Application  
L00181 - Local Growth Fund — Digital Media Centre 2, Barnsley**

Dear Paul

We are pleased to inform you that following an appraisal of the information you provided in your Full Business Case, the Sheffield City Region Combined Authority met on 28<sup>th</sup> January 2019 and have agreed funding for the project, subject to the pre-conditions and conditions laid out in Appendix A.

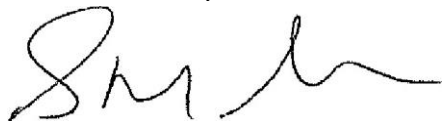
Whilst we currently have ring-fenced £2,213,749 funding for your scheme, should you miss any of the deadlines set out below SCR reserves the right to invite other schemes from our pipeline programme to proceed instead. **Grant funding is not agreed unless and until a Grant Funding Agreement is executed by both parties.** These deadlines represent timescales that have been laid out in your full business case and regular project data sheet monitoring return.

Once grant is agreed through an executed Grant Funding Agreement we will publish the agreed Full Business Case on our website for information within 28 calendar days. If you require us to publish a redacted version and you have not already provided a copy of the redacted business case then please do so as a matter of urgency.

Joe Gardner — Projects and Contracts Officer ([Joe.Gardner@sheffieldcityregion.org.uk](mailto:Joe.Gardner@sheffieldcityregion.org.uk)) 0114 220 3482) is your nominated contact within Sheffield City Region who will finalise the Grant Funding Agreement and liaise with you on all contract management issues.

We look forward to working with you for the successful delivery of your scheme.

Yours sincerely



Sue Sykes  
Assistant Director — Operational Contracts  
Sheffield City Region  
**Annex A:**

## **Pre-conditions**

Execution of a Funding Agreement can only proceed once all the pre-conditions detailed below are met — the deadline for confirming all pre-conditions are met is 28th February 2019.

### ***The following conditions must be satisfied before contract execution.***

1. Submission of revised full business case which reflects all clarifications and comments, ensuring consistency (example clear statements on the acquisition terms, employment impact, risk etc) throughout the document and appendices as this will be the basis of any funding agreement.
2. Confirmation that the profiled 2018/19 LGF spend can be defrayed in year, as SCR is unable to guarantee that this will be reprofiled beyond year end, and/or that BMBC will cover any unfunded works from alternate sources.
3. Confirmation of the definitive set of outcomes, including appropriate baselines, which SCR will contract against and monitor.
4. Agree detailed schedule of inclusive growth indicators and targets (e.g. % of [previously unemployed] locals offered permanent contracts and apprenticeships, mentoring and school engagement and engagement with the local supply chain) to ensure the project delivers wider socio-economic benefits and that these can be captured, monitored and reported.
5. Submission of acceptable State Aid opinion.

The conditions above should be fully satisfied by 28<sup>M</sup> February 2019. Failure to do so could lead to the withdrawal of approval.

### ***The following conditions must be satisfied before drawdown of funding.***

6. Submission of evidence of Board approval for the scheme.
7. Formal confirmation of all other funding approvals required to deliver the project.
8. Formal confirmation of commitment to address any cost overruns without unduly compromising project outputs and outcomes.
9. Submission of an updated project plan and risk register including sufficient contingency provision for all activities.

### ***Conditions to be included in the contract.***

10. All required statutory consents including relevant planning conditions must be satisfied. Failure to do so will result immediate return of funds to SCR
11. If this project does not proceed and the stated outputs are not delivered, the applicant will return the full LGF grant to SCR
12. On completion of physical works, 70% (£1,487,884) of this LGF grant will be placed out of scope for any clawback. The remaining 30% LGF grant will remain in scope until 79 gross fte jobs have been created at the site. The SCR Operational Contracts team will monitor progress on job creation based on the annual profile and baseline (as at funding agreement) submitted by the promoter. If by the end of the period (31<sup>st</sup> March 2025), the minimum threshold of 79 gross fte jobs have not being created, BMBC will return £8,072 for each job below the threshold.

## BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has not been included in the relevant Forward Plan.

### Report of the Executive Director of Place

#### HIGHWAYS CAPITAL PROGRAMME 2019-22

#### 1. Purpose of report

1.2 To obtain approval for the Highways Capital Programme for the financial years 2019-2022. This detailed Highways Capital Programme for 2019/20 critically underpins our economic growth aspirations through:

- Applying, where possible, the principle "prevention is better than cure" in determining the balance between structural, preventative and reactive maintenance activities, to improve the resilience of the highway;
- The continued development of improvements to the existing highway network to and measures to improve road safety, resolve delay issues for the public travelling on the network, including public transport to improve air quality and to encourage active and sustainable travel;
- Investment in repairing and resurfacing over 175,000m<sup>2</sup> of carriageway and 26,000m<sup>2</sup> of footway as part of our local roads programme.

1.3 To obtain delegated authority to vary the programme, in accordance the Council's governance and approval limits.

#### 2. Recommendations

2.1 That the detailed Highways Capital Programme for 2019/20 as set out in Appendices 1 and 2 be approved, and that the Service Director, Environment and Transport be authorised to implement these schemes;

2.2 That the highways capital programme be varied in line with the Council's governance and approval limits (paragraphs 3.8 – 3.13 refers);

2.3 The Service Director, Environment and Transport be authorised to:

- obtain tenders for any works, goods and services as necessary, and appoint the successful tenderer on the basis of the most economically advantageous tender;
- to adopt the Highways Maintenance Efficiency Programme (HMEP) principle of collaboration and utilise collaborative procurement to engage external consultants to undertake work which cannot be undertaken in-house or secure the services of contractors or consultants via Regional Alliances where available;
- appoint other external consultants and contractors as appropriate, within the current procurement rules.

- 2.4 That, in the event that the Maintenance, Integrated Transport and Capitalised Highways Maintenance budgets for 2019/20 are not fully expended, the value of any other works be re-phased between financial years, which allows the flexibility to ensure that the available resources are deployed in the most efficient manner possible, whilst maintaining the continuity of the Highways and Engineering Service.

### 3. Introduction

3.1 This report seeks the approval:

- of the Integrated Transport Programme 2019/20 - see Appendix 1;
- of the Maintenance Programme 2019/20 – see Appendix 2;
- for the highways capital programme be varied in line with the Council's governance and approval limits – see paragraphs 3.8 – 3.13;
- to implement an approach of engaging external resource suppliers, where necessary, to support the in-house provision to achieve economic and practical benefits, e.g. through the use of the Midlands Highway Alliance for transport modelling, or via collaboration established with adjacent authorities to deliver services, e.g. road markings; and
- to note the risks associated with delivering the highways function, in the future, because of the reduced certainty of funding available, and undertake the potential mitigation measures available.

#### Background

- 3.2 The highway asset is the single highest value asset the Council owns. The last reported gross replacement cost for the entire asset was £2.1bn. This asset includes: carriageways, bridges and other highway structures, drainage, traffic signals, road restraint systems (safety fencing), supporting earthworks, footways, cycle ways, street lighting, road signs, road markings, road studs.
- 3.3 The Asset Management Policy and Implementation Strategy, as approved by Cabinet (Cab.7.1.2015/7) sets out how the Authority will maintain it's the highway. The challenge from an asset management perspective is to prioritise the most cost effective treatments and apply them at the correct intervals, whilst meeting the Services financial obligation. Lifecycle plans will be developed to identify optimal treatment times for different asset types.

#### Capital Resources

- 3.4 The Highways Capital Programme is made up of number of funding streams, including:
- Maintenance funding and Integrated Transport funding, as capital grants from the Department for Transport (DfT), forwarded to the Council via the Sheffield City Region Mayoral Combined Authority;
  - Capitalised Highway Maintenance funding provided internally by the Council;
  - Capital allocations directly from the Council.
- 3.5 In December 2014, the Department for Transport provided local authorities with details of capital funding allocations, covering a six year period between 2015/16

and 2020/21. These allocations included 3 years confirmed allocations and 3 years indicative allocations. These 6 year allocations covered 2 grants, the Maintenance Block grant and the Integrated Transport Block grant from the Department for Transport's Local Transport Capital Block Funding.

- 3.6 Currently, beyond 2020/21, the Council has no indication of the level of Local Transport Capital Block Funding that will be provided by the Department for Transport. Beyond this timeframe, the Council's overall financial outlook remains uncertain at this time so the figures for 2021/22 are speculative and mirror current allocations.
- 3.7 The Council provides an annual allocation of £3.300M Capitalised Highways Maintenance, to supplement the funding received from the Department for Transport, to address highway maintenance priorities.

#### Governance

- 3.8 In respect of the governance arrangements for varying the approved highways capital programme, it is proposed to align this process to the Council's governance and approvals process, which is explained in the context of the highway programme in the paragraphs below.
- 3.9 Where an overall variation on the highways capital programme of between £0.100M and £0.250M is sought, the Service Director, Environment and Transport be authorised to vary the programme, providing it can be contained within the overall funding envelope, with an overview given to the capital oversight board.
- 3.10 Where an overall variation on the highways capital programme of between £0.250M and £0.500M is sought, in addition to the governance arrangements at 3.9, the Cabinet Spokesperson for Place be authorised to approve the variation on the programme, providing it can be contained within the overall funding envelope.
- 3.11 Where an overall variation of greater than £0.500M on the highways capital programme is sought, in addition to the governance arrangements at 3.9 and 3.10, a Cabinet report will be presented to approve that variation.
- 3.12 Where a variation cannot be contained within the overall funding envelope, a Cabinet report is required for due consideration, regardless of value.
- 3.13 This approach aligns to the Council's Capital Investment Strategy, as approved by Cabinet / Council as part of the 2019/20 budget papers (Cab.6.2.2019/6 refers).

#### **4. Proposal and justification**

##### Funding Available

- 4.1 The following table sets out the funding that is currently available for the Highways capital programme in 2019/20, the indicative funding for 2020/21 and an assumed funding for 2021/22. As the allocations are announced, the overall resource envelope will be amended accordingly, as will the corresponding works package. The figures for 2021/22 are speculative and mirror current allocations.

Funding from 2021/22 onwards will be announced by the Government, following a spending review, due in April 2019.

<b>Funding</b>	<b>2019/20 Allocation £</b>	<b>2020/21 Allocation £</b>	<b>2021/22 Allocation £</b>
DfT Maintenance Block Grant (Needs Element)	3,054,000	3,054,000	3,054,000
DfT Maintenance Block Grant (Incentive Element)	318,051	190,830	63,600
DfT Integrated Transport Block Grant	1,071,109	1,037,000	1,037,000
DfT Pothole Action Fund Grant	200,000	200,000	200,000
DfT Safer Roads Fund Grant (Specific to A628)	1,400,000	-	-
BMBC Capitalised Highway Maintenance	3,300,000	3,300,000	3,300,000
BMBC Skid Resistance Programme	600,000	-	-
BMBC Enhanced Highways Programme 2018-2020*	-	2,000,000	-
<b>Sub Total</b>	<b>9,943,160</b>	<b>9,781,830</b>	<b>7,654,600</b>
Potential Carry Forward Resources / Works 2018/19	3,743,000	-	-
<b>Total</b>	<b>13,686,160</b>	<b>9,781,830</b>	<b>7,654,000</b>

\*Funding reprogrammed to match resourcing

- 4.2 DfT Pothole Action Fund is an ad-hoc grant awarded by Department for Transport to address potholes by patching.
- 4.3 DfT Safer Roads Fund grant is a specific grant allocated to address road safety concerns that have been identified by the DfT and Road Safety Foundation on the A628 between the junction with the A629 (roundabout) at Ingbirchworth and the A616 (Flouch roundabout). This will include a junction improvement, cycleway, lining, signing and lighting improvements.
- 4.4 In 2018/19, Cabinet (Cab.21.3.2018/10 refers) approved additional funding to support the Highways Capital Programme. This included £1.000M for a planned patching programme, to address significant damage caused by the preceding winter and £1.000M for a skid resistance programme to provide anti-skid surfacing treatments at identified sites, thereby addressing potential road safety issues. £0.600M of the skid resistance programme was profiled to be spent in 2019/20.
- 4.5 Cabinet later approved (Cab.13.6.2018/13 refers) a further £4.000M of Council capital resources to develop and deliver an Enhanced Highways Programme. £2.000M of these resources was profiled to be spent in 2019/20. This has been reprogrammed to be delivered in 2020/21 given the spend constraints on external funding.
- 4.6 There will be a carry forward of resources, due in part to the announcement of an additional Maintenance Block grant by the Department for Transport, following the Chancellor's autumn budget 2018. The general approach is to ensure that external grants are utilised within the year of issue in advance of resources made available by the Council.

#### Proposed Works Programme

##### Integrated Transport

- 4.7 Appendix 1 contains the Integrated Transport Programme 2019/20, which comprises of schemes that met the historical Local Transport Programme 3 (LTP3) objectives and contributed to the delivery of historical LTP3 targets.



These have been developed in line with Council's and the emerging SCR's Transport Strategy.

### Maintenance

4.8 Appendix 2 contains the Maintenance Programme 2019/20. Further detail of the Maintenance programme is provided at Appendices 3 to 8.

## **5. Consideration of alternative approaches**

### **5.1 Approach 1 (Recommended) – Prepare programmes of improvements based on LTP3 – Implementation Plan:**

5.1.1 The county-wide LTP3 ceased on 31<sup>st</sup> March 2015. The Department for Transport has not issued guidance as to a replacement, so the approach taken by the South Yorkshire partners is to utilise the DfT's Integrated Transport Funding is to continue setting a programme applying the LTP3 principals, based on the 6 strategic investment themes of LTP3 - Implementation Plan. The programmes contained in Appendix 1 have therefore been drawn up to deliver a broad range of measures in-line with the 6 strategic investment themes.

5.1.2 The programmes contained in Appendix 1 will contribute to a high quality, efficient network which will be delivering to the 4 key strategic priorities of our Transport Strategy by:

- addresses areas of congestion to reduce time lost by businesses and the travelling public, encourage new development and improve air quality;
- promotes safer roads to reduce accidents and costs in the wider health and benefits sectors;
- promotes active and sustainable modes of travel which provide safe and economic access to places of employment and help reduce levels of obesity e.g. walking and cycling.

5.1.3 The maintenance programmes contained in Appendix 2 has been drawn up in accordance with the Council's Highway Asset Management Strategy.

### **5.2 Approach 2 – Prepare other programmes of improvements not based on LTP3 – Implementation Plan:**

5.2.1 The outcome would be a programme that is 'out of kilter' with the historical policies and objectives of LTP3 – Implementation Plan, and therefore does not coincide with a recognised framework principle on which the programme of work has been based. There was no guidance from the DfT about any post-LTP process, but by following the structure of the LTP3 principles, it can be demonstrated that some framework of direction has been utilised in support of bids, grants, and other external funding submissions. .

## **6. Implications for local people and service users**

6.1 The proposed programme of works and investment in the highway network will have an impact on a significant number of highway users within the Borough.

6.2 Investment in the highway network will make the network more sustainable in the longer term and provide a better experience for highway users.

- 6.3 Appropriate consultations will be undertaken as required and those views taken into account when detailed scheme plans are drawn up.
- 6.4 Prior to work starting on site, local residents and the travelling public will be informed as appropriate.
- 6.5 This would further lead to reduced investment in transport infrastructure, creating a poor quality network, reducing the attractiveness of the town to investors and creating network delays.

## 7. Financial implications

- 7.1 Consultation on the financial implications of this report has taken place with representatives of the Service Director for Finance and s151 Officer.

### 2019/20 Financial Year

#### 7.2 Integrated Transport Programme

The estimated cost of the Integrated Transport Programme 2019/20 (Appendix 1 refers) totals £1,071,109, which is fully planned.

Integrated Transport Programme:	Paragraph	Appendix	Total Allocation £	Planned £	Pending / Reactive £
Integrated Transport Programme	7.2	1	1,071,109	1,071,109	-
<b>TOTAL</b>			<b>1,071,109</b>	<b>1,071,109</b>	<b>-</b>

This will be funded as follows:

Funding Source:	£
DfT Integrated Transport Block Grant	1,071,109
<b>Total</b>	<b>1,071,109</b>

#### 7.3 Maintenance Programme: Carriageways

An amount totalling £2.180M has been allocated to the Council's carriageway maintenance programme. Appendix 3 shows the areas and streets that are programmed for works during 2019/20. The cost of these works is currently estimated to total £1.768M. The remaining £0.412M is to be held in reserve to either mitigate any unexpected variations on the programme of planned schemes or to fund necessary reactive carriageways works as they emerge during the financial year, including works on private roads. Approval of any such decisions will be in line with the governance arrangements outlined in paragraphs 3.8 through 3.13.

#### 7.4 Maintenance Programme: Footways

An amount totalling £0.845M has been allocated to the Council's footway maintenance programme. Appendix 4 shows the proposed areas and locations of the footways that are programmed for works during 2019/20. The cost of these works is currently estimated to total £0.739M. The remaining £0.106M is to be

held reserve to either mitigate any unexpected variations on the programme of schemes or to fund any reactive footway works as they emerge during the financial year. Approval of any such decisions will be in line with the governance arrangements outlined in paragraphs 3.8 through 3.13.

#### 7.5 Maintenance Programme: Bridges and Structures

An amount totalling £1.432M has been allocated to the Council's bridges and structures maintenance programme. Appendix 5 shows the specific areas of works on the Council's bridges and structures that are programmed for works during 2019/20. The cost of these works is currently estimated to total the full £1.432M.

#### 7.6 Maintenance Programme: Drainage

An amount totalling £0.590M has been allocated to the Council's drainage maintenance programme. Appendix 6 shows the areas and locations of the bridges and structures that are programmed for works during 2019/20. The cost of these works is currently estimated to total the full £0.590M.

#### 7.7 Maintenance Programme: DfT Safer Roads Fund A628 Interventions

An amount totalling £1.400M has been allocated to the Council's Safer Roads Fund A628 Interventions programme, in line with the expectations / requirements of the Department for Transport (DfT). This programme is specific to the investment in road safety measures along the A628 between the A629 and A616, in particular relating to improvement of pedestrian crossing facilities, introduction of road safety barriers, traffic calming measures and improved street lighting.

This scheme is fully funded from the DfT grant, as shown in the table at 7.12.

#### 7.8 Maintenance Programme: Skid Resistance (SCRIM)

An amount totalling £0.600M has been allocated to the Council's skid resistance programme. This programme of works will be developed during the early part of the 2019/20 financial year based on survey information. A subsequent Cabinet Report will be presented to Members to outline the proposed programme, together with an associated policy document, also to be approved by Cabinet.

#### 7.9 Maintenance Programme: Planned Patching

An amount totalling £0.483M has been allocated to the Council's planned patching programme. Appendix 7 shows the areas and locations of the patching works that are programmed for works during 2019/20. The cost of these works is currently estimated to total the full £0.483M.

#### 7.10 Maintenance Programme: Principal Roads

An amount totalling £4.000M has been allocated to the Council's principal roads maintenance programme. Appendix 8 shows the areas and streets that are programmed for works during 2019/20. The cost of these works is currently estimated to total £3.811M. The remaining £0.189M is to be held in reserve to either mitigate any unexpected variations on the programme of schemes or to

fund any reactive principal roads works as they emerge during the financial year. Approval of any such decisions will be in line with the governance arrangements outlined in paragraphs 3.8 through 3.13.

7.11 Maintenance Programme: Street Lighting / Traffic Signs / Lining / DfT Pothole Action Fund

An amount totalling £1.085M has been allocated to the Council’s programmes for street lighting, traffic signs, lining and pothole maintenance respectively, split between each programme as per the table at 7.12.

Each of these programmes are demand led and reactive in nature and as such, no plans are available at this stage on how they will be utilised. As the year progresses, priorities will emerge against each of these programmes. Members will be updated accordingly through the quarterly capital programme monitoring reports.

