

**Name of meeting:** Cabinet  
**Date:** 2<sup>nd</sup> May 2017  
**Title of report:** Nexus In-School: Transfer of Responsibility to C&K Careers Ltd

**Purpose of report**

To ask Cabinet to consider the proposal to transfer the responsibility of the Nexus in-School programme to C&K Careers Ltd.

<b>Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?</b>	No
<b>Key Decision - Is it in the <a href="#">Council's Forward Plan (key decisions and private reports?)</a></b>	Yes
<b>The Decision - Is it eligible for call in by Scrutiny?</b>	Yes
<b>Date signed off by <a href="#">Director</a> &amp; name</b>	Gill Ellis, Director for Children's Services, 19 April 2017
<b>Signed off by the Service Director (Financial Management, IT and Transactional Services)</b>	Debbie Hogg, 19 April 2017
<b>Signed off by the Service Director (Governance and Commissioning)</b>	Julie Muscroft, 19 April 2017
<b>Cabinet member <a href="#">portfolio</a></b>	Cllr Masood Ahmed

**Electoral wards affected:** Not Applicable

**Ward councillors consulted:** Not Applicable

**Public or private:** Public

1. **Summary**

Nexus In-School is a supported extended work placement service offered to schools for their Year 11 students who require a vocational focus. The proposal is that Kirklees Council no longer delivers the service but the service is transferred to C&K Careers Ltd. This will allow the provision to be sustained and located in an organisation operating with similar models of delivery and able to provide a wider commercial offer. More appropriate management arrangements would be in place enabling the project to become more sustainable and economically viable, and better linked to employment and training.

2. **Information required to take a decision**

Background

Nexus In-School offers Year 11 students the opportunity of extended work experience with local employers, coupled with the opportunity to reinforce their learning from placement with a selection of structured learning sessions throughout the year. The remaining time is spent in school taking a reduced number of core GCSEs. The project has been successful in addressing attendance and performance issues. Students are assigned a designated project officer who works with them intensively throughout the year.

Each year between 20 and 32 Year 11 young people take part in the Nexus In-School programme. Numbers who benefit will always be small due to the unique nature of the offer. In 2016/17 we have 12 schools buying places on the programme and 31 young people taking part.

Of the 24 students on the project in 2015/16, 96% are EET (in Employment, Education or Training). 29% of those young people are in apprenticeships, four of which are with the employer with whom they carried out their work placement (2<sup>nd</sup> November 16).

It has been necessary to review the delivery arrangements for the following reasons:

- The current model sits within a team in Learning and Skills which does not directly deliver provision to Schools or young people. Being part of a direct delivery service would provide more effective management arrangements and a specific link to schools for referral and monitoring processes. Currently, to address this issue, the team are sub-contracted to C&K Careers, however this model is not sustainable or cost effective in the long term. The sub-contracting arrangement will end once the service and staff are transferred.
- This project is not something that only the Council can do and would benefit from exposure to a wider geographic market.
- In the new council's role as commissioners, schools and young people would be better served by C&K Careers Ltd, with direct delivery to schools and widening the alternative provision options.

### Proposal

Transfer delivery of the Nexus in-School programme to C&K Careers Ltd. This will result in the three current members of staff transferring to C&K Careers under TUPE regulations.

### Timescale

To transfer the programme to C&K Careers Ltd as soon as practically possible to secure effective delivery for the 2017/18 cohort.

### Expected Outcomes and Sustainability

The services to young people secured from the project would:

- be sustained;
- benefit from operating from a context of similar provision;
- have more appropriate management arrangements;
- be more economically viable; and
- be developed to changing needs.

## **3. Implications for the Council**

### **3.1 Early Intervention and Prevention (EIP)**

Prevention of young people from becoming NEET (Not in Education, Employment and Training) with the associated long term negative effects.

### **3.2 Economic Resilience (ER)**

Preparing young people for the labour market.

### **3.3 Improving Outcomes for Children**

The project has demonstrated significant improvements in outcomes for a group of young people who are at risk of disengagement from School. The proposal will allow C&K Careers to explore offers around work placement for young people and combine this with their service area of careers information advice and guidance, particularly vulnerable children.

### **3.4 Reducing demand of services**

There will be no impact

### **3.5 Legal/Financial or Human Resources**

The transfer will generally be cost neutral as the income generated from Schools who purchase the Nexus service has covered the staffing costs of the team who deliver. A small management fee paid to C&K Careers Ltd under the current sub-contracting arrangements will no longer be needed and will contribute to the overall savings required from the Learning and Skills service in the MTFP.

The proposal is likely to involve the transfer of the employment of three members of staff and the delivery of the Nexus service to C&K Careers Ltd. The Council's Human Resources service will ensure that the appropriate steps to inform affected members of staff required by the TUPE Regulations are completed and colleagues in Legal will advise on the transfer of the service and any agreement drawn up with C&K Careers Ltd. C&K Careers have confirmed that the pension entitlements of the members of staff can be accommodated within their scheme as it is only closed to new members of staff.

4. **Consultees and their opinions**

Calderdale and Kirklees Careers Ltd have been fully consulted on the proposals and would welcome the transfer of the service and the staff. They believe the service will be economically viable and the staff (all of whom are qualified careers advisors) will add value to the organisation. As part of the consultation with C&K Careers Ltd, Schools who currently purchase the service have been engaged regarding the proposals and no significant issues have been raised by them concerning the future plans.

The members of staff concerned have been informed of the proposal and have had the chance to discuss it with their line manager within the Council. Their trade unions have also been informed of the proposals. No significant matters have arisen.

5. **Next steps**

Subject to approval the next steps will be undertaking due diligence process and TUPE arrangements. The preferred timescale would be completion of the transfer on or before the end of August 2017. Regular updates will be provided to the Learning and Skills Leadership Team.

6. **Officer recommendations and reasons**

In principle the cabinet agrees, subject to the satisfactory completion of due diligence by both parties, that Kirklees Council no longer delivers the service and it is transferred to C&K Careers Ltd. In order to expedite this, Cabinet grant delegated authority to the Service Director (Learning and Early Support) in consultation with the portfolio holder (Community Cohesion and Schools) to negotiate and agree any contractual details of the proposed transfer to C&K Careers Ltd.

7. **Cabinet portfolio holder's recommendations**

The portfolio holder recommends, subject to the satisfactory completion of due diligence by both parties, that the service is transferred to C&K Careers Ltd and that Cabinet delegates authority to the Service Director (Learning and Early Support) to negotiate and agree any contractual details of the proposed transfer to C&K Careers Ltd in consultation with the portfolio holder. The transfer of the Nexus service will enable it to continue to deliver positive outcomes in the long-term for a group of young people who are at risk of under-achieving and becoming NEET.

8. **Contact officer**

Martin Green Deputy Assistant Director Learning and Skills

9. **Background Papers and History of Decisions**

Not Applicable

10. **Assistant Director responsible**

Jo-Anne Sanders