



SUBJECT: MonLife – Learning Staffing Establishment

MEETING: Individual Cabinet Member Decision County Councillor R John

DATE: 21 August 2019

DIVISION/WARDS AFFECTED: All

1. PURPOSE:

- 1.1 To approve an adjustment to the staffing establishment in order to provide support to the MonLife Learning Manager to deliver additional learning provision to a range of groups and individuals. The cost of an additional part-time post will be offset by income from fees and charges as well as partly through additional grant.

2. RECOMMENDATIONS:

- 2.1 To agree the changes to the staffing structure and approve the learning assistant support post.

3. KEY ISSUES:

- 3.1 Learning happens across all of MonLife sites and services including
- Heritage and culture based formal education workshops at our museums and attraction
 - Historic object box loan scheme for schools
 - Creative and exercise based activity for people living with dementia and their carers
 - Family learning at our heritage sites (for local people and visitors)
 - Guided walks and countryside activities
 - Sport and leisure learning through our Sports Development Service,
 - Outdoor Education provision
 - Intergenerational memory cafes
 - Reminiscence schemes and memory box provision
- 3.2 Traditionally, each site and service area had operated independently as providers of learning but more recently a Learning Group has been established to understand the way that learning is developed and delivered. A comprehensive learning audit has been undertaken and this with the results of primary teacher consultation has informed a new MonLife Learning Strategy intended to position MonLife as a serious, quality-driven provider of both formal and informal learning,

- 3.3 This strategy is intended to support the development of a learning service that is fit for purpose, audience driven and that can meet future challenges, especially around changes to the national curriculum and demographics.
- 3.4 The strategy has the following strategic aims:
- Increase participation in Formal Learning Activity
 - Increase participation in Informal Learning activity
 - Develop MonLife Learning as a distinctive, high quality brand
 - Become a sector lead in the provision of activity for older people, people living with Dementia and their carers
 - Position MonLife learning as a significant provider of learning within the community
 - Demonstrate impact through meaningful measurement, monitoring and evaluation
- 3.5 In order to continue with the development of the Learning Strategy and to support the day to day delivery of learning across a new joint learning service for Museums, Attractions and Countryside – the Culture, Heritage and Environment Learning Service, additional learning support is required in the form of an additional part time post (see Appendix 1 for job description) at a cost of £15,521. This post will be funded from two sources; additional fees from extra learning provision and external grant funding.

4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):

- 4.1 The learning service makes a significant and demonstrable contribution to the wellbeing goals and creates opportunities for all learners. There is an opportunity to grow the service, generate income and develop future learning opportunities for our children, young people, communities and older people to both meet the future needs of the new curriculum for Wales and the changing demographic of Monmouthshire (see Appendix 2).

5. OPTIONS APPRAISAL

- 5.1 The additional post has been identified following discussions with officers as being the most cost effective method to provide business support but also enable the Learning Manager to continue to develop the Learning Strategy and Action Plan and deliver a Learning Programme that can meet the needs of the new Curriculum for Wales, the changing demographic of Monmouthshire and contribute to increasing visitor numbers across museums and attractions.
- 5.2 Learning Fees and Charges for 2018/19 has been identified at £12,364.95 and Grant Funding secured a further £16,563.52. Current trends identify a general increase in bookings and there are significant grant streams that are available such as Aneurin Bevan University Health Board Integrated partnership Funding, the National Lottery Heritage Fund and Arts Council funding. In addition, many funding bodies now demand evidence of how bids for a range of projects (i.e. capital projects and resilience funding) will support

and include learning, community and audience development (all areas covered within the Learning Strategy).

- 5.3 A do nothing option would significantly constrain learning delivery as the proposed Culture, Heritage and Environment Learning Service is dependent on additional staff resources to both develop and deliver new learning resources.

6. EVALUATION CRITERIA

- 6.1 This will be evaluated on the successful development of the Learning Strategy, the delivery of successful learning programmes that will fully fund this post and against a learning outcome framework being developed by the Learning Group.

7. REASONS:

- 7.1 This post is required to support the continued development of the learning strategy and the increase in the provision of the learning programme helping to sustain and widen audiences for our services.

8. RESOURCE IMPLICATIONS:

- 8.1 The cost of the post is identified at £15,521 and it is anticipated that this will be fully met from increase in fees and grant income. If the post cannot be fully funded then the pressure will be absorbed within the overall MonLife budget.

9. CONSULTEES:

Enterprise DMT
Cabinet member for MonLife
Head of TLCY
Learning Manager

10. BACKGROUND PAPERS:

Appendix 1: Job Description
Appendix 2: Equality And Future Generations Evaluation

11. AUTHORS & CONTACT DETAILS:

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