7.12 The table below summarises the estimated cost of each programme that makes up the overall maintenance programme:

Maintenance Programme:	Paragraph	Appendix	Total Allocation £	Planned £	Pending / Reactive £
<u>Planned Highways Capital Programme</u>					
Carriageway (Local Roads) Maintenance Programme	7.3	3	<b>2,180,000</b>	1,768,425	411,575
Footway (Local Roads) Maintenance Programme	7.4	4	<b>845,000</b>	739,254	105,746
Bridges and Structures Maintenance Programme	7.5	5	<b>1,432,051</b>	1,432,051	-
Drainage Maintenance Programme	7.6	6	<b>590,000</b>	590,000	-
DfT Safer Roads Fund A628 Interventions Programme	7.7	n/a	<b>1,400,000</b>	1,400,000	-
Skid Resistance (SCRIM) Programme	7.8	n/a	<b>600,000</b>	-	600,000
Planned Patching Programme	7.9	7	<b>483,000</b>	483,000	-
Principal Roads Programme	7.10	8	<b>4,000,000</b>	3,810,716	189,284
<b>Sub Total - Planned</b>			<b>11,530,051</b>	<b>10,223,446</b>	<b>1,306,605</b>
<u>Reactive Highways Capital Programme</u>					
Street Lighting Maintenance Programme	7.11	n/a	<b>400,000</b>	-	400,000
Traffic Signs Maintenance Programme	7.11	n/a	<b>285,000</b>	-	285,000
Lining Programme	7.11	n/a	<b>200,000</b>	-	200,000
DfT Pothole Action Fund Programme	7.11	n/a	<b>200,000</b>	-	200,000
<b>Sub Total - Reactive</b>			<b>1,085,000</b>	<b>-</b>	<b>1,085,000</b>
<b>TOTAL MAINTENANCE PROGRAMME</b>			<b>12,615,051</b>	<b>10,223,446</b>	<b>2,391,605</b>

7.13 The approval of any variation from this current planned programme of expenditure will be in line with the governance arrangements outlined in paragraphs 3.8 through 3.13, and reported to Members accordingly.

7.14 The estimated cost of the Maintenance Programme for 2019/20 (Appendix 2 refers) including the contingency elements as outlined throughout these financial implications, totals £12,615,051. The overall funding of this programme is shown in the table below.

<b>Funding Source:</b>	<b>£</b>
DfT Maintenance Block Grant (Needs Element)	3,054,000
DfT Maintenance Block Grant (Incentive Element)	318,051
DfT Pothole Action Fund Grant	200,000
DfT Safer Roads Fund Grant (Specific to A628)	1,400,000
Capitalised Highway Maintenance 2019/20 (Prudential Borrowing)	3,300,000
BMBC Skid Resistance Programme	600,000
2018/19 C/Fwd Capitalised Highway Maintenance	3,743,000
<b>Total</b>	<b>12,615,051</b>

7.15 A summary of the above financial implications is attached at Appendix A.

#### Future Years

7.16 The indicative allocations for the Medium Term Integrated Transport Programme 2020/21 – 2021/22 is shown below. Members should note that the DfT allocations have yet to be confirmed:

<b>Funding Source:</b>	<b>2020/21 £</b>	<b>2021/22 £</b>
DfT Integrated Transport Block Grant	1,037,000	1,037,000
<b>Total</b>	<b>1,037,000</b>	<b>1,037,000</b>

7.17 The indicative allocations for the Medium Term Maintenance Programme 2020/21 - 2021/22 are shown below. Members should note that the DfT allocations have yet to be confirmed:

<b>Funding Source:</b>	<b>2020/21 £</b>	<b>2021/22 £</b>
DfT Maintenance Block Grant (Needs Element)	3,054,000	3,054,000
DfT Maintenance Block Grant (Incentive Element)	190,830	63,600
DfT Pothole Action Fund Grant	200,000	200,000
BMBC Capitalised Highway Maintenance (Prudential Borrowing)	3,300,000	3,300,000
BMBC Enhanced Highways Programme 2018-2020	2,000,000	-
<b>Total</b>	<b>8,744,830</b>	<b>6,617,600</b>

7.18 From a revenue perspective, the service has an annual income target to achieve totalling £11.690M, in order to deliver a balanced budget position.

The overall indicative position for HET is summarised in the table below:

<b>Funding Source:</b>	<b>2019/20</b> <b>£</b>	<b>2020/21</b> <b>£</b>	<b>2021/22</b> <b>£</b>
DfT Integrated Transport Block Grant	1,071,109	1,037,000	1,037,000
DfT Maintenance Block Grant (Needs Element)	3,054,000	3,054,000	3,054,000
DfT Maintenance Block Grant (Incentive Element)	318,051	190,830	63,600
DfT Pothole Action Fund Grant	200,000	200,000	200,000
DfT Safer Roads Fund Grant (Specific to A628)	1,400,000	-	-
Capitalised Highway Maintenance 2019/20 (Prudential Borrowing)	3,300,000	3,300,000	3,300,000
BMBC Enhanced Highways Programme 2018-2020	-	2,000,000	-
BMBC Skid Resistance Programme	600,000	-	-
2018/19 C/Fwd Capitalised Highway Maintenance	3,743,000	-	-
<b>Total Funding Available</b>	<b>13,686,160</b>	<b>9,781,830</b>	<b>7,654,600</b>
Service Income Target	(11,690,000)	(11,690,000)	(11,690,000)
<b>Potential In Year Surplus / (Deficit)</b>	<b>1,996,160</b>	<b>(1,908,170)</b>	<b>(4,035,400)</b>
<b>Potential Cumulative Surplus / (Deficit)</b>	<b>1,996,160</b>	<b>87,990</b>	<b>(3,947,410)</b>

- 7.19 Based on the expected funding position in relation to Highways Capital Programme, there is an anticipated revenue budget 'surplus' in 2019/20 totalling £1.996M. The service will manage its workload as not to deliver this excessive 'surplus', but rather defer sufficient works to the following year in order to contribute to continuity of service into 2020/21.
- 7.20 The indicative position for 2021/22 shows a deficit position totalling £3.947M at this stage. It is expected that this indicative position will be mitigated through development of the Council's other major capital schemes that have highways works required within them, for example, the economic growth works at both Junction 36 and 37 respectively, the Glassworks Development and the LED replacement scheme, which are all due to be commence during this period.
- 7.21 In addition to this, other funding regimes will be actively pursued including the Transforming Cities Fund and SCR Infrastructure Fund along with other internal, non-core Highways work streams such as Section 278 works, winter maintenance and dropped crossings for example. Should these alternative funding streams not materialise, then a report will be presented to Members in due course.
- 7.22 The level of funding for the Council's highways programme for 2021/22 and beyond remains particularly uncertain at the time of writing, within both the regional and national contexts, which presents a key risk for the service in terms of service delivery and continuity. Once the Council's funding allocations are finalised, a further report will be presented to Members.
- 7.23 A summary of the above financial implications is attached at Appendix A.

## **8. Employee implications**

- 8.1 The continued development of proposals for implementation through the Highways Capital Programme will principally involve staff in Place and Core Directorates, although the cross cutting nature of the work undertaken on the highway means interaction with all Council Services is potentially likely at some point.

- 8.2 The balancing of workload to available staff resources will still be a challenge for 2019/20. Although the focus is on business and financial priorities, pressures on delivery will inevitably mean that the use of external sub-contractors, consultants and overtime will be necessary to deliver the programmes.
- 8.3 Collaborative procurement will be used to engage external resource suppliers to support the in-house provision to achieve economic and practical benefits, e.g. through the use of the Midlands Highway Alliance for traffic management and bridges functions, or via collaboration established with adjacent authorities to deliver services, e.g. road markings.

## **9. Communications implications**

- 9.1 Communications about these proposals will be channelled through the Area Councils, where appropriate. Notification of specific measures included in the proposed programme will be delivered to each dwelling in areas affected by such proposals, either directly, by posting notices or placing notices in the local press. Use of social media and the Council's website will also be made.

## **10. Consultations**

- 10.1 Consultations have taken place with representatives of the Executive Director, Core Services.
- 10.2 Consultations about this programme will be undertaken as necessary via Area Councils, Parish Council meetings or directly with local members and residents on individual schemes, as appropriate.
- 10.3 In 2016, officers engaged with members through the Area Councils and Ward Alliances to explain the new approach to delivering strategic highway maintenance. The new approach was to deliver the works programme through intelligence based identification and prioritisation of investment. This approach resulted in the need to identify schemes in a transparent and defensible way, using condition data, to deliver works in an impartial way, to achieve best value for the asset with the resources available.
- 10.4 Whilst the identification of the programme will be data driven, engagement with our customers is an important aspect of delivery, and to this end, the intention will be to publish work programmes on the Council's web site.

## **11. The Corporate Plan and the Council's Performance Management Framework**

- 11.1 The proposals support key themes of the Corporate Plan of growing the economy by:
- Providing a quality highway asset by repairing and maintaining the network in order to support and attract new business by providing high quality connectivity to jobs and business growth sites;
  - Reducing accident costs by improving road safety through addressing accident hotspots and maintaining a high standard of road maintenance and street lighting provision;

- Providing improved walking and cycling opportunities as access to employment, amenities, schools and leisure for all members of the community;
- Reducing traffic delays by creating new infrastructure and improving and maintaining existing infrastructure;
- Working with SYPTE and bus operators to improve bus punctuality, safety, cleanliness and air quality.

## **12. Promoting equality, diversity and social inclusion**

- 12.1 The preparation of schemes considers measures necessary to overcome social inclusion and promote health benefits as an integral part of the process.

## **13. Tackling health inequalities**

- 13.1 Where possible the proposals contained in this report are aimed at improving Air Quality by minimising carbon emissions and reducing reliance on private cars by promoting walking, cycling and public transport as modes of travel.
- 13.2 The highway network has an important role to play in ensuring people enjoy an active role in society. Within the borough, improvements to the network provide part of the solution to link people to jobs, services and leisure.
- 13.3 Providing alternative travel choices through improved footways and cycle ways benefits health and addresses health inequalities. The need to reduce obesity in Barnsley means people must be given the option to make more healthy travel choices, such as walking and cycling, in a safe environment. This Highway Capital Programme aims to address these challenges.
- 13.4 The Barnsley Bus Partnership was established in January 2017, with the key aims of improving access to jobs and services, tackling social exclusion and improving the emission standards of buses in Barnsley. As the Local Highway Authority, Barnsley MBC has committed itself to building several infrastructure schemes over the 5 year partnership, subject to funding. These schemes will ease congestion, improve bus journey times and unlock investment from bus operators in their bus fleet, which will lead to a larger proportion of the bus network reaching EURO 6 emission standards. Enhancements on the highway network will promote the use of public transport to encourage people to rely less on the car.
- 13.5 The borough must meet its transport needs, whilst also taking responsibility for its carbon footprint and improving air quality. This can be done by promoting the use of more active and sustainable travel choices to rival car use, whilst not hindering economic growth.

## **14. Reduction of crime and disorder**

- 14.1 By taking account of the implications of crime and disorder in the preparation of schemes, the Council's duties under s17 of the Crime and Disorder Act 2014 have been considered.

## **15. Risk management issues**



### Key Risk Affecting Funding for Local and Strategic Schemes:

- 15.1 The details of the scale of risk are developed and refined during scheme preparation and are tested as part of the public response to any consultation about more detailed schemes. In overall programme terms, the risk focuses on the ability of the LTP partners to work equitably, as historically demonstrated over the 4 year life of the LTP3 Implementation Plan. The driver for this is the strong, robust, positive relationships fostered local transport partners, with BMBC represented on appropriate decision making boards. This representation ensures that the likelihood of BMBC not receiving its equitable share, within the confines of the proxy for allocation, is low, thus the Impact, at present, with this level and strength of officer support is viewed equally low.
- 15.2 Historically, the Service has been focussed on a delivery model that provides maximising deliverable schemes. The current operating model for the service is focused on financial and business drivers. This will inevitably lead to tensions in balancing tangible delivery against income generation and furthermore, spend.
- 15.3 The mechanism to recharge budgets for the delivery of schemes been updated and has seen the price of carrying out works, increase. This updated mechanism was the first of an incremental number of changes that will continue change and improvement to meet business and financial targets and challenges. The implications of this are that not all schemes will be delivered throughout the year if available funding is depleted quicker than anticipated.

### Risks associated with Future Funding

- 15.4 There is a concern for funding in future years, specifically beyond 2021, with the absence of funding clarity and there will likely be insufficient funding to cover our income liabilities.
- 15.5 From 2019/20, the level of ITB is expected to remain constant to 2021, with no announcement about funding from 2021/22 onwards. However, it must be noted that the allocation to 2021 is currently indicative only as no confirmation from the DfT has been received. If confirmation is not forthcoming, there will be no capital, Integrated Transport funding in 2019/20.
- 15.6 There is a current degree of uncertainty surrounding Sheffield City Region and the Devolution Deal, in 2019/20. The Sheffield City Region Mayor, as the Chair of the Combined Authority, has an overall co-ordinating role, and therefore some influence, in the determination of what funding is spent on a list of prioritised roads within South Yorkshire, known as the Key Route Network. This network crosses, geographically, Barnsley, Doncaster, Rotherham and Sheffield metropolitan areas. Should the SCR Devolution Deal be enacted, the Mayor will have powers to direct how funding, potentially including Maintenance and Integrated Transport grant from the Department for Transport, allocated to Sheffield City Region is spent on the Key Routes Network and wider transport infrastructure. However, this report assumes that the funding will continue to be passported through SCR directly to the Council, in light of no other notification.
- 15.7 It is, however, unlikely that the allocation of funding will be affected in 2019/20 as no announcement has been made. However, the uncertainty of how and funding received from the DfT into the SCR will be distributed, remains a risk to the Council as there is the possibility of a significant reduction of external funding

coming into the Council from 2020/21. Furthermore, the potential to vary the allocations received from the SCR year-on-year will make consistent programming and delivery difficult to predict with any certainty. This needs to be highlighted as a risk in the Medium Term Financial Plan.

- 15.8 A further consideration that may arise with receiving funding through the SCR is the assurance process which the SCR has developed and applies to its funding. This process is unrealistically rigid and time consuming and does not support the fluidity and speed of change that schemes delivered through funding may need to vary.
- 15.9 The current assurance process focuses in on Gross Value Added (GVA) delivered by the funding allocated through the SCR. GVA measures the contribution to the economy of the SCR by the investment the funding has supported. So, for example, the recent J36 Highway Scheme was constructed using funding allocated by SCR to construct the scheme, as this unlocked access to allocated land enabling development that has and will continue to create jobs and business growth, which in turn will increase or add value to the economy within the SCR.
- 15.10 A fundamental problem of using GVA to allocated funding is that schemes such as maintenance schemes do not increase GVA as they do not add to the fabric of the SCR, theoretically they retain an existing level of contribution. This invariable means that maintenance schemes realistically cannot compete in funding opportunities with schemes (highway works) that deliver a positive, increased GVA. Since the SCR Assurance process is predicated on achieving GVA, funding for maintenance schemes will always be disadvantaged.

## **16. Health, safety and emergency resilience Issues**

- 16.1 Health and Safety issues and implications are identified during scheme preparation, and are addressed by compliance with Construction, Design and Management Regulations 2015.

## **17. Compatibility with the European Convention on Human Rights**

- 17.1 There are no issues arising from this report but there may be matters that are raised by the implementation of individual schemes. These will be the subject of reports to Cabinet as part of any detailed approvals. Alternatively, for certain scheme types, a sequential process of assessment of the potential effects of all schemes on human rights is undertaken during the design stage. This procedure has previously been agreed with the Executive Director, Core Services and has operated for some time.

## **18. Conservation of biodiversity**

- 18.1 There are no direct implications for conservation of biodiversity arising directly from this report; however, conservation of biodiversity will be fully considered, where appropriate, as part of the scheme development.

## **19. Glossary**

DfT      Department for Transport  
IT        Integrated Transport

HE	Highways and Engineering Service
HMEP	Highways Maintenance Efficiency Programme
LTP	Local Transport Plan
LTP3	Local Transport Plan for 2011-2015
SCR	Sheffield City Region

## **20. List of appendices**

- Appendix A – Financial Implications
- Appendix 1 – Integrated Transport Programme 2019/20
- Appendix 2 – Maintenance Programme 2019/20
- Appendix 3 – Local Roads Carriageway Programme 2019/20
- Appendix 4 – Local Roads Footway Programme 2019/20
- Appendix 5 – Bridges and Structures Programme 2019/20
- Appendix 6 – Highway Drainage Programme 2019/20
- Appendix 7 – Planned Patching Programme 2019/20
- Appendix 8 – Principal Roads Programme 2019/20

## **21. Background papers**

The South Yorkshire LTP3 Strategy and Implementation Plan are available from the South Yorkshire Local Transport Plan Monitoring Team and Sheffield City Region.

Working files are available in Place Directorate, for inspection.


<b>Officer Contact:</b> Ian Wilson	<b>Telephone No:</b> 772158	<b>Date:</b> 8/2/19
------------------------------------	-----------------------------	---------------------

## Report of the Executive Director Place

## HIGHWAYS CAPITAL PROGRAMME 2019/20

i) <b>Capital Expenditure</b>	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>	Later Years
	£	£	£	£
Integrated Transport Programme 2019/20	1,071,109			
	<b>1,071,109</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Planned Highways Capital Programme</b>				
Carriageway (Local Roads) Maintenance Programme	1,768,425			
Footway (Local Roads) Maintenance Programme	739,254			
Bridges and Structures Maintenance Programme	1,432,051			
Drainage Maintenance Programme	590,000			
DfT Safer Roads Fund A628 Interventions	1,400,000			
Skid Resistance (SCRIM) Programme	600,000			
Planned Patching Programme	483,000			
Enhanced Highways Programme	3,810,716			
Pending / Reactive	706,605			
	<b>11,530,051</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Reactive Highways Capital Programme</b>				
Street Lighting Maintenance Programme	400,000			
Traffic Signs Maintenance Programme	285,000			
Lining Programme	200,000			
DfT Pothole Action Fund Programme	200,000			
	<b>1,085,000</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>13,686,160</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>To be financed from:</b>				
DfT Integrated Transport Block Grant	1,071,109			
DfT Maintenance Block Grant (Needs Element)	3,054,000			
DfT Maintenance Block Grant (Incentive Element)	318,051			
DfT Pothole Action Fund Grant	200,000			
DfT Safer Roads Fund Grant (Specific to A628)	1,400,000			
BMBC Capitalised Highway Maintenance	3,300,000			
BMBC Skid Resistance Programme	600,000			
2018/19 Cfdw Capitalised Highway Maintenance	3,743,000			
	<b>13,686,160</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Impact on Medium Term Financial Strategy</b>	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>
	£m	£m	£m
Current forecast budget gap	0.000	0.028	4.857
Requested approval	0.000	0.000	0.000
Revised forecast budget gap	<b>0.000</b>	<b>0.028</b>	<b>4.857</b>

Agreed by: .....  ..On behalf of the Service Director and Section 151 Officer -Finance

**Integrated Transport Programme 2019/20**

	Theme	Scheme	Details	2019/20
<b>B041</b>	<b>Local collision &amp; danger reduction schemes</b>	Collision analysis		10,000
		School Safety Zones	ongoing changes/additions	10,000
		Identified schemes	Lining, signing, lighting	30,000
				<b>50,000</b>
<b>B042</b>	<b>Road Safety</b>	Speed Indicator Devices	Deployment works	5,000
		Vehicle Activated Signs	Replacement/upgrades	20,000
				<b>25,000</b>
<b>B043</b>	<b>Traffic Management</b>	Potential signal upgrades	Laithes Lane Junction Signal Upgrade	300,000
			Barnsley Road/Gate Inn Puffin Upgrade	30,000
			Worsbrough Junction Signal Upgrade	30,000
			Park Road / Locke Avenue Pelican upgrade	25,000
			Doncaster Road/Gold Street Puffin Upgrade	25,000
			Sheffield Road / Cote Lane, Thurgoland Signal Upgrade + Pedestrian Install	100,000
		<b>510,000</b>		
<b>B045</b>	<b>Cycling</b>	Cycling Infrastructure	Improvements to active travel routes, including signage and	156,109
		Royston to Smithies Lane Cycle route	Deliverability/Feasibility only	250,000
				<b>406,109</b>
<b>B046</b>	<b>Preliminary Scheme Design</b>		Advance design on schemes to be delivered in future years	80,000
				<b>80,000</b>
<b>Total Integrated Transport Block Programme</b>				<b>1,071,109</b>

**Highways Maintenance Programme 2019/20**

<b>Asset/Maintenance Programme</b>	<b>2019/20</b>
Carriageway (Local Roads) Maintenance Programme	2,180,000
Footway (Local Roads) Maintenance Programme	845,000
Bridges and Structures Maintenance Programme	1,432,051
Street Lighting Maintenance Programme	400,000
Drainage Maintenance Programme	590,000
Traffic Signs Maintenance Programme	285,000
Lining Programme	200,000
DfT Pothole Action Fund Programme	200,000
DfT Safer Roads Fund A628 Interventions Programme	1,400,000
Skid Resistance (SCRIM) Programme	600,000
Planned Patching Programme	483,000
Enhanced Highways Programme	4,000,000
<b>Total Maintenance Programme</b>	<b>12,615,051</b>

