

SUBJECT: GUARANTEED INTERVIEWS FOR CARE LEAVERS

MEETING: CABINET

DATE: 01/04/2020

DIVISION/WARDS AFFECTED: All

1 PURPOSE:

- 1.1 To request approval to add a guaranteed interview scheme to the application process for care leavers

2. RECOMMENDATIONS:

- 2.1 To approve the proposal and introduce a Guaranteed Interview Scheme (GIS) for care leavers, as long as they meet the basic criteria on the person specification/job description.

3. KEY ISSUES:

- 3.1 In 2015 Children’s Commissioner for Wales produced a report ‘Hidden Ambitions’ asking Welsh Government, local authorities and charities to pledge their support to make sure that young people leaving care have the right support to realise their ambitions.
- 3.2 July 2019 the Apprentice, Graduate and Intern (AGI) Strategy was approved by Cabinet. Priority 4 of the strategy is about Improving access, equality, and equity of opportunity for underrepresented groups.
- 3.3 Priority 9 of the Corporate Parenting Strategy (2018 – 2021) states that all care leavers are supported in education, training and employment.

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

- 4.1 Summarised below for Members’ consideration from Future Generations Evaluation located in Appendix 1: It is anticipated that by introducing a GIS for care leavers will have a positive impact on a number of the wellbeing goals. In particular it will impact on the goal of ‘A more equal Wales’ by providing an equal chance for those individuals within the care system and ensuring that young people leaving care have the right support to realise their ambitions.

5. OPTIONS APPRAISAL:

- 5.1 An options appraisal has been undertaken in Table One below.

Table One: Options Appraisal

Option	Benefits	Risks
Do nothing	None identified	Care leavers go unsupported and may not receive the same access

		to opportunities and support as others not in the care system
Add as a guaranteed interview	Improving access, equality, and equity of opportunity to underrepresented groups	Positive action

6. EVALUATION CRITERIA

6.1 An evaluation assessment has been included in Appendix 2 for future evaluation of whether the decision has been successfully implemented.

7. REASONS:

7.1 At full council held Oct 24th 2019, care leavers were heard and they felt there were a shortage of apprenticeships and opportunities. It was felt that there wasn't enough support to care leavers when it came to apprenticeship support and subsequent job opportunities when they finish. The care leavers also felt that the local authority has a duty to support them when looking for work and felt that by having a guaranteed interview for vacancies (as there is for people with disabilities and ex armed forces) this would go some way to ensuring they have the same access to opportunities.

7.2 As part of our corporate parenting role to guarantee interviews for Care Leavers for MCC vacancies, in supporting them to secure employment within the authority.

8. RESOURCE IMPLICATIONS:

8.1 There are no cost implications.

9. CONSULTEES:

10. BACKGROUND PAPERS

Future Generations Evaluation (Appendix 1)
Evaluation Criteria (Appendix 2)

11. AUTHOR:

Gareth James – Apprentice, Graduate and Intern Coordinator

12. CONTACT DETAILS:

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APPENDIX 1



monmouthshire
sir fynwy

Equality and Future Generations Evaluation

Name of the Officer: Gareth James Phone no: 01633 644344 E-mail: garethjames@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To introduce a Guaranteed Interview Scheme (GIS) Care Leavers
Name of Service area: Employment and Skills	Date 01/04/2020

1. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	This proposal will have a positive impact across all the protected characteristics. This proposal is an example of "positive action" as defined in the Equality Act 2010 and is designed to provide an opportunity to those persons leaving the care system. There are no identified inequality implications either intended or unintended as a result of this proposal.	There are no identified inequality implications either intended or unintended as a result of this strategy	Monitoring will be undertaken on applicants for roles within the Local Authority to ensure the successful implementation of this proposal
Disability			
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
Race			
Religion or Belief			
Sex			

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sexual Orientation			
Welsh Language			
Poverty			

2. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generate wealth, provides jobs</p>	<p>In 2015 Children's Commissioner for Wales produced a report 'Hidden Ambitions' asking Welsh Government, local authorities and charities to pledge their support to make sure that young people leaving care have the right support to realise their ambitions. With the support of the GIS young people will have the same support as their peers and can go on to gain employment and training.</p> <p>July 2019 the Apprentice, Graduate and Intern (AGI) Strategy was approved by Cabinet. Priority 4 of the strategy is about Improving access, equality, and equity of opportunity for underrepresented groups.</p> <p>Priority 9 of the Corporate Parenting Strategy (2018 – 2021) states that all care leavers are supported in education, training and employment.</p>	<p>Promotion of vacancies within MCC shall be promoted through Careers Wales, MCC Youth Enterprise projects – I2A, I2W and CFW+ and other relevant partnership networks.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N/A	N/A
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	There are a number of young people in or have left the care system who have been subject to many ACE's having the support of the GIS and support in breaking barriers into breaking negative cycles will have an impact on both their physical and mental well-being.	Closer working with Social Services, Long Term Support teams and support from Employment and Skills Team initiatives with employment/training and qualification support.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	N/A	N/A
A globally responsible Wales Taking account of the impact on global well-being when considering local social, economic and environmental wellbeing	As above.	N/A
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	This proposal will take into consideration any individual who wishes to communicate in their language of choice and will actively encourage and support the diversity of individuals coming through this scheme.	N/A
A more equal Wales People can fulfil their potential no matter what their background or circumstances	This proposal speaks heavily to this Goal in providing an equal chance for those individuals within the care system - As corporate parents to care leavers, it's our job to make sure that these young people are ready for what's next, know they're supported as they take those first steps into independence, and to help them access the same opportunities as their peers have – without worrying that if they make a mistake, they won't get another chance.	Support with Employment and Skills Team.

3. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>This proposal seeks to consider the long term outcomes and employability of care leavers in providing them with equal opportunities in securing meaningful and flexible employment.</p>	<p>N/A</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>Working with employers and key agencies such as JCP, Employment and Skills projects, Schools, PRS, Children's Services, Social Services and others to ensure care leavers have the support required. Any apprentice taken through the authority will have the full support of AGI coordinator and buddy throughout the duration of their apprenticeship.</p>	<p>Full support of AGI coordinator and network of peer mentors already participating in apprenticeships.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>Integral to the development and ongoing review of this proposal is: listening to young people's voices, Care leavers were heard in October 2019 at a full council meeting and it was highlighted that they felt more support was required. Listening to key partners such as children's services to the barriers that their care leavers face is also integral to supporting this principle.</p>	<p>Peer apprenticeship network supported through AGI Strategy.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This proposal will support care leavers to gain meaningful employment within the county. By finding employment this will reduce numbers in unemployment help raise self-esteem and confidence and bring with it the expertise and life opportunities that would otherwise go unsupported</p>	<p>Employment and skills team Youth Service and other employment and support partner networks.</p>
 <p>Integration</p> <p>Considering the impact on all wellbeing goals together and on other bodies</p>	<p>This proposal will strengthen our relationship with care leavers and their support networks, in terms of employability and recruitment, and the Local Authority itself.</p>	<p>Employer Partnership Network meetings.</p>

4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?

Social Justice	By implementing the GIS this will contribute to MCC Social Justice Strategy under the section of <i>'Putting social justice and equitable economic prosperity at the heart of what we do'</i> Provide access to the labour market for people with disabilities and care leavers;		
Safeguarding	We will need to follow our Safer Recruitment protocol to ensure all appropriate safeguarding measures are taken.	.	
Corporate Parenting	This proposal has the potential to integrate care leavers into our workforce in a meaningful and practical way. Giving the opportunity for those with a disadvantaged background to be recruited with an understanding employer who is aware of the issues/challenges they face.		

5. What evidence and data have informed the development of your proposal?

In 2015 Children's Commissioner for Wales produced a report 'Hidden Ambitions' asking Welsh Government, local authorities and charities to pledge their support to make sure that young people leaving care have the right support to realise their ambitions. With the support of the GIS young people will have the same support as their peers and can go on to gain employment and training.

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6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The proposal makes a strong positive contribution towards a More Equal Wales, a Prosperous Wales and a Healthier Wales, there are no negative impacts on the wellbeing goals or ways of working. By adding a GIS for care leavers we would be Improving access, equality, and equity of opportunity to underrepresented groups adding to the work of the MCC AGI/Corporate parenting and Social Justice Strategy.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
All relevant policies and procedures will be updated to reflect proposed changes	June 2020	HR/People Services

8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built-in equality and future generations considerations wherever possible.

Version No.	Decision-making stage	Date considered	Brief description of any amendments made following consideration
1	SLT	27/02/2020	Fully supported by SLT

APPENDIX 2

Appendix 2 - Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

Title of Report:	GUARANTEED INTERVIEWS FOR CARE LEAVERS
Date decision was made:	27/02/2020
Report Author:	Gareth James

What will happen as a result of this decision being approved by Cabinet or Council?
Care leavers will be given guaranteed interviews for vacancies as long as they meet the Basic Criteria for the advertised post.
12 month appraisal

What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?
The following criteria will determine whether the decision has been successfully implemented: <ul style="list-style-type: none">• Setting up and managing a comprehensive quality monitoring system for vacancies filled by Care Leavers.• Developed partnerships with key stakeholders to support Monmouthshire's Care Leavers
12 month appraisal

What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

There are no cost implications to adding a guaranteed interview scheme

12 month appraisal

Any comments