**2019/20 Local Roads Carriageway Programme**

Location	Ward	From	To	Length	Area	Treatment
Byron Drive	Central	Rotherham Road	End	131	780	Retread & surface overlay. Surface dressing next year
Coleridge Avenue	Central	Byron Drive	End	110	590	Retread & surface overlay. Surface dressing next year
Denton Street	Central	Private Section	Harborough Hill Rd	110	572	Surface Dressing
George Street	Central	Castlereagh Street	Pitt Street	78	395	Surface Dressing
Henshall Street	Central	Wilby Lane	End	73	450	Retread & surface overlay. Surface dressing next year
Lower Castlereagh Street	Central	Blucher Street	Wellington Street	80	433	Surface Dressing
Mark Street	Central	Princess Street	George Street	60	372	Surface Dressing
Milnes Street	Central	Cemetery Road	Henshall Street	40	225	Retread & surface overlay. Surface dressing next year
Vernon Street	Central	Denton Street	James Street	88	510	Surface Dressing
Wordsworth Road	Central	Rotherham Road	Byron Drive	310	2165	Retread & surface overlay. Surface dressing next year
Everill Gate Lane	Darfield	Old Railway Bridge	Old Moor Tavern	1020	7780	Surface Dressing
Meadow Drive	Darfield	Pinfold Lane	End	150	780	Surface Dressing
Pinfold Lane	Darfield	Doncaster Road	End	230	1395	Surface Dressing
Barugh Lane	Darton West	O/S 151 Barugh Lane	Barnsley Road	383	2475	Surface Dressing
Albert Street	Dearne North	Church Street	End	82	620	Surface Dressing
Derry Grove	Dearne North	High Street	Thurnscoe Bridge Lane	700	4000	Surface Dressing
Gosling Gate Road	Dearne North	Barnsley Road	King Street	143	1020	Full width plane and resurface
Lidget Lane	Dearne North	Coronation Street	Boundary	1000	9920	Surface Dressing
Norman Street	Dearne North	Tudor Street	Stuart Street	240	1955	Retread & surface overlay. Surface dressing next year
Furlong Road	Dearne South	Goldthorpe Health Centre	The Crescent	540	5120	Full width plane and resurface
Homecroft Road	Dearne South	Goldthorpe Road	End	250	1740	Surface Dressing
Ladycroft	Dearne South	High Street	End	142	906	Retread & surface overlay. Surface dressing next year
Watermead	Dearne South	Mexborough Road	End	300	2049	Surface Dressing
Wath Road	Dearne South	Thurnscoe Lane	Dearne Road	330	2500	Full width plane and resurface
Barnburgh Lane	Dearne South/North	Flower Street	Boundary	1200	9145	Surface Dressing
Farm House Lane	Dodworth	Pogmoor Lane	End	160	730	Retread & surface overlay. Surface dressing next year
Higham Lane	Dodworth	Bus Turnaround	Laneside Cottage	570	4200	Surface Dressing
Pogmoor Road	Dodworth/Old Town	Winter Terrace	O/S 178 Pogmoor Road	650	5650	Full width plane and resurface
Barber Street	Hoyland Milton	Market Street	Barfield Road	130	970	Full reconstruct Roadbase, Base & W. Course
Station Road	Kingstone	Summer Lane	End	210	1440	Retread & surface overlay. Surface dressing next year
Waterloo Road	Kingstone	Lancaster Street	Shaw Lane	80	570	Retread & surface overlay. Surface dressing next year
Ridgeway Crescent	Monk Bretton	Chapel Lane	Briggs Street	180	862	Surface Dressing
Shaw Lane	Monk Bretton/Cudworth	Nature Reserve	Royston Lane	1350	9430	Surface Dressing

**2019/20 Local Roads Carriageway Programme continued**

Location	Ward	From	To	Length	Area	Treatment
Church Drive	North East	Church Street	Chestnut Avenue	141	1045	Retread & surface overlay. Surface dressing next year
Redthorne Way	North East	Sandybridge Lane	Hawthorne Street	290	2430	Full width plane and resurface
Rotherham Road	North East	Thurnscoe Lane	59 Rotherham Road	380	3050	Full width plane and resurface
(old) Barnsley Road	Penistone East	A628	A628	695	5700	Full width plane and resurface
Bark House Lane	Penistone East	Lane Head Road	New Road	760	4685	Patch for surface dressing next year
Lowe Lane	Penistone East	Round Green Lane	Hood Green Road	1560	9275	Surface Dressing
North Lane	Penistone East	A635	Gadding Moor Road	1560	10640	Surface Dressing
Oakleigh	Penistone East	Tivy Dale Close	End	110	632	Retread & surface overlay. Surface dressing next year
Pinfold Lane	Penistone East	Hollin Dike Bridge	Hopping Lane	1244	7045	Surface Dressing
St Julien's Mount	Penistone East	Tivy Dale Close	End	64	330	Retread & surface overlay. Surface dressing next year
Tivy Dale Close	Penistone East	Oakleigh	St Julien's Mount	90	500	Retread & surface overlay. Surface dressing next year
Tivydale/Hill Top/Taylor Hill	Penistone East	Church Street	Lane Head Road	910	6750	Patch for surface dressing next year
Viewlands/Moorland Place	Penistone East	Moorend Lane	End	245	1715	Retread & surface overlay. Surface dressing next year
Whinmoor Drive/Whinmoor Court	Penistone East	Mayberry Drive	End	220	1400	Retread & surface overlay. Surface dressing next year
Cubley Rise Road	Penistone West	Gledhill Avenue	End	190	1130	Surface Dressing
Mortimer Road	Penistone West	Moorside Avenue	Joan Royd Lane	780	5705	Full width plane and resurface
Mossley Road/Hartcliffe Hill	Penistone West	Brockholes Lane	Judd Field Lane	1350	5330	Retread & surface overlay. Surface dressing next year
Westgate	Penistone West	Southgate	End	80	390	Retread & surface overlay. Surface dressing next year
Wordsworth Avenue	Penistone West	Chapel Lane	End	205	1035	Retread & surface overlay. Surface dressing next year
West Street cul-de-sac	Rockingham	West Street	End	47	180	Retread & surface overlay. Surface dressing next year
Manor Occupation Road	Royston	Oakwood Road	Summer Lane	220	1425	Retread & surface overlay. Surface dressing next year
Midlane Road	Royston	Alfred Street	Railway Bridge	395	2935	Full width plane and resurface
Parkhead Close	Royston	Applehaigh View	End	135	815	Retread & surface overlay. Surface dressing next year
Hardwick Crescent	St Helens	Derwent Road	Derwent Road	305	1940	Retread & surface overlay. Surface dressing next year
Neville Close	Stairfoot	Adam House Lane	End	180	1050	Surface Dressing
St Christopher's Close	Stairfoot	St Paul's Parade	End	53	370	Retread & surface overlay. Surface dressing next year
St Paul's Parade	Stairfoot	Doncaster Road	End	750	5510	Patch for surface dressing next year
Kings Road	Wombwell	Mellor Road	Church Street	180	1350	Patch for surface dressing next year
Ardsley Road	Worsbrough	White Cross Lane	Thicket Lane	440	4060	Full width plane and resurface
Briar Rise	Worsbrough	Bourne Road	End	72	410	Retread & surface overlay. Surface dressing next year
Haverlands Ridge	Worsbrough	Haverlands Lane	End	70	440	Surface Dressing
Highstone Lane	Worsbrough/Kingstone	Racecommon Lane	Mount Vernon Road	625	4050	Patch for surface dressing next year



**2019/20 Local Roads Footway Programme**

Location	Ward	From	To	Length	Area	Treatment
York Street	Cudworth	Manor Road	St John's Road	580	1330	Reconstruction
Mary Lane	Darfield	New Street	Springfield Crescent	210	355	Reconstruction
Snape Hill Road	Darfield	George Street	Garden Street	1500	2860	Reconstruction
St Mary's Road	Darfield	Snape Hill Road	New Street	250	420	Reconstruction
Hill End Road	Darton East	Hill End Road	Spey Close	70	140	Reconstruction
Longlands Drive/Moorside Clo	Darton East	Darton Lane	End	480	900	Reconstruction
Lansdowne Close	Dearne North	Landsdowne Close	Landsdowne Close	85	145	Reconstruction
Ladycroft	Dearne South	High Street	End	150	315	Reconstruction
Gate Crescent	Dodworth	South Road	South Road	540	1300	Reconstruction
Keresforth Road	Dodworth	Water Royd Drive	Gilroyd Lane	375	800	Reconstruction
South Crescent	Dodworth	South Road	South Road	400	756	Reconstruction
Dean Street	Kingstone	Dodworth Road	Derby Street	110	363	Reconstruction
Farrar Street/Stanhope Stree	Kingstone	Station Road	Dodworth Road	370	1330	Reconstruction
Heysham Green	Monk Bretton	Preston Way	King Edward Street	520	945	Reconstruction
Norwood Drive/Ashleigh	North East	Common Road	Spa Well Grove	600	1050	Reconstruction
Bark House Lane	Penistone East	Lane Head Road	New Road	610	1200	Reconstruction
Manor Park	Penistone East	A628	End	1050	3055	Reconstruction
Broomfield Walk	Penistone West	Chapel Field Lane	End	80	200	Reconstruction
Clarel Street	Penistone West	High Street	End	860	1925	Reconstruction
Schole Avenue	Penistone West	Park Avenue	Bluebell Avenue	760	2440	Reconstruction
Wordsworth Avenue	Penistone West	Chapel Lane	End	300	765	Reconstruction
Kirk Balk (even side only)	Rockingham	West Street	Hawshaw Lane	410	785	Reconstruction
Laithes Lane	St Helens	Church	School Access	122	310	Reconstruction
Farm Road (Flagged Areas)	Stairfoot	Birk Avenue	Cypress Road	710	1300	Reconstruction
St Andrews Way	Stairfoot	St Pauls Parade	Roehampton Rise	220	470	Reconstruction
Wellington Crescent	Worsbrough	Yews Lane	Underwood Avenue	540	1115	Reconstruction

**2019/20 Bridges Programme**

<b>Scheme Name</b>	<b>Ward</b>
Monkton Colliery Monitoring Interim Measures	Royston
Highgate Railway Bridge Bearing Replacement and Concrete Repair Works	Dearne South
Keresforth Road Culvert Replacement	Dodworth
Lambra Road Bridge VRS/Parapet Replacement and Concrete Repair Works	Central
Cascade Bridge Options Study	Penistone East
Mortimer Road Bridge	Penistone West
Structural Assessment Programme	Boroughwide
Required Traffic Management for PI	Boroughwide
Inspection Equipment and Machinery	Boroughwide
Bridge Parapet Repair Minor Works	Boroughwide
Bridge Wingwall Repair Minor Works	Boroughwide
General Inspection (130 Structures)	Boroughwide
Emergency Works / Site Inspection	Boroughwide

**2019/20 Structures Programme**

<b>Scheme Name</b>	<b>Ward</b>
Retaining Wall Repairs	Boroughwide
VRS Replacement / Repair	Boroughwide
Boundary Wall Repair Works	Boroughwide
Emergency Works	Boroughwide

**HIGHWAY DRAINAGE PROGRAMME 2019/20**

<b>Street Name/ Area</b>	<b>Ward</b>	<b>Works</b>
Cooper Lane, Hoylandswaine	Penistone East	New Highway drain and associated gullies required
Pontefract Road, Lundwood	Monk Bretton	New Highway Drain
Windmill Lane, Thurlstone	Penistone West	New Highway Culvert
Sheffield Road, Wentworth Station	Rockingham	New Highway drain and associated gully repair
Hartcliff Road, Penistone	Penistone West	Culvert repairs/ french drain works
Wakefield Road, New Lodge	Monk Bretton	Flood allievation works
Lidget Lane, Thurnscoe	Dearne North	Extra Gullies and H/way Drain
Howbrook Lane, Howbrook	Penistone East	Drainage improvement works
Brookhill Lane, Townhead	Penistone West	Drainage improvement works
Windle Edge, Dunford	Monk Bretton	Drainage improvement works
Spout House Lane, Howbrook	Penistone East	Drainage improvement works
Grime Lane/Birds Nest Lane	Penistone West	Ditching/ Outlet repairs
Local Roads Reactive Drainage	Boroughwide	Replacement of gullies and channels etc.
Land Drainage Reactive works	Boroughwide	Various
Reservoirs	Boroughwide	Reactive works

**Planned patching programme 2019/20**

<b>Location</b>	<b>Ward</b>
Barnburgh Lane (C22), Goldthorpe	Dearne North and South
Ben Bank Road (B6449), Silkstone Common	Penistone East and Dodworth
Bradbury Balk Lane, Wombwell	Darfield, Stairfoot and Wombwell
Darfield Road (C561), Cudworth	Cudworth
Dovecliffe Road, Wombwell	Wombwell
Everill Gate Lane, Broomhill	Darfield and Wombwell
Greenfoot Lane (south), Old Town	Old Town
High Street, Goldthorpe	Dearne North and South
Maple Road, Tankersley	Penistone East
Merrill Road, Thurnscoe	Dearne North
Netherwood Road, Darfield	Darfield and Stairfoot
Neville Avenue, Kendray	Kendray
North Lane , Cawthorne	Penistone East
Primrose Way , Hoyland	Rockingham
Reginald Road, Kendray	Kendray

**2019/20 Enhanced Highways (Principal Roads) Programme**

Location	Ward	From	To	Treatment
A61 Harborough Hill Road	Central	B&M gyratory	Alhambra Roundabout	Plane and resurface
A6133 Old Mill Lane	Central / Old Town	Junction with Eldon Street	Junction with Church Street/Huddersfield Road	patching
A6133 Park Road	Central	Wood Street	Sheffield Road	Full width plane and resurface
A628 Pontefract Road Lundwood	Cudworth & Monk Bretton	Tumbling Lane	Littleworth Lane	Full width plane and resurface
A629 Jockey Road Oxspring	Penistone East	Bower Hill	Hoylandswaine Roundabout	Full width plane and resurface
A633 Grange Lane	Stairfoot & Monk Bretton	Cundy cross	Stairfoot Roundabout	patching
A633 Remainder of wombwell Lane	Wombwell	Albany Close	White Rose Roundabout	Patching
A633 Rotherham Road Monk Bretton	Central & Monk Bretton	Burton Road	Long Causeway	Full width plane and resurface
A633 Wath Road, Wombwell	Wombwell	Brampton Roundabout	Wath Road Roundabout	Plane and resurface
A633 Wombwell Bypass	Wombwell	White Rose Roundabout	Brampton Roundabout	Plane and resurface
A633 Wombwell Lane Stairfoot	Stairfoot	Stairfoot Roundabout	Albany Close	Full width plane and resurface
A635 Doncaster Road	Stairfoot & Darfield	Ardsley	Garden Centre Darfield	Plane and resurface
A635 Doncaster Road	Stairfoot & Darfield	Garden Centre Darfield	Cathill Roundabout	Plane and resurface

This page is intentionally left blank

## BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan.

### Report of the Executive Director of Place

#### STREET LIGHTING REPLACEMENT PROGRAMME 2019-21

##### **1. Purpose of report**

- 1.2 This report seeks authority undertake the Street Lighting Replacement Programme for the financial years 2019-2021. The Street Lighting Replacement Programme will enable the replacement of Group A lanterns from energy inefficient High Intensity Discharge (HID) lanterns to energy efficient Light-emitting Diode (LED) units.
- 1.3 To ensure resilience of the street lighting stock requiring a lantern change-over, structural examination of the columns will be undertaken at the same time as the lantern replacement, with column replacements being undertaken as necessary. The new lanterns will be future-proofed to accept suitable technological improvements in the future.
- 1.4 To obtain delegated authority to vary the programme, in accordance the Council's governance and approval limits.

##### **2. Recommendations**

- 2.1 That the Street Lighting Replacement Programme for 2019-21 is approved, and that the Service Director, Environment and Transport be authorised to implement this programme of work;
- 2.2 That the Street Lighting Replacement Programme be varied in line with the Council's governance and approval limits, if required (paragraphs 3.8 – 3.13 refers);
- 2.3 The Service Director, Environment and Transport be authorised to:
  - obtain tenders for any works, goods or services as necessary, and appoint the successful tenderer on the basis of the most economically advantageous tender;
  - to adopt the Highways Maintenance Efficiency Programme (HMEP) principle of collaboration and utilise collaborative procurement to engage external consultants to undertake work which cannot be undertaken in-house or secure the services of contractors or consultants via Regional Alliances where available;
  - appoint other external consultants and contractors as appropriate, within the current procurement rules.

**2.4 That, in the event that the Street Lighting Replacement Programme budget for 2019/20 is not fully expended, the value of any works be re-phased into the 2020-2021 financial year, which allows the flexibility to ensure that the available resources are deployed in the most efficient manner possible, whilst maintaining the continuity of the Highways and Engineering Service.**

### **3. Introduction**

3.1 This report seeks the approval:

- Street Lighting Replacement Programme 2019-2021;
- for the Street Lighting Replacement Programme be varied in line with the Council's governance and approval limits – see paragraphs 3.11– 3.16;
- to implement an approach of engaging external resource suppliers, where necessary, to support the in-house provision to achieve economic and practical benefits, or via collaboration established with adjacent authorities to deliver services.

#### Background

3.2 There are 33,091 street lights in the Borough, 8,928 of these are classified as Group A (lighting for traffic routes) and the remaining 24,163 Group B (lighting for residential roads). The cost of electricity for the lighting columns has historically increased year-on-year, and is likely to continue for the foreseeable future.

3.3 Following the Street Lighting Replacement Programme implemented between 2014-2017, some 19,044 energy inefficient HID lanterns were changed to energy efficient LED units.

3.4 Over the 14 month period following installation this has saved around £376k in avoided energy costs. The success of this initiative to deliver quantifiable and tangible financial savings forms the basis of the rationale of this proposal.

3.5 The highway asset is the single highest value asset the Council owns. The last reported gross replacement cost for the entire asset was £2.1bn. This asset also includes street lighting, principally providing major road safety benefits.

3.6 The Asset Management Policy and Implementation Strategy, as approved by Cabinet (Cab.7.1.2015/7) sets out how the Authority will maintain it's the highway. The challenge from an asset management perspective is to prioritise the most cost effective approach to maintenance whilst meeting the Service's financial obligation.

#### Capital Resources

3.7 The maintenance of the Street Lighting Asset is through maintenance funding, as a capital grant from the Department for Transport (DfT), forwarded to the Council via the Sheffield City Region Mayoral Combined Authority.



- 3.8 This grant is principally used to provide a reactive response to street lighting maintenance needs. It is not sufficient to cover the capital cost of replacing the lanterns, columns and modernise the switch gear.
- 3.9 Consequently, an Outline Business Case was submitted to the Capital Oversight Board in February 2018, with approval being agreed in July 2018, to prioritise the funding for 2019-21, subject to approval of the Council's Capital Programme at Full Council in February 2019.
- 3.10 Approval was granted at Full Council on 28 February 2019 (Minute no 202 A iii and A viii refers)

#### Governance

- 3.11 In respect of the governance arrangements for varying the approved Street Lighting Replacement programme, it is proposed to align this process to the Council's governance and approvals process, which is explained in the context of the highway programme in the paragraphs below.
- 3.12 Where an overall variation on the highways capital programme of less than £0.250M is sought, the Service Director, Environment and Transport be authorised to vary the programme, providing it can be contained within the overall funding envelope, with approval of the capital oversight board.
- 3.13 Where an overall variation on the highways capital programme of between £0.250M and £0.500M is sought, in addition to the governance arrangements at 3.7, the Cabinet Spokesperson for Place be authorised to approve the variation on the programme, providing it can be contained within the overall funding envelope.
- 3.14 Where an overall variation of greater than £0.500M on the highways capital programme is sought, in addition to the governance arrangements at 3.7 and 3.8, a Cabinet report will be presented to approve that variation.
- 3.15 Where a variation cannot be contained within the overall funding envelope, a Cabinet report is required for due consideration, regardless of value.
- 3.16 This approach aligns to the Council's Capital Investment Strategy, as approved by Cabinet / Council as part of the 2019/20 budget papers (Cab.6.2.2019/6 refers).

## **4. Proposal and justification**

### Introduction

- 4.1 The success of the Group B initiative to deliver quantifiable and tangible financial savings forms the basis of the rationale of this proposal to change the remaining LED street lighting lanterns. Savings over the 14 month period following the installation of the Group B stock resulted in an energy saving of around £376k in avoided energy costs.

- 4.2 By utilising LED lanterns, it is predicted that the Group A stock will ultimately realise energy savings in excess of c£400k .
- 4.3 An indirect problem of the introduction of the LED technology is that HID and Sodium Vapour Bulb (SOX) lantern manufacturers have stopped making lanterns using the old technology, so a change to LED lanterns will have to be made at some point in the future. Additionally, the cost of the lamp and gear is rising due to the lack of sales for replacements. It is likely that SOX lamps will stop being made by 2020 thus leaving 2384 lanterns with no replacements.
- 4.4 A reduction in whole-life maintenance costs of materials will be realised with 100,000 hours life and 10 year warranty with zero lamps and gear to purchase. This will mean that there is less need to carry stocks of multiple lamps, control gear and lanterns.
- 4.5 In terms of maintenance operations, there will be negligible lamp changes, thereby reducing the number of visits to 4 per column over the life of the lantern. Because of this reduction in whole-life maintenance costs, a reduction of 2 full time equivalent posts on the Highways and Engineering structure is possible.

#### Funding available

- 4.6 The Capital Oversight Board, which prioritises the Capital investments the Authority makes, has selected this project as one to be prioritised for expenditure in 2019-21, and put forward for approval at Full Council in February 2019.
- 4.7 The following table sets out the funding that has been requested from the Council's capital programme.

<b>Funding</b>	<b>2019/20 Allocation £</b>
BMBC Capital Funding	4,200,000

#### Proposed Works Programme

- 4.8 Of the 8,928 Group A stock there are 8,480 requiring replacement, as the remainder have already been replaced with LED as repairs are required.
- 4.9 The works are currently being specified and measures are being put in place to procure the supply of lanterns, column sleeves, replacement columns and other associated services including traffic management costs, subject to approval being granted.
- 4.10 The programme of works will be delivered in 2019/20.

### **5. Consideration of alternative approaches**

#### Option 1

- 5.1 Leave the Street Lighting stock as it is and take advantage of the piecemeal improvements that could be carried out under day to day maintenance and minor improvement schemes, making the appropriate adjustment to the energy budget each year to account for variations in the rate of supply.
- 5.2 The disadvantage of this is that the continued cost of increased energy usage will be compounded because the introduction of LED technology has driven the HID and SOX lantern manufacturers to stop making lanterns using the old technology, so a change to LED lanterns will have to be made at some point in the future. Additionally, the cost of the lamp and gear is rising due to the lack of sales and available stock for replacements.

### **Option 2**

- 5.3 By changing lanterns to LED technology, there will be an immediate saving in energy costs generated, potential full year saving of c£400Kpa based on current energy prices. The maintenance liability will also reduce as LED lanterns have a far greater lifespan than existing sodium lanterns. Option 2 is therefore the recommended option.

## **6. Implications for local people and service users**

- 6.1 The proposed investment in the programme of Street lighting upgrades on the highway network will have an impact on a significant number of highway users within the Borough.
- 6.2 Investment in the highway network will make the network more sustainable in the longer term and provide a better experience for highway users.
- 6.3 Appropriate consultations will be undertaken as required and those views taken into account when detailed scheme plans are drawn up.
- 6.4 Prior to work starting on site, local residents and the travelling public will be informed as appropriate.

## **7. Financial implications**

- 7.1 Consultations on the financial implications of this report have taken place with representatives of the Service Director - Finance (S151 Officer).
- 7.2 The cost of replacing the remaining 8,480 Group A lanterns is estimated to be in the region of £4.2M with all works expected to be completed during 2019/20. This cost includes an estimate to completely replace approximately 700 lighting columns and 1,000 sleeving works to existing lighting columns.
- 7.3 As part of the 2019/20 Capital Investment Strategy recently approved by Full Council (Minute no 202 A iii and A viii refers), an amount totalling £4.2M has been earmarked specifically for this scheme. It is proposed to release this scheme into the Council's Capital Programme accordingly.
- 7.4 It is estimated that the scheme will generate annual savings on energy costs. The full savings are yet to be determined but could be in the region of £0.400M

pa, once the scheme has been completed in full. The full year effect of this saving will be realised from 2020/21 onwards.

- 7.5 This energy saving has been calculated based on replacing the existing lanterns with the lowest possible wattage LED lanterns that is allowable to maintain safety levels. It should therefore be noted that if the specification of the lanterns used are increased the savings identified in 7.4 will reduce.
- 7.6 As part of the ongoing Medium Financial Strategy an efficiency saving totalling £0.200M has been proposed to be implemented from 2020/21 as a result of the saving generated from the LED replacement programme (Ref BU6 E1/20-21). The actual saving delivered will be calculated following completion of the programme, with any increased saving being considered accordingly.
- 7.7 A summary of the above financial implications is attached at Appendix A.

## **8. Employee implications**

- 8.1 Funding this work from current budgets is not possible, however, releasing capital funding will allow an intense programme of lantern replacement and column replacement (as necessary), which will generate savings in energy costs. Because of the enhanced longevity lanterns with LED technology, it is anticipated that there will be a reduction in the number of street lighting operatives and is anticipated to result in the reduction of two full time equivalent street lighting operatives.

## **9. Communications implications**

- 9.1 Communications about these proposals will be channelled through the Area Councils, where appropriate. Notification of specific measures included in the proposed programme will be delivered to each dwelling in areas affected by such proposals, either directly, by posting notices or placing notices in the local press. Use of social media and the Council's web site will also be made.

## **10. Consultations**

- 10.1 Consultations have taken place with representatives of the Executive Director, Core Services.
- 10.2 Consultations about this programme will be undertaken as necessary via Area Councils, Parish Council meetings or directly with local members and residents on individual schemes, as appropriate.
- 10.4 Whilst the identification of the programme will be data driven, engagement with our customers is an important aspect of delivery, and to this end, the intention will be to publish the work programme on the Council's web site.

## **11. The Corporate Plan and the Council's Performance Management Framework**

11.1 The proposals support key themes of the Corporate Plan of growing the economy linking to Corporate Priorities of ***Thriving and vibrant economy*** and ***People achieving their potential*** by:

- Providing a quality highway asset by repairing and maintaining the network of lighting in order to support and attract new business by providing high quality connectivity to jobs and business growth sites. Possibilities exist for using the column as a charging point for electric vehicles and using the light as a transmitter of internet data (Lifi). Current radio transmission of WiFi signals is limited to 54mbps and subject to a wide variety of interference. Lifi has reached speeds of over 200Gbps thus creating a revenue stream from a vital council asset. (Lifi works day or night)

11.2 The proposals support key themes of the Corporate Plan of growing the economy linking to Corporate Priorities Linking to Corporate Priorities of ***Strong and resilient communities*** by:

- Maintaining safe use of the highway through improved, more efficient and reliable street lighting provision. Reducing outages and maintenance. Improving uniformity of light leading to a greater perception of night time safety for shift workers and drivers. Helping to develop a vibrant town centre with brighter, more efficient lighting that will make business properties stand out and attract visitors to special events and markets.

## **12. Promoting equality, diversity and social inclusion**

12.1 The preparation of schemes considers measures necessary to overcome social inclusion and promote health benefits as an integral part of the process.

## **13. Tackling health inequalities**

13.1 The highway network has an important role to play in ensuring people enjoy an active role in society. Within the borough, improvements to the street lighting network provide part of the safe solution to link people to jobs, services and leisure.

13.2 Providing alternative travel choices through improved footways and cycle ways benefits health and addresses health inequalities. The need to reduce obesity in Barnsley means people must be given the option to make more healthy travel choices, such as walking and cycling, in a safe environment. This Street Lighting Replacement Programme aims to assist in addressing these challenges by providing a safer environment in which to be active.

## **14. Reduction of crime and disorder**

14.1 By taking account of the implications of crime and disorder in the preparation of schemes, the Council's duties under s17 of the Crime and Disorder Act 2014 have been considered.

- 14.2 LED lighting and fluorescent lighting are white light which is considered to be a better type of lighting to help with crime reduction and making people feel safe during hours of darkness.

## **15. Risk management issues**

- 15.1 By not installing equipment that uses less energy the cost of energy will increase at a higher rate, by installing the more efficient equipment there will be a reduced base budget resulting in any increases in the cost of energy giving a smaller increase to the budget.
- 15.2 By not replacing the lanterns and columns, if necessary, that are currently in a deteriorated state of repair there is a risk that these will collapse possibly injuring members of the public.
- 15.3 Historically, the Service has been focussed on a delivery model that provides maximising deliverable schemes. The current operating model for the service is focused on financial and business drivers. This could lead to tensions in balancing tangible delivery against income generation and furthermore, spend.
- 15.4 There is a risk that replacing lanterns on columns that are at their 'end of life' may be an abortive cost. This is mitigated by testing the columns and undertaking any necessary replacements prior to lantern installation.
- 15.5 A risk of not upgrading to new LED technology is the increase in energy and maintenance cost and the availability of stock in the future.

## **16. Health, safety and emergency resilience Issues**

- 16.1 Health and Safety issues and implications are identified during scheme preparation, and are addressed by compliance with Construction, Design and Management Regulations 2015.

## **17. Compatibility with the European Convention on Human Rights**

- 17.1 There are no issues arising from this report but there could be matters that are raised by the implementation of the programme at individual locations. For certain elements on the programme, a sequential process of assessment of the potential effects of the works on human rights is undertaken during the design stage. This procedure has previously been agreed with the Executive Director, Core Services and has operated for some time.

## **18. Conservation of biodiversity**

- 18.1 There are no direct implications for conservation of biodiversity arising directly from this report; however, conservation of biodiversity will be fully considered, where appropriate, as part of the programme development.

## **19. Glossary**

LED – Light-emitting Diode  
HID - High Intensity Discharge  
SOX - Sodium Vapour Bulb

**20. List of appendices**

Appendix A - Financial Implications

**21. Background papers**

Working files are available in Place Directorate, for inspection.

<b>Officer Contact:</b> Ian Wilson	<b>Telephone</b>	<b>No:</b> 772158	<b>Date:</b> 21/2/19
------------------------------------	------------------	-------------------	----------------------

## Report of the Executive Director of Place

## FINANCIAL IMPLICATIONS


Street Lighting Replacement Programme

i) <u>Capital Expenditure</u>	<u>2018/19</u> £	<u>2019/20</u> £	<u>2020/21</u> £	<u>Total</u>
Replacement LEDs	0	4,200,000	0	4,200,000
	0	0	0	0
	<b>0</b>	<b>4,200,000</b>	<b>0</b>	<b>4,200,000</b>
<b>To be financed from:</b>				
2019/20 Approved Capital New Starts	0	4,200,000		4,200,000
	0	0	0	0
	<b>0</b>	<b>4,200,000</b>	<b>0</b>	<b>4,200,000</b>
ii) <u>Revenue Effects</u>	<u>2018/19</u> £	<u>2019/20</u> £	<u>2020/21</u> £	<u>Later Years</u> £
<u>Expenditure</u>				
Electricity Charges (savings)	0		-200,000	-200,000
	0	0	-200,000	-200,000
<u>Income</u>				
	0	0	0	0
	0	0	0	0
	<b>0</b>	<b>0</b>	<b>-200,000</b>	<b>-200,000</b>
<b>To be Financed from:</b>				
Contribution to KLOE BU6 E1/20-21 *	0	0	-200,000	-200,000
	<b>0</b>	<b>0</b>	<b>-200,000</b>	<b>-200,000</b>

\* Estimated savings could be in the region of c£400K. Any savings above the KLOE will be considered as part of future financial planning process.

**Impact on Medium Term Financial Strategy**

**This report has no impact on the Authority's Medium Term Financial Strategy.**

Agreed by:  ..06/03/2019...On behalf of the Service Director and Section 151 Officer - Finance



**BARNSELY METROPOLITAN BOROUGH COUNCIL**

**This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan**

**Report of the Executive  
Director Place**

**Launchpad Phase 2**

**1. Purpose of report**

- 1.1 To seek approval to enter into a funding agreement with the Ministry of Homes, Communities and Local Government (MHCLG) to implement a programme of services to support pre-start, start up and early stage businesses. On behalf of Sheffield City Region (SCR), BMBC is leading a consortium with partners from Sheffield, Rotherham, Doncaster, and Bassetlaw Councils, and the Prince's Trust to secure funding from MHCLG.

**2. Recommendations**

It is recommended that:

- 2.1 Cabinet agrees that approval is given for the Executive Director Place to authorise the contracts on behalf of the Council.
- 2.2 Cabinet agrees that approval is given for the Service Director of Finance, to amend revenue budgets in accordance with the financial implications and Appendix A of this report.
- 2.3 Cabinet agrees that approval is given for the Executive Director Place in consultation with the Executive Director of Core Services to contract with the programme partners at Sheffield, Rotherham, Doncaster and Bassetlaw Councils plus the Prince's Trust.
- 2.5 Cabinet agrees that approval is given for The Council to act as Accountable body for Launchpad Phase 2.

### **3. Introduction**

- 3.1 Sheffield City Region (SCR) has established a business model 'Growth Hub' for coordinating business support across the City Region. The new arrangements will simplify access to business support from national, local, public and private business providers.
- 3.2 The Growth Hub will provide 'Centres of Excellence', working together to support residents and businesses with new business start up advice, access to finance, export, skills and innovation.
- 3.3 Programme management and delivery of Launchpad Phase 2 is to be led by BMBC and is the subject of this report.
- 3.4 The consortium is bidding for funding to continue a programme to help individuals start a business and improve the survival rates of businesses.
- 3.5 Total value of the proposed programme is £3,474,234 with the Council due to be offered contracts of £2,073,681 from DCLG via the European Structural and Investment Funds (ESIF) programme. Balance of funding is to come from the six partners.
- 3.6 The programme is due to commence on the 1<sup>st</sup> April 2019 for a period of 3 years to provide support to pre-start and early stage businesses.
- 3.7 This report seeks approval for the Executive Director Place to authorise funding agreements on behalf of the Council and to enter into legal agreements with the six programme partners.

### **4. Consideration of alternative approaches**

- 4.1 The 'Do Nothing' option would likely result in no business start up offer amongst the programme partners across the Sheffield City Region. In this option Barnsley would lose an opportunity to access external funding and to provide a City Region partnership based approach to make progress towards closing the economic deficit of the stock of businesses.
- 4.2 Submission of bids from individual local authorities was not an option as the funding criteria stipulated the need for collaborative working to provide services across all areas of the Sheffield City Region. .

## **5. Proposal and justification**

- 5.1 The recommended option is that BMBC contracts with DCLG to deliver the Launchpad Phase 2 programme.
- 5.2 This approach would realise an integrated programme of support that offers value for money and the leveraging of external funding. .
- 5.3 A dedicated Barnsley team of eight FTE posts will undertake programme management on behalf of the consortium and deliver direct business support in Barnsley. The posts are existing positions from the Launchpad Phase 1 programme.
- 5.4 The Digital Media Centre will be the central base for the delivery of support in Barnsley and the services of expert private sector associates will be commissioned.
- 5.5 The Local Authority partner delivered support will be enhanced by specific support from the Prince's Trust for 18 to 24 year olds.
- 5.6 The recommended option will enable BMBC to make progress with growing the local economy and achieve the maximum benefit of service delivery for residents and businesses.
- 5.7 Increasing the stock of businesses is a key ambition of the Barnsley Jobs and Business Plan and the Employment and Skills Strategy: More and Better Jobs. This activity will contribute to the achievement of that goal.
- 5.8 Local residents will be helped to create new businesses and be supported through the early stages of business to help increase survival prospects.
- 5.9 The offer will include start up courses delivered at flexible times and a dedicated facility at the Digital Media Centre which individuals can access on an ad hoc basis. Business clinics will be available for individuals to improve their business acumen, and to discuss business challenges and opportunities.
- 5.10 Two FTE Business Start Up Advisors will be available to meet with individuals and early stage businesses, at their convenience, where be-spoke support will be developed. This will be enhanced by on-going associate and mentor support for individuals to tackle specific problems should they arise.
- 5.11 The programme will add value to activity delivered by local intermediaries, such as banks and accountants, enabling interaction with all members of the local business community to play a part in supporting economic growth.

- 5.12 Enterprising Barnsley is a recognised brand within the local business community, primarily with established businesses and inward investors. This programme aims to extend that credibility to business start-up support.
- 5.13 The establishment of relationships at an early stage of the life of a business aims to bond growing businesses to the Borough allowing local people to reap the benefits through increased employment opportunities and local economic development via supply chains and local spending.
- 5.14 In Barnsley it is envisaged that in excess of 1,000 individuals / businesses will receive support with over 400 new businesses being created over 3 years.
- 5.15 BMBC will contract with each partner detailing what financial and output performance is expected. The requirements from DCLG will be contained in the main contracts with BMBC and will be passed on to each partner.
- 5.16 Partnership governance arrangements will include establishment of a programme management board consisting of the deliver partners and Sheffield City Region (observer status).
- 5.17 The monitoring, evaluation and auditing of the programme will be led by the Enterprising Barnsley programme management team.

## **6. Implications for local people / service users**

- 6.1 The programme will encourage and support investment and business growth in Barnsley through creation of new businesses, additional jobs and supply chain development, all of which will have a positive impact for local people

## **7. Financial implications**

- 7.1 Consultations have taken place with representatives of the Service Director – Finance (S151 Officer).
- 7.2 Barnsley MBC will act as accountable body for the Launchpad Phase 2 contract. The total cost of the programme will be £3,474,234. This will be financed by ESIF grant totalling £2,073,681 (59.69%), a contribution from the Princes Trust of £179,622 and match funding from partner Authorities of £804,819.
- 7.3 The match funding required from the Council will be £416,111 over the 3 year contract period. This match funding requirement is included within the existing base budget for Enterprising Barnsley.
- 7.4 If the Council chose to terminate the contract within the contract period it could do so without clawback of grant. Clawback will only occur if the contract outcomes are not delivered. However, the Council would suffer reputational damage from taking this course of action.
- 7.5 The financial implications are summarized in the attached Appendix A.

## **8. Employee implications**

- 8.1 The BMBC (delivery) staff who were working on the Launchpad Phase 1 project will continue to work on Launchpad Phase 2. This includes Business Start Up Manager (10), Business Start Up Adviser x 2 (9) and Project Officer (7).
- 8.2 The BMBC (programme management) posts of Programme Manager x 1 and the Contract Compliance Officer x 3 (2 FTE) are to be dedicated posts to ensure compliance of the DCLG contracts.
- 8.3 The line management of the Business Start Up Manager post is to be undertaken by the Business Incubation Manager post.

## **9. Communications implications**

- 9.1 Marketing and publicity will be undertaken to promote the benefits of the programme. This will include a series of press releases.

## **10. Consultations**

- 10.1 Consultation has taken place with representatives from the Service Director of Finance, regarding the financial implications and Risk Management implications.
- 10.2 Where appropriate consultation has taken place with Human Resources and the Trade Unions regarding staffing implications.
- 10.3 Consultations have taken place with representatives from the Executive Director of Core Services regarding the legal implications of contracting with funders and partners plus any future procurement process.

## **11. The Corporate Plan and the Council's Performance Management Framework**

- 11.1 The proposals in this report are consistent with Council's Corporate Plan; the Jobs and Business Plan; Employment and Skills Strategy and directly contribute towards the aspiration of delivering a thriving and vibrant economy. A specific outcome of this objective is to increase the stock of businesses and jobs.
- 11.2 The corporate performance framework monitors the vibrancy and health of the Barnsley economy. This programme will contribute towards the number of new business starts and the number of new jobs created.

## **12. Risk Management issues**

- 12.1 There is a comprehensive risk register for this programme which will be reviewed and updated on a regular basis.
- 12.2 As at the last review of the risk register, the following risks were noted as being 'red':

<b>Risk</b>	<b>Current Score</b>	<b>Mitigations</b>	<b>Target Score</b>
Governance arrangements for the scheme	Category 2 (Red)	Development of Terms of reference and Memorandum of Understanding for all partners	Category 4 (Amber)
Adherence to legal agreements	Category 2 (Red)	Development of policies and procedures, including escalation route to DoF level	Category 4 (Amber)

- 12.3 Through the robust mitigation of these risks, it is envisaged these will be reduced to more tolerable, or acceptable levels. Remaining significant risk will be reported through the Partnership Board in order to identify and develop further mitigations, in liaison with partnering organisations to further reduce these risks.

### **13. Promoting equality, diversity, and social inclusion**

- 13.1 There will be direct implications in the Social Inclusion Agenda. The creation of new companies will mean jobs and skills across a range of activities. This will assist efforts to reduce social exclusion.
- 13.2 Enterprising Barnsley is a Borough wide programme emphasising equality and inclusiveness.

### **14. Reduction of crime and disorder**

- 14.1 The programme aims to encourage and support creation of new businesses and new jobs in Barnsley that may have benefits in terms of reducing levels of crime and disorder.

### **15. Glossary**

- 15.1 The European Structural and Investment Funds (ESIF) are the EU 's main funding programmes for supporting growth and jobs across the EU. In the UK, the ESIF are made up of the: European Regional Development Fund (ERDF) European Social Fund (ESF) European Agricultural Fund for Rural Development (EAFRD).

### **16. List of appendices**

Appendix A – Financial Implications – to be attached

**17. Background papers**

Files located at Westgate Plaza One.

Officer Contact: Martin Beasley Telephone No: 01226787545  
Date: February 2019

This page is intentionally left blank



## Report of the Executive Director Place

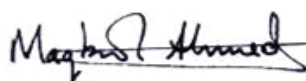
## FINANCIAL IMPLICATIONS

Launchpad Phase 2

i) <u>Capital Expenditure</u>	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>	<u>Total</u>
	£	£	£	£
<i>Not applicable in this instance</i>				
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>To be financed from:</b>				
ii) <u>Revenue Effects</u>	<u>2019/20</u>	<u>2020/21</u>	<u>2021/22</u>	<u>Total</u>
	£	£	£	£
<u>Bid Expenditure</u>				
Employees	372,442	376,166	379,928	1,128,536
Expenditure incurred by Partners	617,509	702,509	716,609	2,036,627
Other Operating Overheads	76,196	116,905	115,969	309,070
	<b>1,066,147</b>	<b>1,195,580</b>	<b>1,212,506</b>	<b>3,474,233</b>
<u>Income</u>				
ESIF	636,424	713,582	723,675	2,073,681
	<b>636,424</b>	<b>713,582</b>	<b>723,675</b>	<b>2,073,681</b>
	<b>429,723</b>	<b>481,998</b>	<b>488,831</b>	<b>1,400,552</b>
<b>To be financed from:</b>				
Existing Base Budget for Economic Development	131,605	141,775	142,731	416,111
Princes Trust	57,628	60,489	61,505	179,622
Match Provided by other Local Authority Partners	240,490	279,734	284,595	804,819
	<b>429,723</b>	<b>481,998</b>	<b>488,831</b>	<b>1,400,552</b>

**Impact on Medium Term Financial Strategy***Not applicable in this instance*

Agreed by:



On behalf of the Director-Finance, Assets &amp; IS

This page is intentionally left blank

**BARNSELY METROPOLITAN BOROUGH COUNCIL**

**This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan**

**Report of the Executive Director  
Place**

**STRATEGIC GROWTH CLUSTERS – UPDATE****1. Purpose of Report**

- 1.1 The adoption of the local plan by full council on 3<sup>rd</sup> January 2019 (Cab 12.12.2018/8) allocated a total of 297ha land for employment purposes which can be developed upto 2033 to assist with the delivery of the overall Local Plan employment target of 28,840 jobs including around 16,920 net additional jobs. The ongoing delivery of the Strategic Growth Clusters projects will facilitate the development of over 80% of the local plan allocated employment land (116ha at M1 J36 Hoyland, 72.2ha at M1 J36 Goldthorpe, 43 ha within the 121 mixed used allocation at M1 J37 Claycliffe and 14.5ha in the vicinity of Capitol Park, Dodworth at M1 J37), subsequently delivering the much needed commercial floor space required to create more and better jobs for Barnsley.

The purpose of the report is

- 1.2 To present an update in the delivery of the Strategic Growth Clusters projects and to seek the necessary approvals required for the continued development and delivery of the projects outlined in Appendices 1, 2, 3 and 4, that will facilitate the delivery of onsite works to enable the commercial floor space required to create more and better jobs for Barnsley.
- 1.3 To seek approval for the acceptance of SCRIF funding totalling £7.324m for the delivery of approved M1 Junction 36 - A6195 Dearne Valley Economic Growth Corridor (Phase 2 Goldthorpe) Business Case, outlined in section 3.7 below and detailed in Appendix 2, subject to satisfactory funding agreement conditions being accepted by Executive Director of Core Services
- 1.4 To seek approval to continue the delivery of the M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland) scheme outlined in section 3.8 below and detailed in Appendix 3, to ensure all external grant funding secured is retained, whilst ensuring that the overall aims and objectives of the scheme are achieved.
- 1.5 To seek approval for the continued development and progression of the M1 Junction 37 - Phase 2 (Claycliffe) full business case and submission to Sheffield City Region for appraisal outlined in section 3.9 below and detailed in Appendix 4.
- 1.6 To seek approval to enter into negotiations with external funders, including Sheffield City Region, regarding the preparation and submission of business cases and grant funding agreements for the proposed projects.
- 1.7 To seek approval to the principle of entering into development agreements, where necessary, in order to minimise the financial risks to the Council.
- 1.8 To seek approval (insofar as Cabinet is able to do so) to prepare and progress any necessary statutory procedures required to develop and deliver the proposed projects to ensure that the overall aims and objectives of the schemes are delivered.

## **2. Recommendations**

- 2.1 That Cabinet approves acceptance of grant funding from the Sheffield City Region Investment fund (SCRIF) totaling £1.171m to contribute towards the M1 Junction 37 - Economic Growth Corridor – Phase 1 scheme, previously approved in July 2018 (Cab.25.7.2018/14)**
- 2.2 That Cabinet approves the acceptance of grant funding from Sheffield City Region Investment fund (SCRIF) totaling £7.324M and £0.352M from Highways England (total scheme approval of £7.676M) and releases this scheme into the Capital Programme to deliver the approved M1 Junction 36 - A6195 Dearne Valley Economic Growth Corridor (Phase 2 Goldthorpe) Business case, as outlined in section 3.7 below and detailed in Appendix 2.**
- 2.3 The Executive Director of Core Services, in consultation with the Executive Director of Place be authorised to:**
- negotiate the terms and conditions of, and final approval of the Combined Authority SCRIF Grant funding agreement, for the delivery of the infrastructure improvements set out in the appendices attached to this report;**
  - conclude the approval and funding processes with Sheffield City Region Combined Authority (SCR CA), accept tenders, appoint where necessary a contractor to implement the delivery of the scheme, subject to the costs being contained within the Grant Funding Agreement;**
  - where necessary, apply for any necessary consents, licence arrangements, prepare details of and publish a Side Roads Order under sections 14 and 125 of the Highways Act 1980 to deal with any required changes to the existing highway network to accommodate the scheme, to submit the order to the Secretary of State for Transport for confirmation and to take all necessary steps to secure confirmation of the Order including (if necessary) supporting the order at a local public inquiry;**
- 2.4 The Corporate Asset Manager be authorised to:**
- negotiate the terms and conditions of any development agreements required with relevant private developer (s) in order to minimise the financial risks to the Council;**
  - where necessary, that the Corporate Asset Manager be authorised to enter into negotiations with any private land owner (s) to acquire privately owned land or property and enter into agreements to occupy land not in the ownership of the local authority. Also to complete any variation to any existing leases on the occupation of land owned by the local authority and where necessary negotiate compensation payments;**

- 2.5 The Service Director for Regeneration and Property be authorised to;**
- **develop and submit full business cases for the Strategic Growth Clusters in respect of the schemes detailed in the appendices to this report**
  - **submit change variation requests to SCR CA in relation to the schemes where necessary to retain external grant funding secured, whilst ensuring that the overall aims and objectives of the scheme are achieved.**
  - **under the terms of the Barnsley Contract Procedure rules, if necessary, seek tenders for any aspect of the project and appoint the successful tender on the basis of most economically advantageous bid; and to consider whether the works, services or goods can be provided in-house, subject to value for money considerations.**
  - **in accordance with paragraph 2.3 (b)(i) of the Council’s Contract Procedure Rules (In-House Providers), the *Business Park service* contract is awarded to NPS Barnsley, under the Joint Venture Service Level Agreement to provide check and challenge on any private sector work packages involved in delivering the Strategic Business Parks**
  - **make use of the Councils Land Solve framework (managed by NPS Barnsley) to appoint if necessary land brokers or land advisers to support the delivery of of the projects outlined in Appendices 1, 2, 3 and 4**
- 2.6 That Cabinet notes the progress made delivering the M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland), outlined in section 3.8 below and detailed in Appendix 3, and authorises continued development and progression of the scheme to ensure all external grant funding is secured, whilst ensuring that the overall aims and objectives of the scheme are achieved.**
- 2.7 That Cabinet authorises the continued development and progression, and submission of the M1 Junction 37 - Phase 2 (Claycliffe ) full business case to Sheffield City Region for appraisal, outlined in section 3.9 below and detailed in Appendix 4.**
- 2.8 The Executive Director of Place be authorised to undertake all necessary steps to secure delivery of the projects outlined in Appendices 1, 2, 3 and 4.**
- 2.9 The Service Director for Environment and Transport in consultation with The Service Director for Regeneration and Property be authorised to seek any necessary planning permission, (outline or full) for the proposed schemes in relation to the projects detailed in Appendices 1,2,3 and 4.**

### **3 Introduction**

- 3.1 The Local Plan, adopted by full council on 3<sup>rd</sup> January 2019 (Cab12.12.2018/8) allocates 297 hectares (ha) of new employment land which can be developed upto the period 2033. The adopted local plan provides the opportunity to grow the**

economy by 28,840 jobs; encourages significant inward investment to generate this additional employment; will provide the space to allow existing businesses to grow; contribute to creating a vibrant and attractive Town Centre; will enable the delivery of at least 21,546 homes that provide housing for all, including affordable housing, and maintaining at least a rolling 5 year deliverable supply of new housing; Will enable the provision of critical infrastructure to support sustainable communities; Will ensure the natural, built and historic environment is protected and enhanced and will respect the cultural identity and local character of Barnsley.

- 3.2 It is acknowledged in the Barnsley Jobs and Business Plan 2014-2017 (refreshed in 2017) that there is a shortage of appropriate employment development sites across Barnsley, significantly impacting on the ability to generate the number of new private jobs required to enable Barnsley to achieve parity with regional job density statistics and contribute effectively to the SCR Strategic Plan and SCR Inclusive Industrial Strategy (2017). The allocation of the 297ha of employment land provides the large scale step change and opportunities required to future demand but also enable Barnsley to offer a range of different types of commercial property to the market.
- 3.3 The allocation of the 297ha of employment land includes 110ha of employment land at Junction 36 Hoyland, 72.9ha at Goldthorpe and 43.2ha at Junction 37 Claycliffe that has the potential for creating up to circa 10,000 jobs over the Local Plan Period. Facilitating the development of these 3 Strategic Growth Clusters is a key priority of the Jobs and Business Plan refreshed in 2017.
- 3.4 In order to facilitate delivery of the 3 Strategic Growth Clusters, Strategic Outline Business Cases (SOBC) were submitted to Sheffield City Region (SCR) in 2012 for consideration for the Sheffield City Region Investment Fund (SCRIF). This was to fund both the major road infrastructure required to improve the capacity in the existing highway network unlocking employment sites and also to contribute towards onsite works to overcome some of the viability issues in these 3 locations. This investment will facilitate the creation of commercial floor space and jobs, which are constrained by the current infrastructure and site viability gap. The resultant GVA (Gross Value Added) benefits of these schemes have meant that they all have scored highly in the ranking of schemes across SCR.
- 3.5 The first priority for the delivery of the Strategic Growth Clusters was the progression of the M1 J36 Phase 1 outline business case for Hoyland and Goldthorpe, as referenced in the Cabinet report (CAB 26.8.2015/12.), subsequently followed by the outline business case for M1 J37 Claycliffe.
- 3.6 The projects associated with the Strategic Growth Clusters are at various stages of development and delivery:
- 3.7 M1 Junction 37 - Economic Growth Corridor – Phase 1**  
The M1 Junction 37 - Economic Growth Corridor – (Phase 1) full business case, seeking £1.171m SCRIF resources was approved by Sheffield City Region in 2018. Cabinet approved, subject to planning approval, the A628 Dodworth Road/Broadway Junction Improvement (Cab.25.7.2018/14) proposed in the full business case, and resolved to enter into negotiations with Sheffield City Region regarding the SCRIF Funding Agreement as detailed in Section 7.1 of this report.

The funding, subject to all necessary approvals, will be used to deliver a new signalised gyratory roundabout with improvements to the existing Dodworth Road/Broadway/Pogmoor Road junction and re-configuration of Penny Pie Park.

On the 18<sup>th</sup> December 2018, Barnsley Council's Planning Regulatory Board resolved to grant a planning application (Application no. - 2018/0965) \*as at 04/02/2019 we are awaiting confirmation from the Ministry of Housing, Communities and Local Government as to whether or not the Secretary of State has decided to call in the application.

On the 10<sup>th</sup> January 2019, the Secretary of State exercised his powers under Article 31 of the Town and Country Planning (Development Management Procedure) (England) Order 2015, and directed the Council not to grant permission on this application without specific authorisation. This direction was issued to enable him to consider whether he should direct under Section 77 of the Town and Country Planning Act 1990 that the application should be referred to him for determination.

On the 15<sup>th</sup> February 2019, Barnsley MBC were notified that the Article 31 Direction issued pursuant to the Secretary of State's letter of 10 January 2019 has been withdrawn and on Monday 18<sup>th</sup> February the Council approved the scheme subject to conditions.

Further details on the delivery of this scheme are provided in Appendix 1.

### **3.8 M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor – Phase 2**

The M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 2 Goldthorpe) full business case seeking £7.324m SCRIF resources was approved by Sheffield City Region on 28<sup>th</sup> January 2019. This scheme focuses on delivering highways improvements required towards the eastern end of the M1 J36 Economic Growth Corridor. Aligning with the already approved M1 J36 Phase 1 scheme, the scheme should be seen not just solely as a traditional highways scheme in resolving existing traffic congestion, but one which facilitates the wider economic regeneration and growth requirements for both Barnsley and the Sheffield City Region.

The shortage of available employment development land is one of the key drivers for this scheme. These necessary highway improvements will facilitate the delivery of 72.9 ha of employment land identified as site reference ES10 in the adopted Local Plan.

The funding, subject to all necessary approvals, will be used to deliver the following highway mitigations:

- I. Wath Road Roundabout – increase the size of the roundabout by 7m to approximately 65m. Widen A6195 (E) approach to two lanes and provide a third lane left turn flare into Wath Road(S). Widen exit on to A6195 (E) to two lanes converging into one lane. Wath Road (S) entry widen to 3 lane flare at junction of roundabout. Amendment to lane allocations on approaches.

- II. Broomhill Roundabout – increase the size of the roundabout by 15m to approximately 53m. Widen A6195 (E) approach to three lanes. Widen exit on to A6195 (E) to two lanes converging into one lane. Widen the A6195 (W) approach to two lanes. Widen exit on to A6195 (W) to two lanes converging into one lane. Manvers Way approach widen to 3 lane flare at junction of roundabout. Amendment to lane allocations on approaches.
- III. Cathill Roundabout – increase the size of the roundabout by 22m to approximately 60m. Widen A6195(S) approach to two lanes. Widen to two lanes southbound between Rotherham Road and Cathill roundabout. Widen exit on to A635 (E) to two lanes converging into one lane. Widen exit on to A6195(S) to two lanes converging into one lane. Amendment to lane allocations on approaches.

In addition to the above, a new roundabout/access into the Goldthorpe employment land ES10 is currently proposed by the provision of a new roundabout/access into the site (from the A635). The roundabout being considered is a 3 arm roundabout with a 2 lane entry on each arm and a one lane exit on each arm. This is subject to further detail design.

Edwards Architecture have been appointed under the LandSolve framework to carry out initial master planning of the site (phase 1 works). This work is now complete and a second phase of work is required to enter into negotiations with landowners. The framework allows for a direct call off of consultants and it is proposed Edwards are appointed under this arrangement to complete the landowner negotiations.

Further scheme details regarding the M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor – Phase 2 are provided in Appendix 2

### **3.9 M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland)**

The M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland) was approved by the SCR Combined Authority in 2015, and the funding agreement for £15.708m was executed on 23<sup>rd</sup> March 2016.

This secured the necessary SCRIF investment for the overall road improvements, which could not be provided by a single developer or a first end user, plus gap funding for onsite infrastructure of the new development sites proposed at that time through the Consultation Draft Local Plan.

The SCRIF Funding Agreement for £15.708m provides support for delivery of four work packages.

Work package 1 allocated £9.6m SCRIF to complete a series of major infrastructure works around M1 Junction 36 to reduce existing congestion, mitigate environmental issues and facilitate the employment and indirectly the housing growth aspirations at Hoyland. This work package was completed in September 2017.

The purpose of work packages 2,3 & 4 (£6.04m in total) is to provide gap funding for onsite viability works for the proposed employment sites ES13, ES15 and ES17,



as identified in the adopted Local Plan to assist with the delivery of the overall Local Plan employment target of 28,840 jobs including around 16,920 net additional jobs.

The determination of the actual works required, and phasing of delivery is subject to an ongoing master planning exercise, and once it has been determined whether there is a variation in the elements of works that require SCRIF grant funding this will be submitted to Sheffield City Region for approval via a formal change request.

Further scheme details regarding the M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland) are provided in Appendix 3

### **3.10 M1 Junction 37 - Phase 2 (Claycliffe)**

The M1 Junction 37 - Economic Growth Corridor – Phase 2' full business case, seeking £10,636m SCRIF is being progressed by the Major Projects team and will be submitted to Sheffield City Region for appraisal in 19/20.

The purpose of the scheme is to contribute to the delivery of new and improved highways infrastructure works and on site servicing works which will enable the delivery of a mixed use employment and housing site local plan ref MU1, (circa 3,500 new jobs and 1700 new homes) plus public open space and new primary school provision in the vicinity of M1 Junction 37 (Claycliffe) within the Barnsley urban area. It will also build upon the strengths of the existing designated employment sites at J37 and the long standing and well performing employment areas in and around Claycliffe Business Park at Barugh Green.

Subject to SCR approval of the full business case, a further report will be presented to cabinet seeking the acceptance of the SCRIF funding, and any other necessary permissions required to deliver the scheme.

Further scheme details regarding the M1 Junction 37 - Phase 2 (Claycliffe) are provided in Appendix 4.

## **4. Consideration of Alternative Approaches**

### **Option 1 – No external / SCRIF Funding**

- 4.1 Without securing external / SCRIF (or an alternate source of funding) there would be no imminent or sufficient highways infrastructure investment to facilitate the Strategic Growth Clusters
- 4.2 This option will not help to achieve the objectives of the Jobs and Business Plan nor the SCR Strategic Economic Plan (SEP). In addition, the existing congestion issues would be made worse potentially rendering some proposals undevelopable and there would be a negative impact on the delivery of housing growth for Barnsley and the SCR CA in meeting the 5 and 10 year supply targets.

## **Option 2 – Reduced funding**

- 4.3 A smaller SCRIF or other external funding award and would only enable limited works to be completed, but would not allow all of the works required to facilitate the Strategic Growth Clusters
- 4.4 This option will not help to achieve the full objectives of the Jobs and Business Plan nor the SCR Strategic Economic Plan (SEP). In addition, the existing congestion issues would be made worse potentially rendering some proposals undevelopable and there would be a negative impact on the delivery of housing growth for Barnsley and the SCR CA in meeting the 5 and 10 year supply targets.

## **5. Proposal and Justification**

- 5.1 The proposal is that Barnsley Metropolitan Borough Council (BMBC) continue to pursue external funding such as SCRIF to support investment in the existing highway network to facilitate the Strategic Growth Clusters.
- 5.2 This option gives the greatest support to ensure that any necessary highways infrastructure works required to facilitate the Strategic Growth Clusters are delivered. This will in turn accelerate private sector development of the sites by removing some of the viability gap for servicing the sites which is inhibiting investment.
- 5.3 This meets the objectives of the SCR SEP and the Barnsley Jobs and Business Plan. It will also indirectly contribute to the SCR CA and the council's Local Plan housing targets. The proposed schemes ensure that sufficient additional capacity is created to allow the development of existing allocations in the immediate future. Without facilitating and delivering the proposed schemes, the economic regeneration of the area would halt as there would be insufficient capacity on the highway network.
- 5.4 By undertaking the road and on-site servicing works to ground level, this will allow acceleration of private sector development of the sites by removing some of the funding gap which makes the sites unviable for the foreseeable future. This will significantly increase the current very limited employment land supply and provide a range of sites to be able to meet a variety of demand and need which is required for Barnsley to compete.
- 5.5 As well as receiving funding for the infrastructure works to be delivered the Council will also receive and have to manage the funding for each of the work packages with the private sector.
- 5.6 As with any funding award, there will be conditions to meet. In line with all types of funding agreements, failure to meet these conditions brings the risk of clawback to the authority.
- 5.7 Due to the complexity of the schedules within the Business Cases and the Funding Agreement, together with the potential need for each of the private sector developers to sign up to Development Agreements, the production of a final Funding Agreement will need to be signed when all authorities and agreements are

in place. Delegated authority for the signing of the funding agreement with SCR CA is therefore required to the Executive Director of Core Services.

- 5.8 A quantity surveyor will be appointed to assess tender documents, ensure works are to a satisfactory standard and verify work completion certificates for payment from the private sector parties. This will ensure compliance with procurement and financial requirements which will be set out in the development agreements. It is proposed that this Business Park service contract is awarded to NPS Barnsley, under the Joint Venture Service Level Agreement as set out in paragraph 2.3 (b)(i) of the Council's Contract Procedure Rules (In-House Providers). For the purpose of property and procurement services captured under the NPSB Joint Venture SLA – NPSB is considered an in-house provider. This will be paid from the BMBC Jobs and Business plan capital programme.
- 5.9 During the development and delivery of the Strategic Growth Clusters the Major Projects team will have due regard to the recently approved Social Value Policy Cab.6.2.2019/8 and maximise opportunities that will to help achieve the Future Council 2020 outcomes.
- 5.10 The Major Projects team within Economic Regeneration is tasked to ensure the overall delivery on a day to day basis and report to the Business Parks Project Board. The projects are monitored in line with Prince 2 methodology .The project is also monitored by the Jobs and Business Plan Project Board. Risk management is also fully embedded within the project. Procurement, works checks, certifications and payment of grant to the private developers will be undertaken by NPS. In terms of monitoring outcomes of floor space these are being linked to the Council's Evolutive system.

## **6. Implications for Local People / Service Users**

- 6.1 One of the key priorities is to create more local jobs and businesses and to connect local people with these opportunities. The effective delivery of the Jobs and Business Plan should therefore have a very positive impact on local people. Currently the limited supply of employment land and suitable buildings are severely restraining employment opportunities to attract new investment or allow existing businesses to stay in the area and expand. To create a range of sites is key to be able to positively facilitate future employment opportunities.
- 6.2 The delivery of any highway improvement scheme would impact on road users during construction. However, once completed, the schemes will:-
- reduce congestion and queue lengths leading to time saving benefits for road users;
  - improve cycling in the vicinity;
  - improve road users quality of life;
  - make the area a more attractive place for the public to want to visit, due to improved transportation connectivity (less journey time required) and enabling the local area to be of a much greater public amenity and visitor attraction.
- 6.3 The Council is currently developing its Active Travel Strategy which will ensure that walking and cycling routes are considered and promoted throughout the design and delivery of any potential highway improvements in the borough.

## **7. Financial Implications**

7.1 Consultations on the financial implications have taken place with colleagues in Financial Services on behalf of the Service Director - Finance (S151 Officer).

### **7.2 M1 Junction 37 - Economic Growth Corridor – Phase 1**

The funding for this scheme will be used to deliver a new signalised gyratory roundabout with improvements to the existing Dodworth Road/Broadway/Pogmoor Road junction and re-configuration of Penny Pie Park.

Approval has previously been given as part of cabinet report Cab.25.7.2018/14 to progress the scheme via a bid for funding from Sheffield City Region Investment fund (SCRIF) of £1.171M as well as earmarking funding already received from Sheffield City Region totaling £1.000M and £2.181M from the 2020 Future Council Priorities (total scheme approval of £4.352M). This report is therefore seeking approval to accept the SCRIF funding of £1.171M now offered.

### **7.3 M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor – Phase 2**

The above scheme is to focus on delivering highways improvements required towards the eastern end of the M1 J36 Economic Growth Corridor. Aligning with the approved M1 J36 Phase 1 scheme, the scheme proposed in this M1 J36 Phase 2 Goldthorpe business case, should be seen not just solely as a traditional highways scheme in resolving existing traffic congestion, but one which facilitates the wider economic regeneration and growth requirements for both Barnsley and the Sheffield City Region.

Approval is sought to accept grant funding from Sheffield City Region Investment fund (SCRIF) totaling £7.324M and £0.352M from Highways England (total scheme approval of £7.676M) and release this scheme into the capital programme.

### **7.4 M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland)**

Work package 1, the delivery of the A61 Birdwell Junction Improvement was completed in September 2017.

Work packages 2, 3 & 4 (£6.04m in total) is to provide gap funding for onsite viability works for the proposed employment sites ES13, ES15 and ES17.

The determination of the actual works required and phasing of delivery is subject to an ongoing master planning exercise, and once it has been determined whether there is a variation in the elements of works that have been allocated SCRIF grant funding this will be submitted to Sheffield City Region for approval via a formal change request to ensure all external grant funding secured is retained, whilst ensuring that the overall aims and objectives of the scheme are achieved.

## **7.5 M1 Junction 37 - Phase 2 (Claycliffe)**

The full business case for this scheme is currently being prepared, and will be finalised and submitted to SCR for appraisal by the CA once all the information is available.

Negotiations will be undertaken with SCR in respect of the grant funding agreement, subject to approval of the full business case.

A further report will follow to request the acceptance of the SCRIF funding and any other necessary permissions once the approval of the business case has been given and a funding agreement has been negotiated with SCR.

7.6 The full financial implications are presented in Appendix A to this report.

## **8. Employee Implications**

8.1 There are no issues arising directly from this report. Any staffing implications will be subject to reports on specific schemes.

## **9. Communications Implications**

9.1 All Sheffield City Region business case submissions are high profile schemes and appropriate communication strategies are being developed linked to the signing of the funding agreement. Releases will also need to be agreed and co-ordinated with Sheffield City Region Combined Authority arrangements.

9.2 Timely and accurate information will be provided through appropriate press releases via local press, social media/website updates, local member briefings, and engagement with key stakeholders.

## **10. Consultations**

10.1 Discussions have been held with local members, and local residents. Local members have expressed support for the proposed projects

10.2 Consultations on the site allocations, including proposed employment land have dealt with as part of the Local Plan process.

10.3 Consultation has taken place with representatives from the Service Director of Finance Business Unit (S151 Officer) regarding the financial implications and Risk Management issues.

## **11. The Corporate Plan and The Council's Performance Management Framework**

11.1 This report contributes to the delivery of the following 3 priorities as set out in the Council's Corporate Plan (2017-2020):

- Thriving and Vibrant Economy
- People achieving their potential
- Strong and resilient communities

11.2 The delivery of the proposed schemes will reinforce the council's now adopted Local Plan which informs the development plan for the borough until 2033, and will aim to achieve the following outcomes, as per the Council's Corporate Plan:

- Create more and better jobs and good business growth; and
- Increase skills to get more people working
- Create more and better housing

## **12. Promoting Equality, Diversity and Social Inclusion**

12.1 Better connectivity, affordable and inclusive travel, a cleaner environment and a healthier population are all key aims of the Barnsley Transport Strategy 2014 – 2033.

12.2 The proposed projects support the principles of the Barnsley Transport Strategy 2014 – 2033, and once completed will provide better connectivity and opportunities for local people to access work and address social exclusion.

12.3 Promoting greater equality, diversity and social inclusion forms part of the priorities for improved accessibility and for road safety. The proposed highway improvements will support principles previously established in the last Local Transport LTP3, that are anticipated to form the basis of any future LTP.

12.4 The scheme contains elements that will provide opportunities to connect local people to work and assist in addressing social exclusion.

## **13. Risk Management Issues**

13.1 The Strategic Business Parks programme benefits from a detailed risk register which is reviewed on a regular basis by the Council's Strategic Risk, Insurance and Governance Manager.

13.2 It is likely that the acceptance of external funding will contribute towards the mitigation of a number of risks relating to availability of funding, and the ability of the Council to secure this funding. However issues regarding the delivery of agreed outputs and outcomes will require the consideration of risk in terms of funding clawback and subsequent reputational damage in the event that the Council and its partners are unable to deliver the expectations of our external funders.

13.3 As part of the risk management process, all significant ('red') risks are escalated to the Project Board for consideration.

13.4 The acceptance of the external funding forms a significant milestone for the programme as a whole, and offers a suitable opportunity to reflect on the risk profile for the programme, and each individual project, with an eye to refreshing the risks registers for each area of activity.

## **14. Health, Safety and Emergency Resilience Issues**

- 14.1 Construction Health and Safety issues will be identified during scheme preparation and addresses as part of the Construction (Design and Management) Regulations 2015.

## **15. Compatibility with the European Convention on Human Rights**

- 15.1 The rights of individuals are safeguarded through the statutory planning process of securing planning consent and authority to modify the highway network.
- 15.2 The preparation of this scheme has sought to address issues associated with the European Convention on Human Rights through consultation with the public and the affected landowners. The rights of individuals are safeguarded through the statutory processes of securing planning consent, authority to compulsorily acquire land and to modify the associated highway network. The overall benefits of the scheme are considered to outweigh the interference with private property rights in the wider public interest.

## **16. Conversation of Biodiversity**

- 16.1 The services within Place directorate will ensure that all relevant ecological, noise and air quality surveys that are required to feed in to the statutory processes are completed to ensure that any issues that are identified can be fully considered.

## **17. Glossary**

SCR – Sheffield City Region  
SCR CA – Sheffield City Region Combined Authority  
SCRIF – Sheffield City Region Investment Fund  
DfT - Department for Transport  
HE – Highways England  
LEP – Local Enterprise Board  
LDF – Local Development Framework

## **18. List of Appendices**

- Appendix A – Financial Implications
- Appendix 1: Project update - M1 Junction 37 - Economic Growth Corridor – Phase 1
- Appendix 2: Project update – M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor – Phase 2
- Appendix 3: Project update – M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor – Phase 1
- Appendix 4: Project update - M1 Junction 37 - Phase 2 (Claycliffe / Barugh Green)

## 19. **Background Papers**

- Adoption of the Local Plan( Cab12.12.2018/8)
- A628 Dodworth Road/Broadway Junction Improvement (Cab.25.7.2018/14)
- A628 Dodworth Road/Broadway Junction Improvement Planning Application no. - 2018/0965)
- M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland) submitted business case (approved by SCR)
- M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 2 Goldthorpe) submitted business case (approved by SCR)
- M1 Junction 37 - M1 Junction 37 - Economic Growth Corridor – Phase 1 (approved by SCR)

If you would like to inspect background papers for this report, please email [governance@barnsley.gov.uk](mailto:governance@barnsley.gov.uk) so that appropriate arrangements can be made



## Report of the Executive Director of Place

## FINANCIAL IMPLICATIONS

## Strategic Growth Clusters - Update

i) <b>Capital Expenditure</b>	<u>2018/19</u> £	<u>2019/20</u> £	<u>2020/21</u> £	TOTAL £
Delivery of M1 Junction 37 - Economic Growth Corridor (Phase 1 Dodworth) (Previously Approved as Part of Cabinet Report Cab.25.7.2018/14)	500,000	3,852,000	0	4,352,000
Delivery of M1 Junction 36 - A6195 Dearne Valley Economic Growth Corridor (Phase 2 Goldthorpe)	450,000	4,520,837	2,704,871	7,675,708
	<b>950,000</b>	<b>8,372,837</b>	<b>2,704,871</b>	<b>12,027,708</b>

**To be financed from:**

Sheffield City Region Investment Fund (SCRIF)*	950,000	4,840,129	2,704,871	8,495,000
Sheffield City Region*	0	1,000,000	0	1,000,000
Highways England	0	351,708	0	351,708
2020 Future Council Priorities*	0	2,181,000	0	2,181,000
	<b>950,000</b>	<b>8,372,837</b>	<b>2,704,871</b>	<b>12,027,708</b>

\*Funding Previously Approved as Part of Cabinet Report Cab.25.7.2018/14 (SCRIF £1.171M, SCR £1.100M, £2.181M 2020 Future Council Priorities)

ii) <b>Revenue Effects</b>	<u>2018/19</u> £	<u>2019/20</u> £	<u>2020/21</u> £	TOTAL £
				0
				0
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**To be financed from:**

	0	0	0	0
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Impact on Medium Term Financial Strategy</b>	2018/19 £	2019/20 £	2020/21 £
MTFS	0.000	0.000	0.000
Effect of this report	0.000	0.000	0.000
<b>Revised Medium Term Financial Strategy</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>

Agreed by: .....



.....On behalf of the Service Director-Finance (S151 Officer)

This page is intentionally left blank

**Appendix 1****M1 Junction 37 - Economic Growth Corridor – Phase 1.****Background**

In 2016, Sheffield City approved in principle the outline business case for the M1 Junction 37 Economic Growth Corridor and SCRIF resources of £11,808,000 (subject to full business case approval). This was made up of £8.4m to fund six individual offsite highway mitigations, one of which included the highway improvement to the A628 Dodworth Road / Pogmoor Road crossroads. The remainder £3.4m was earmarked to contribute towards the onsite viability works required on the local plan proposed mixed use site reference MU1.

The current highway capacity constraints at the A628 Dodworth Road / Pogmoor Road crossroads, the level of traffic generated from planning permissions granted and planning applications submitted for consideration, along with those enquiries that are resulting in pre-planning enquiries mean that without highways mitigations being delivered in the near future, the development sites at J37 Capitol Close will not be delivered to full capacity, along with any other future development (including other existing employment sites around the Capitol Park vicinity) with a potential impact on the crossroads also being unable to come forward.

To mitigate the risk of Barnsley MBC refusing development, together with losing the employment opportunities that effectively contribute to Sheffield City Region's Strategic Economic Plan (SEP) and Integrated Investment Plan (IIP), it was agreed with Sheffield City Region, to progress a standalone business case for the highway improvements required at A628 Dodworth Road/ Pogmoor Road crossroads. This has been progressed through the appraisal process and for the purposes of securing the SCRIF funding known as 'M1 Junction 37 - Economic Growth Corridor – Phase 1'.

**Current situation**

The M1 Junction 37 - Economic Growth Corridor – Phase 1' full business case, seeking £1.171m SCRIF resources was approved by Sheffield City Region in 2018, and negotiations are ongoing in relation to the SCR Funding Agreement conditions attached to the grant, which is also subject to securing planning permission for the scheme. .

In July 2018, a report was presented to cabinet(Cab.25.7.2018/14) to:

- consider the options and outline the preferred solution to address congestion on the A628 Dodworth Road / Broadway Junction, between the town centre and M1 Junction 37,
- to seek approval to:
  - undertake all statutory procedures required to deliver the scheme
  - outline the impact of the proposed scheme on the public open space, and the options proposed to address such;
  - to consider whether to appropriate land from public open space purposes to highway purpose

- to enter into negotiations with Sheffield City Region regarding the SCRIF funding Agreement for a contribution of £1.171m towards the delivery of highway improvement scheme (subject to planning approval)

This report also outlined the approved funding sources to deliver the scheme:

£2,181,138.00	2020 Future Council Priorities
£1,171,000.00	Sheffield City Region Investment Fund (SCRIF)
£1,000,000.00	Sheffield City Region

The funding, subject to all necessary approvals, will be used to deliver a new signalised gyratory roundabout with improvements to the existing Dodworth Road/Broadway/Pogmoor Road junction and re-configuration of Penny Pie Park

On the 18th December 2018, Barnsley Council's Planning Regulatory Board resolved to grant a planning application (Application no. - 2018/0965), see below to make improvements to the A628 Dodworth Road, Broadway junction.

On the 10th January 2019, the Secretary of State exercised his powers under Article 31 of the Town and Country Planning (Development Management Procedure) (England) Order 2015, and directed the Council not to grant permission on this application without specific authorisation. This direction was issued to enable him to consider whether he should direct under Section 77 of the Town and Country Planning Act 1990 that the application should be referred to him for determination.

On the 15th February 2019, Barnsley MBC were notified that the Article 31 Direction issued pursuant to the Secretary of State's letter of 10 January 2019 has been withdrawn and on Monday 18th February the Council approved the scheme subject to conditions.



This map is reproduced from Ordnance Survey, bearing all the provisions of Ordnance Survey with regard to the copyright. Ordnance Survey is a registered trademark of the Ordnance Survey. Ordnance Survey is a registered trademark of the Ordnance Survey. Ordnance Survey is a registered trademark of the Ordnance Survey.

Rev.	By	Amendments	Date

**LEARNLEY**  
Metropolitan Borough Council

Project:  
**A828 DODWORTH RD / BROADWAY JUNCTION IMPROVEMENT**

Drawing title:  
**GENERAL LAYOUT**

Scale	Client	Checked	Date
1:500			18.11.2018

Drawing No.	Revision	File
HD/7122127/C/1		

Paul Castle Service Director Place Directorate  
Environment & Transportation (Business Unit 6)  
P.O. Box 601, Westgate Plaza One, Westgate  
Barnsley, S70 9PA  
Tel: (01228) 770770 Fax: (01228) 772222

**Next Steps:**

Subject to all necessary approvals, the council will :

- Continue detailed design work required to progress the scheme to delivery stage
- Undertake consultation and if no relevant objections to the consultation are received, appropriate the land required for highway purposes.
- Promote any statutory orders and enter into negotiations for any agreements that may be required to deal with any changes to the existing highways and any private means of access that will be affected by the proposed scheme
- Consult with and involve users of the park to contribute to the redevelopment of the features of the park.
- Consider delivery of the works under the terms of the Barnsley Contract Procedure rules to ensure that the works are delivered successfully ensuring best value for money in terms of cost, quality of work and actual delivery timescales to maximise expenditure.
- Consideration will be given as to whether the works, services or goods can be provided in-house, subject to value for money considerations or whether it is necessary to seek tenders for any aspect of the project and appoint the successful tender on the basis of most economically advantageous bid. If the latter, the procurement of the works will be via the YORCIVILS framework contract which has already been established and complies with OJEU regulations. This option was used successfully for the delivery of the SCRIF funded Highway Improvement scheme at M1 J36 Hoyland.

**APPENDIX 2****M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor  
(Phase 2 Goldthorpe)****Background:**

In June 2014 Sheffield City Region approved the SCRIF outline business case for the M1 Junction 36 Dearne Valley Economic Growth Corridor, which included both Hoyland and Goldthorpe.

As referenced in the Cabinet report (CAB) Reference 26.8.2015/12, the first priority for the delivery of the Strategic Growth Clusters was the progression of the M1 J36 Phase 1 outline business case for Hoyland and Goldthorpe..

It was therefore agreed that in order to accelerate delivery, full business cases would progressed and submitted individually for the works required at Hoyland, and the works to be delivered at Goldthorpe.

**Current Situation:**

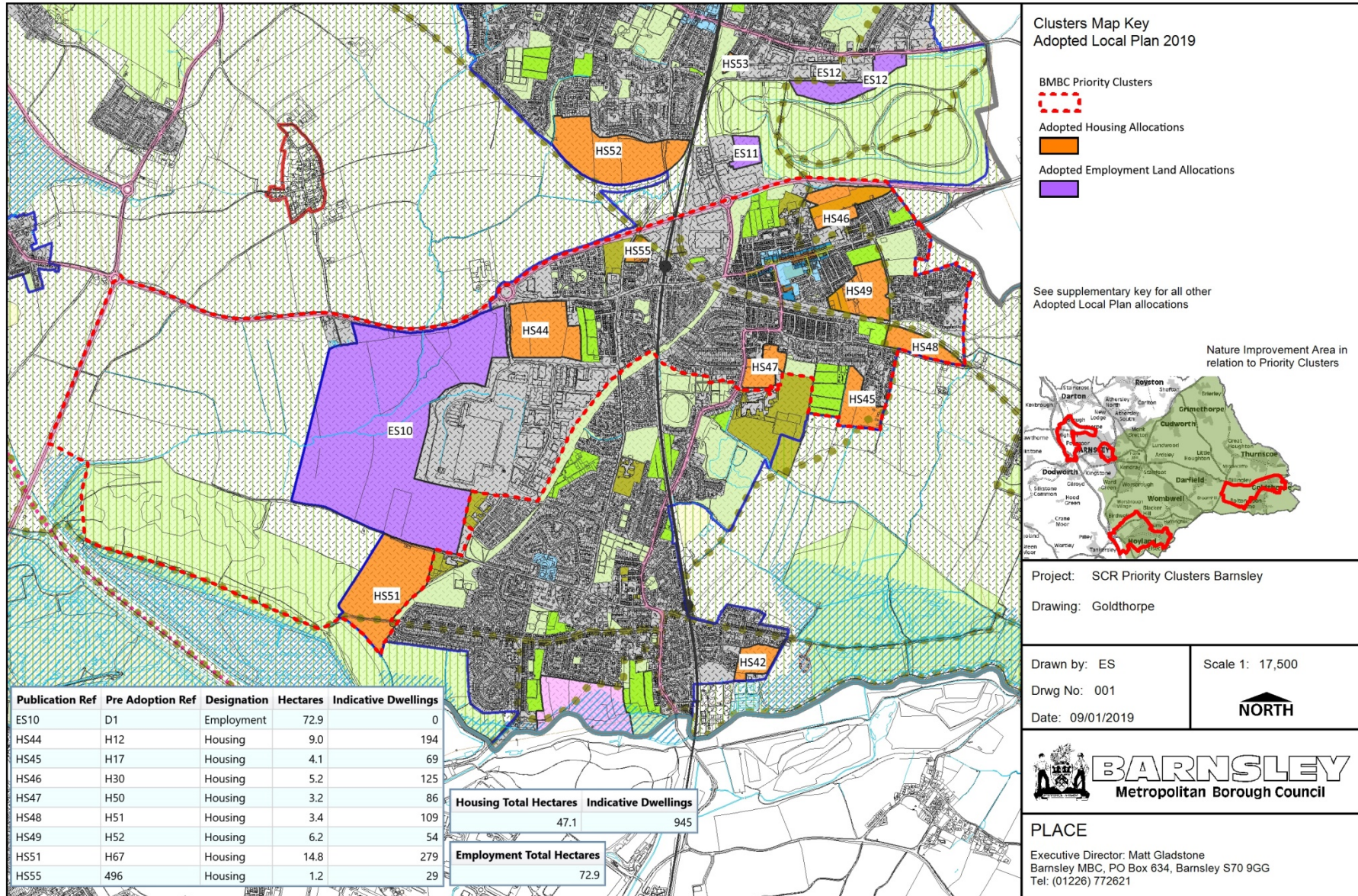
The full business case for the M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland) was approved by the SCR Combined Authority in 2015, and the funding agreement for £15.708m was executed on 23<sup>rd</sup> March 2016.

The full business case for M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 2 Goldthorpe) was approved by SCR Combined Authority on 28<sup>th</sup> January 2019. SCRIF resources of £7,324.000 will be used to focus on delivering highways improvements required towards the eastern end of the M1 J36 Economic Growth Corridor.

Aligning with the approved M1 J36 Phase 1 scheme, the scheme proposed in this M1 J36 Phase 2 Goldthorpe business case, should be seen not just solely as a traditional highways scheme in resolving existing traffic congestion, but one which facilitates the wider economic regeneration and growth requirements for both Barnsley and the Sheffield City Region.

The shortage of available employment development land is one of the key drivers for this scheme.

The Local Plan, adopted by full council on 3<sup>rd</sup> January 2019 CAB 12.12.2018/8 allocates 297ha of land for employment purposes, including 72.9ha at Junction 36 Goldthorpe, which can be developed upto 2033 to assist with the delivery of the overall Local Plan employment target of 28,840 jobs including around 16,920 net additional jobs.(A map highlighting the Local Plan allocations in the vicinity of the M1 Junction 36 Goldthorpe, is attached to this report)



Reproduced from the Ordnance Survey mapping with the permission of Her Majesty's Stationery Office © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.

Barnsley Metropolitan Borough Council, Licence number 100022264, 2019.



These necessary highway improvements will facilitate the delivery of 72.9 ha of employment land identified as site reference ES10 (former site reference D1) in the adopted Local Plan.

The development of the Goldthorpe employment land ES10 (former site reference D1) will enable a significant contribution to the provisioning of available employment land and has the potential to provide for up to 1399 net jobs, when the site is fully developed out ( based on the Barnsley Growth Model developed by Genecon 2018).

Traffic modelling results, reveal that even without the development of the employment site (ES10), all of the junctions are predicted to operate with increasing levels of congestion through the proposed opening year of 2021 and Local Plan design year of 2033. Consequently, even with no development of the employment land (ES10), and with the anticipated predicted traffic growth levels, highway mitigation interventions are still considered to be required.

BMBC Highways, Engineering and Transportation Service have worked together with AECOM, to devise the most suitable preferred design option, combining traffic modelling (up to Local Plan period of 2033) with highway design.

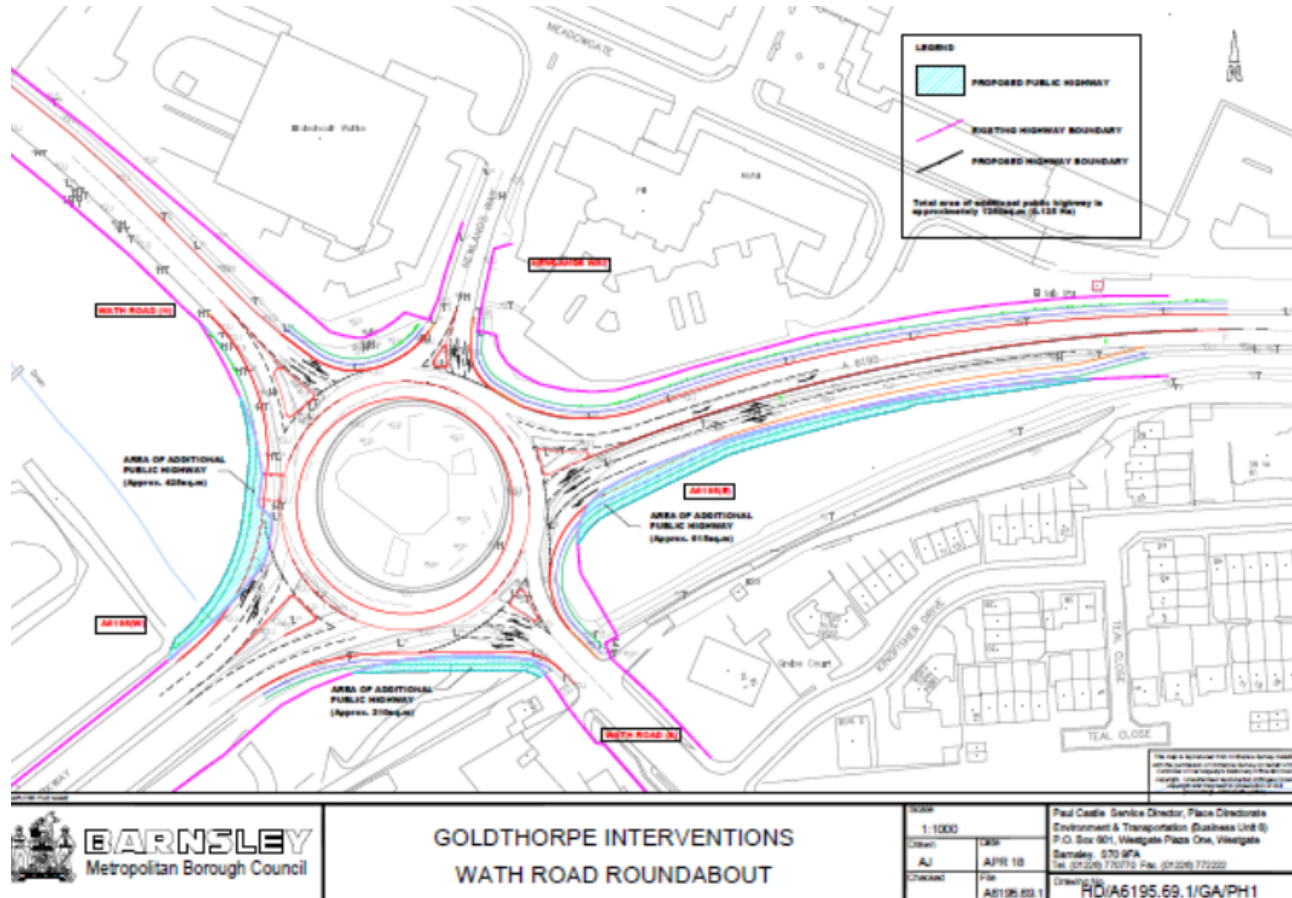
The funding secured, subject to all necessary approvals, will be used to deliver 2 work packages.

#### **Work package A:**

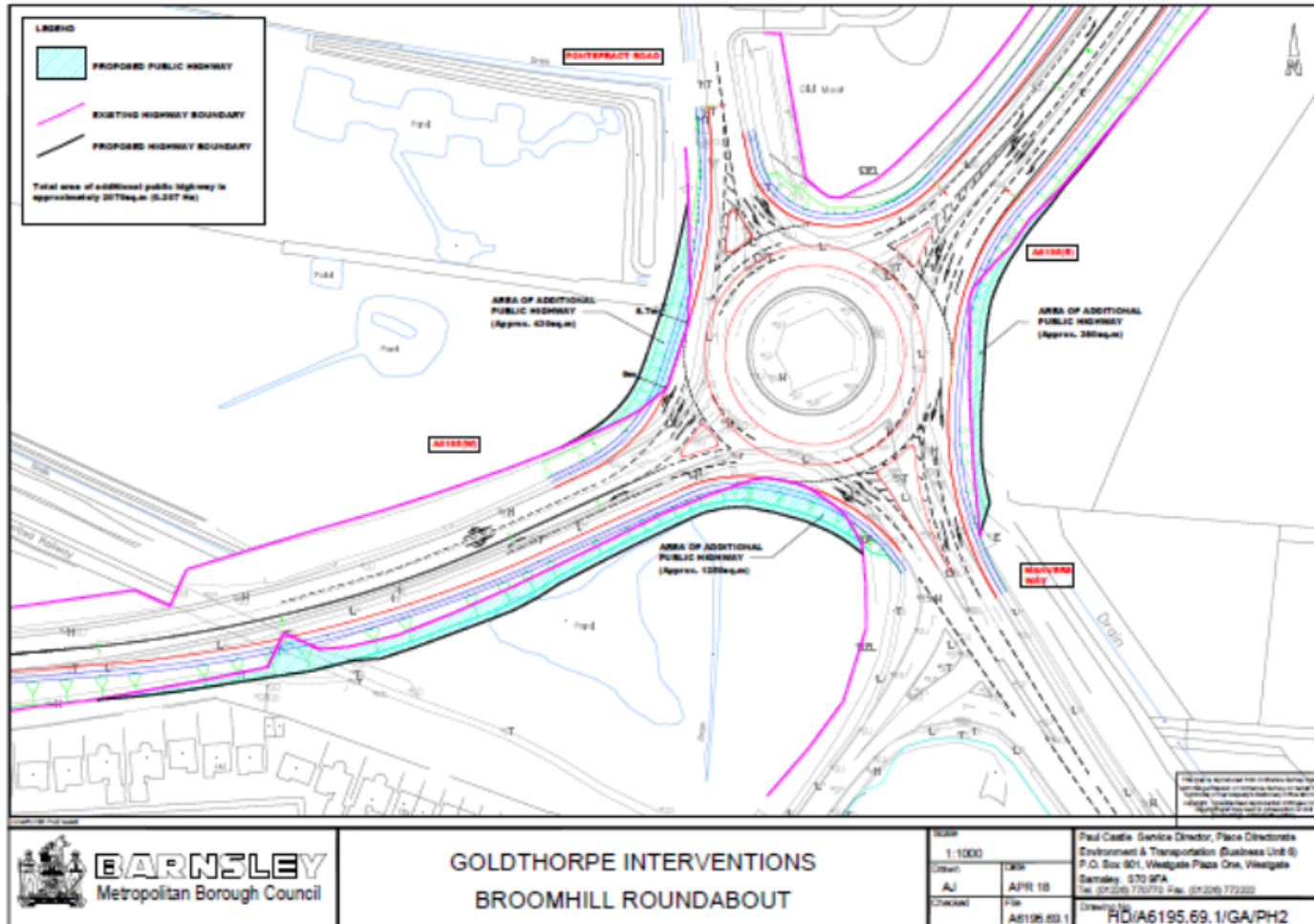
The first workpackage 'A', will deliver the highway mitigations to the existing 3 roundabouts of Broomhill, Wath Road and Cathill. (details shown below)

**Work Package A details:**

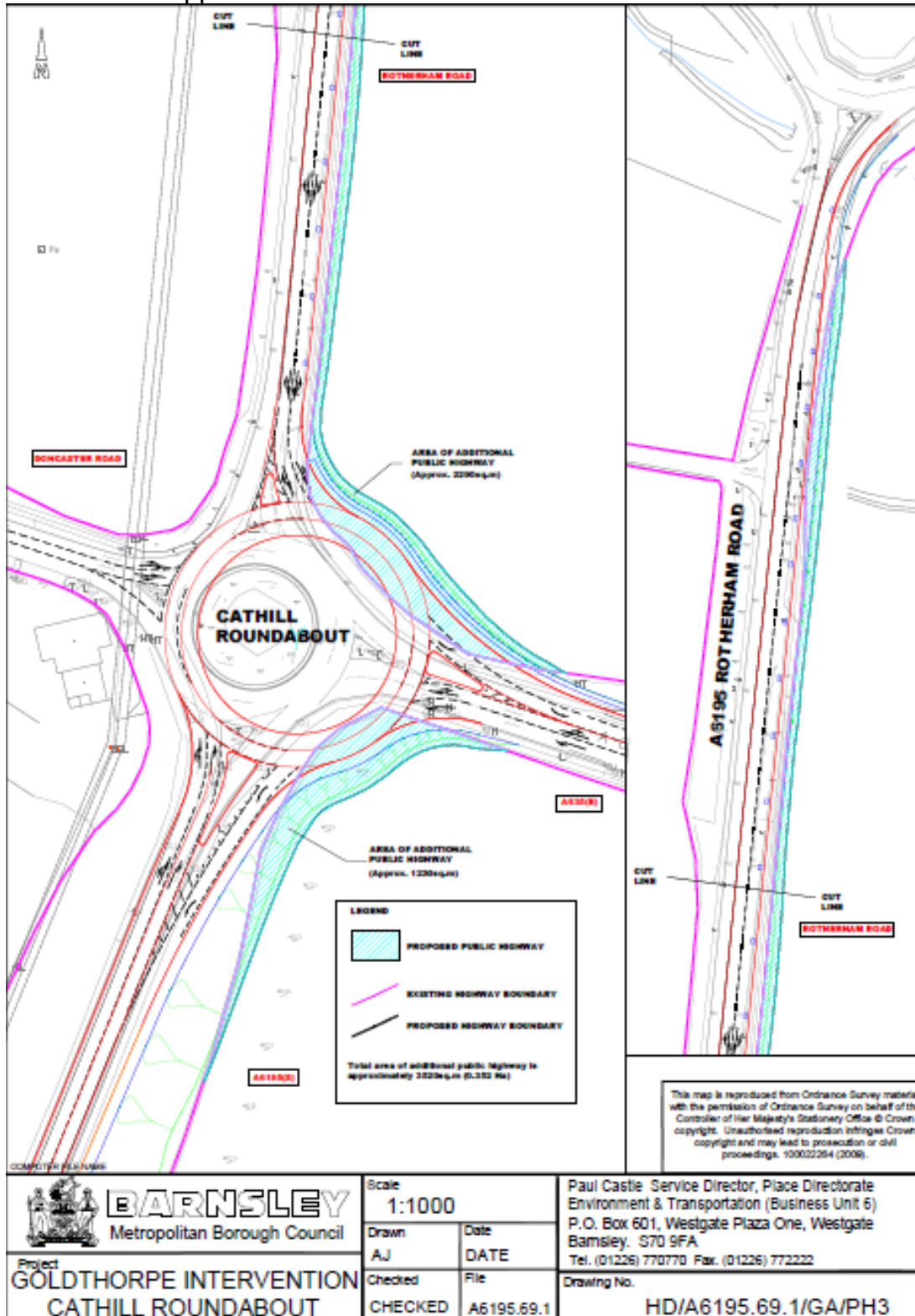
- I. **Wath Road Roundabout** – increase the size of the roundabout by 7m to approximately 65m. Widen A6195(E) approach to two lanes and provide a third lane left turn flare into Wath Road(S). Widen exit on to A6195(E) to two lanes converging into one lane. Wath Road (S) entry widen to 3 lane flare at junction of roundabout. Amendment to lane allocations on approaches.



**Broomhill Roundabout** – increase the size of the roundabout by 15m to approximately 53m. Widen A6195(E) approach to three lanes. Widen exit on to A6195(E) to two lanes converging into one lane. Widen the A6195(W) approach to two lanes. Widen exit on to A6195(W) to two lanes converging into one lane. Manvers Way approach widen to 3 lane flare at junction of roundabout. Amendment to lane allocations on approaches.



- ii. **Cathill Roundabout** – increase the size of the roundabout by 22m to approximately 60m. Widen A6195(S) approach to two lanes. Widen to two lanes southbound between Rotherham Road and Cathill roundabout. Widen exit on to A635(E) to two lanes converging into one lane. Widen exit on to A6195(S) to two lanes converging into one lane. Amendment to lane allocations on approaches.



### **Work package B details**

The second work package 'B' will deliver a new roundabout/access into the Goldthorpe employment land ES10 (former site reference D1) this is currently proposed by the provision of a new roundabout/access into the site (from the A635). The roundabout being considered is a 3 arm roundabout with a 2 lane entry on each arm and a one lane exit on each arm.

### **Third Party Land Requirements**

In order to deliver the proposed highway mitigations third party land is required in the vicinity of Cathill Roundabout. BMBC Asset Management are in negotiations regarding this acquisition and with regards to appropriate working licences. Completion of the transaction is subject to full business case approval, signing of SCR Funding Award and Cabinet Approval.

In addition to third party land, land currently owned by BMBC which is leased to the RSPB is also required to deliver the improvement works to Broomhill Roundabout. A variation to the lease is required to reflect the changes in the land boundary. BMBC Asset Management and the Council's Bio Diversity Officer are in negotiations regarding the variation of this lease, the injurious affects and ecological compensatory mitigations required.

Acquisition of land may be required to enable delivery of Work Package B improvement works

### **Delivery of Employment Site reference ES10**

To facilitate delivery of employment site ES10, a master planning, advisory arrangement through the "Landsolve" initiative is being progressed with Norfolk Property Services (NPS). This initiative will ensure that the third party landowners relating to the employment land (site ES10) are fully on board, and will assist in enabling a development agreement to be formalised with the ultimate end user, who will develop out the site.

In addition, further traffic modelling work is being commissioned to determine the most feasible access into the site.

### **Delivery of the Highway Infrastructure**

The SCRIF grant will assist with addressing the viability gap in terms of dealing with the offsite infrastructure issues (highway mitigations to Cathill; Broomhill and Wath), to enable the employment site to be put into a position that will enable the site to be

developed out successfully. These works have been confirmed by Planning as permitted development.

Once the design for the access into the employment land (site ES10) has been finalised, consultation with the Planning service will determine whether this element of infrastructure is permitted development or whether it requires planning permission. Sufficient time has been built in to the programme to allow for planning permission to be obtained, should it not be designated as permitted development.

### **Next Steps**

Subject to all necessary approvals, the council will :

- Continue detailed design work required to progress the scheme to delivery stage
- Secure any third party land required to deliver the scheme as outlined above
- Consider delivery of the works under the terms of the Barnsley Contract Procedure rules to ensure that the works are delivered successfully ensuring best value for money in terms of cost, quality of work and actual delivery timescales to maximise expenditure.
- Consideration will be given as to whether the works, services or goods can be provided in-house, subject to value for money considerations or whether it is necessary to seek tenders for any aspect of the project and appoint the successful tender on the basis of most economically advantageous bid. If the latter, the procurement of the works will be via the YORCIVILS framework contract which has already been established and complies with OJEU regulations. This option was used successfully for the delivery of the SCRIF funded Highway Improvement scheme at M1 J36 Hoyland.
- The Landsolve initiative will continue, involving the landowners, with the 1<sup>st</sup> stage developing the draft masterplan completed by the end of January 2019, before moving onto stage 2 of the commission, developing an acceptable options agreement with the landowners that will facilitate the commercial development.
- Consult with the Planning Service regarding the design for the access into the employment land (site ES10) will continue, and once finalised dependent upon whether this element of infrastructure is permitted development or whether it requires planning permission, the appropriate permissions will be sought. (Notwithstanding this, sufficient time has been built in to the programme to allow for planning permission to be obtained, should it not be designated as permitted development).



This page is intentionally left blank



**Appendix 3**

**M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor  
(Phase 1 Hoyland)**

**Background**

As referenced in the Cabinet report (CAB) Reference 26.8.2015/12, the first priority for the delivery of the Strategic Growth Clusters was the progression of the M1 J36 Phase 1 outline business case for Hoyland and Goldthorpe..

In June 2014 Sheffield City Region approved the SCRIF outline business case for the M1 Junction 36 Dearne Valley Economic Growth Corridor, which included both Hoyland and Goldthorpe.

Major investment along the M1 J36 A6195 Dearne Valley economic growth corridor is critical to resolving not only current road infrastructure and congestion issues but more importantly will build the capacity required to unlock significant employment land, opening up the regeneration and growth of the whole Dearne corridor (Goldthorpe and Hoyland), required to achieve local and city region growth aspirations.

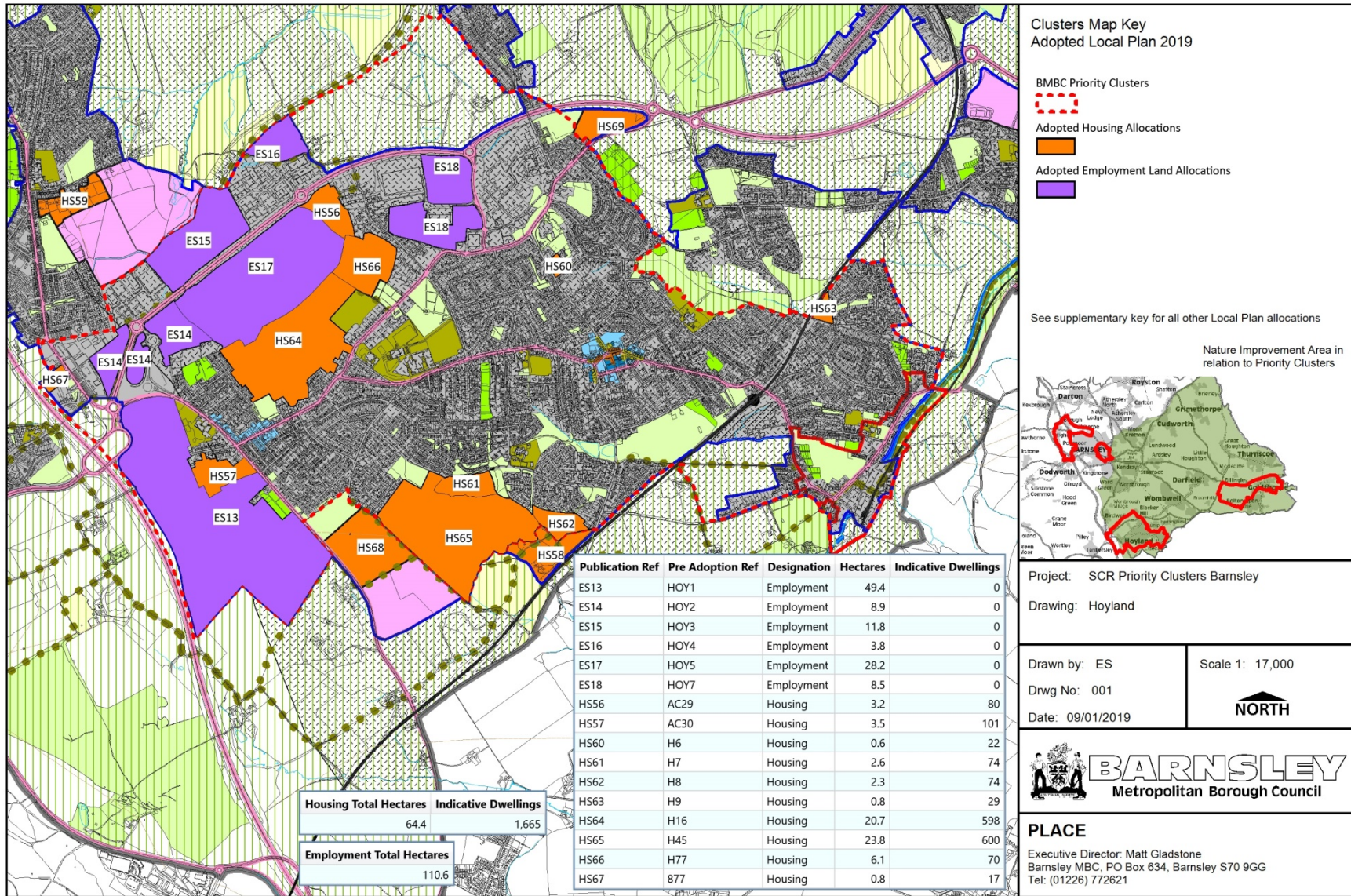
It was acknowledged that delivery of the works at the Hoyland end of the A6195 corridor was critical, and due to the timescales involved in bringing forward the proposed employment land at Goldthorpe it was agreed with SCR that full business cases to secure the SCRIF resources would be submitted separately as Phase 1 Hoyland and Phase 2 Goldthorpe.

**Current Situation:**

The full business case for the M1 Junction 36 – A6195 Dearne Valley Economic Growth Corridor (Phase 1 Hoyland) was approved by the SCR Combined Authority in 2015, and the funding agreement for £15.708m was executed on 23<sup>rd</sup> March 2016.

This secured the necessary SCRIF investment for the overall road improvements, which could not be provided by a single developer or a first end user, plus gap funding for onsite infrastructure of the new development sites proposed through the Consultation Draft Local Plan. The Local Plan, subsequently adopted by full council on 3<sup>rd</sup> January 2019 CAB 12.12.2018/8 allocates 297ha of land for employment purposes, including 110ha at Junction 36 Hoyland, which can be developed upto 2033 to assist with the delivery of the overall Local Plan employment target of 28,840 jobs including around 16,920 net additional jobs.

A map highlighting the Local Plan allocations in the vicinity of the M1 Junction 36 Hoyland is attached to this report



Reproduced from the Ordnance Survey mapping with the permission of Her Majesty's Stationery Office © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.

Barnsley Metropolitan Borough Council, Licence number 100022264, 2019.

The SCRIF Funding Agreement for £15.708m provides support for delivery of four work packages .

**Work package 1:** The purpose of work package 1, allocated £9.6m SCRIF is to complete a series of major infrastructure works around M1 Junction 36 to reduce existing congestion, mitigate environmental issues and facilitate the employment and indirectly the housing growth aspirations at Hoyland.

The delivery of the highway infrastructure around the vicinity of the A61 Birdwell Roundabout , as part of work package 1 was completed in September 2017. ( see photograph below)



**Work packages 2,3 & 4 :**The purpose of work packages 2,3 & 4 (£6.04m in total) is to provide gap funding for onsite viability works for the proposed employment sites ES13 (former site reference HOY1), ES15 (former site reference HOY3) and ES17 (former site reference HOY5), as identified in the adopted Local Plan map above which identifies the current and proposed employment site references which are referred to in this report) to assist with the delivery of the overall Local Plan employment target of 28,840 jobs including around 16,920 net additional jobs.

To mitigate any risk to the council of potential grant funding clawback from Sheffield City Region due to none delivery, back to back Development Agreements are in place with Harworth Estates, Hoyland Land Developments / CRM Land & Developments Ltd, and a promotion agreement is in place with The Wentworth Charity with a Development Agreement annexed that will be passed on to their preferred developer once appointed (Currently in negotiation with a preferred partner).

The determination of the actual works required, and phasing of delivery is subject to an ongoing masterplanning exercise, and once it has been determined whether there is a variation in the elements of works that require SCRIF grant funding this will be submitted to Sheffield City Region for approval via a formal change request.

## **Next Steps**

Regular keep in touch meetings and technical meetings are now taking place with Harworth Estates, Hoyland Land Developments and Wentworth Estates, looking at detailed design options and the completion of the Masterplanning exercises will inform the timetable for delivery of the SCRIF funded site viability work and subsequent delivery of the SCR Funding Agreement Outputs and Outcomes.

The determination of the actual works required, and phasing of delivery is subject to the ongoing masterplanning exercise, and once it has been determined whether there is a variation in the elements of works that require SCRIF grant funding this will be submitted to Sheffield City Region for approval via a formal change request to ensure all external grant funding secured is retained, whilst ensuring that the overall aims and objectives of the scheme are achieved.

The developers are being provided with the appropriate support to ensure that now the Local Plan has been adopted, the masterplanning exercise and subsequent planning applications can be progressed in a timely manner to ensure that delivery can be achieved once planning permission has been granted in line with SCR funding timescales.

## **M1 Junction 37 – Phase 2 (Claycliffe )**

### **Background**

In 2016, Sheffield City Region approved in principle the outline business case for the M1 Junction 37 Economic Growth Corridor and SCRIF resources of £11,808,000 (subject to full business case approval). This was made up of £8.4m to fund six individual offsite highway mitigations, one of which included the highway improvement to the A628 Dodworth Road / Pogmoor Road crossroads. The remaining £3.4m was earmarked to contribute towards the onsite viability works required on the local plan proposed mixed use site reference MU1.

At the time of the 1A outline business case approval, it was envisaged that the proposed mixed use development site ref: MU1 would act as a catalyst for the remaining existing allocated employment sites located at Capitol Close Business Park (South of MU1).

However, the current situation has altered dramatically. There was a significant delay in the proposed adoption of the Barnsley Local Plan. This has affected the delivery timescales for the proposed development at MU1 however the Joint Venture Company ‘the Barnsley West Consortium’ proposing to deliver the MU1 site remain fully committed to the development.

Whereas at J37 Capitol Close Business Park, a change in land ownership coupled with a more proactive marketing campaign, has seen interest increase and the site has attracted actual planning applications for design and build schemes as well as schemes with specific end users now coming forward in advance of the development at MU1.

The current highway capacity constraints at the A628 Dodworth Road / Pogmoor Road crossroads, the level of traffic generated from planning permissions granted and planning applications submitted for consideration, along with those enquiries that are resulting in pre-planning enquiries mean that without highways mitigations being delivered in the near future, the development sites at J37 Capitol Close will not be delivered to full capacity, along with any other future development (including other existing employment sites around the Capitol Park vicinity) with a potential impact on the crossroads also being unable to come forward.

To mitigate the risk of Barnsley MBC refusing development, together with losing the employment opportunities that effectively contribute to Sheffield City Region’s Strategic Economic Plan (SEP) and Integrated Investment Plan (IIP), it was agreed with Sheffield City Region, to progress a standalone business case for the highway improvements required at A628 Dodworth Road/ Pogmoor Road crossroads. This has been progressed through the appraisal process and for the purposes of securing the SCRIF funding known as ‘M1 Junction 37 - Economic Growth Corridor – Phase 1’. Further details are provided in Appendix 1 of the cabinet report attached.

### **Current situation**

The preparation and submission of the wider full business case for the remaining £10,636,629 is being progressed, known as 'M1 Junction 37 - Economic Growth Corridor – Phase 2'.

The purpose of the scheme is to contribute to the delivery of new and improved highways infrastructure works and on site servicing works which will enable the delivery of a mixed use employment and housing site (ref MU1 on the attached plan) (circa 3,500 new jobs and 1700 new homes) plus public open space and new primary school provision in the vicinity of M1 Junction 37 (Claycliffe) within the Barnsley urban area. It will also build upon the strengths of the existing designated employment sites at J37 and the long standing and well performing employment areas in and around Claycliffe Business Park at Barugh Green.

As part of the outline business case submission, traffic modelling has been carried out to understand the level of highway mitigations required to facilitate the development of the MU1 site.

These indicative mitigations comprise of

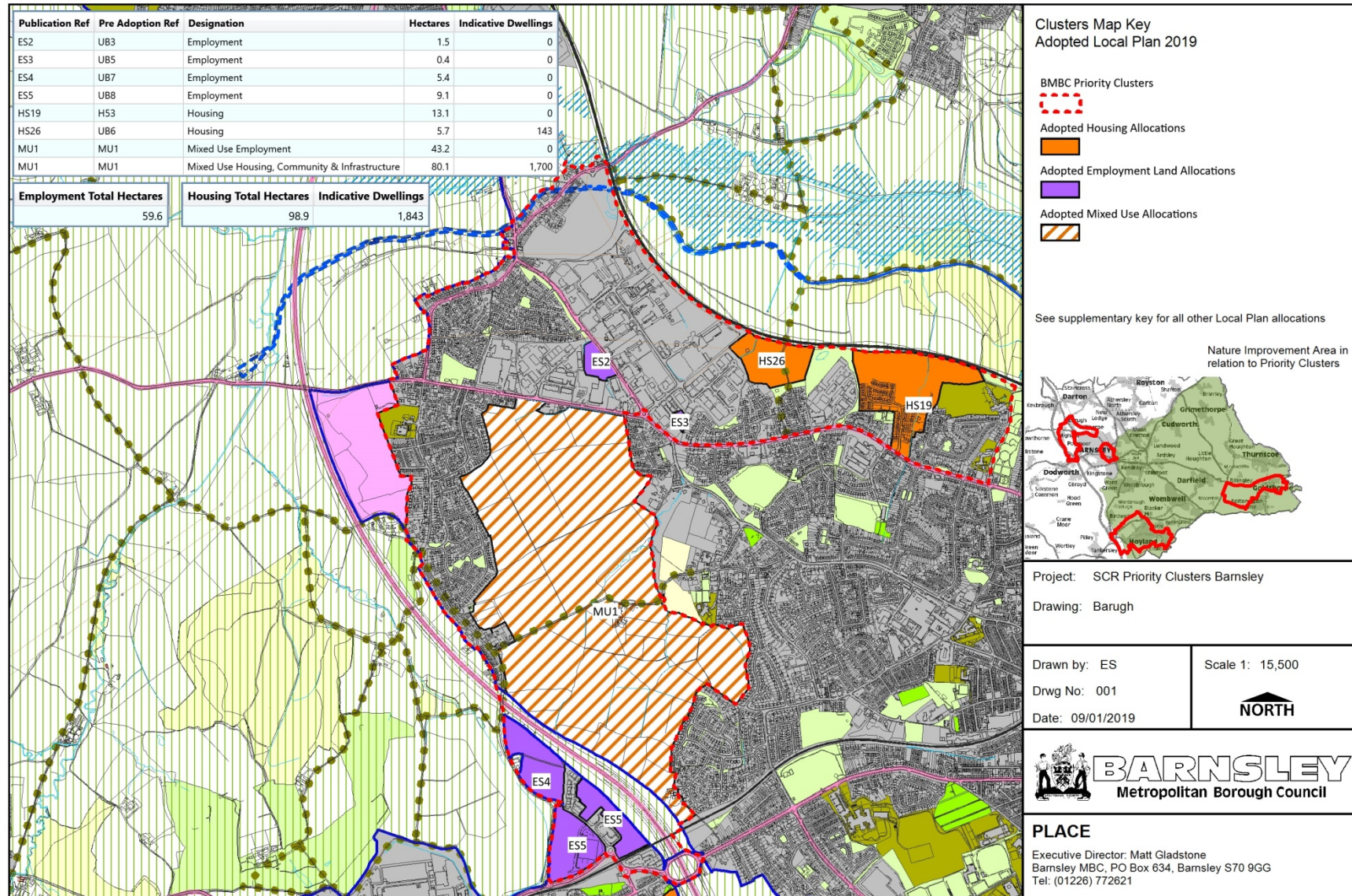
1. Upgrade of Higham Lane / Capitol Close link
2. Upgrade of Capitol roundabout
3. Barugh Green (Dearne Hall) roundabout
4. Chestnut Tree roundabout
5. J37 Signalisation Improvements

The mitigations, along with facilitating the access into MU1 are now being worked up into detailed designs to understand the costing implications of each, ascertaining whether they are still required to determine the amount of SCRIF that can be allocated to the Barnsley West Consortium to assist with the viability gap on site at MU1.

The Barnsley West Consortium have optioned the third party land owners required to deliver the site MU1, and have a draft masterplan prepared by Spawforths that was submitted in support of the local plan.

The Local Plan, adopted by full council on 3<sup>rd</sup> January 2019 (CAB 12.12.2018/8) allocates 297ha of land for employment purposes including 43ha on a mixed use site ref MU1 in the vicinity of M1 Junction 37, Barugh Green / Claycliffe which can be developed up to 2033 to assist with the delivery of the overall Local Plan employment target of 28,840 jobs including around 16,920 net additional jobs.

A map highlighting the Local Plan allocations in the vicinity of the M1 Junction 37 is attached to this report



Reproduced from the Ordnance Survey mapping with the permission of Her Majesty's Stationery Office © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.

Barnsley Metropolitan Borough Council, Licence number 100022264, 2019.

Barnsley MBC have commissioned Aecom to undertake the necessary Webtag appraisal which is a requirement for such large schemes to demonstrate how the transport appraisal process supports the development of investment decisions to support a business case.

### **Next Steps:**

Further work will be carried out to inform the masterplan, site surveys, further viability and phasing of development that will be shared with Barnsley MBC to assist with the development of the M1 Junction 37 - Economic Growth Corridor – Phase 2' full business case.

The full business case is currently being prepared, and will be finalised and submitted to SCR for appraisal by the CA once all the information is available. A key component of the development of the business case is the referencing of the delivery of the A628 Dodworth Road / Broadway Junction Improvement scheme which was approved by the Council on 18<sup>th</sup> February 2019 subject to conditions. The business case will detail scenarios based on the delivery of this junction improvement being delivered, the delayed delivery of this improvement and also a scenario of non delivery to understand the impact of these scenarios of the deliverable outcomes/ outputs in terms of commercial floorspace targets and housing numbers. The proposed highways mitigations will also be modelled to reflect the scenarios and also to ascertain the timing requirements for delivery.

Subject to approval of the full business case and agreement of the outputs / outcomes negotiations will be undertaken with SCR in respect of the grant funding agreement. Acceptance of the SCRIF grant in respect of this business case will be subject to a further cabinet report.

To mitigate any risk to the council of potential grant funding clawback from Sheffield City Region due to non delivery of any outputs that are conditioned to the SCR Grant following appraisal of the full business case, back to back Development Agreements will be negotiated with the Barnsley West Consortium

In order to deliver the proposed highway mitigations third party land is required. BMBC Asset Management are in negotiations regarding the acquisitions and with regards to appropriate working licences. Completion of any land transaction will be subject to full business case approval, signing of SCR Funding Award and Cabinet Approval.

Subject to full business case approval and Cabinet approval, delivery of the works will be considered under the terms of the Barnsley Contract Procedure rules to ensure that the works are delivered successfully, ensuring best value for money in terms of cost, quality of work and actual delivery timescales to maximise expenditure.

Consideration will be given as to whether the works, services or goods can be provided in-house, subject to value for money considerations, or whether it is necessary to seek tenders for any aspect of the project and appoint the successful tender on the basis of most economically advantageous bid. If the latter, the procurement of the works will be via the YORCIVILS framework contract which has already been established and complies with



OJEU regulations. This option was used successfully for the delivery of the SCRIF funded Highway Improvement Scheme at M1 J36 Hoyland.

Consultation with the Planning Service regarding the design for the highway mitigations and once finalised dependent upon whether the individual elements of infrastructure are permitted development or whether they require planning permission, the appropriate permissions will be sought. Notwithstanding this, sufficient time has been built in to the programme to allow for planning permission to be obtained, should they not be designated as permitted development.

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank



By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank



By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank



By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank