



REPORT OF SERVICE DIRECTOR - CUSTOMERS, GOVERNANCE AND EMPLOYEES

UPDATE ON NOTTINGHAMSHIRE COUNTY COUNCIL'S PARTICIPATION IN THE LEONARD CHESHIRE CHANGE 100 INTERNSHIP PROGRAMME 2018

Purpose of the Report

1. To provide Members with an update on the Council's second year of participation in the Leonard Cheshire Change 100 Internship Programme and seek approval to consider options for the future delivery of internships for disabled graduates.

Information

2. As part of the Council's continued aspiration to be an employer of choice, and to contribute to the fulfilment of the commitments in the Council Plan, the Council participated for a second year in the internship programme aimed at graduates and students with a disability which is managed by Leonard Cheshire, called Change 100.
3. Participation in the national Leonard Cheshire Change 100 scheme enables the Council to contribute to Commitment 4 of the Council Plan (Nottinghamshire has a thriving jobs market) and to offer paid 3 month placements to talented disabled students and graduates from across the country.
4. The Council continues to seek to improve inclusivity across the workforce and to ensure that the Council meets the requirements of the Disability Confident scheme by attracting people with a disability, specifically those in the age range 16-24 years, and encourage them to consider employment with the Council in the future.
5. The national scheme has grown year on year with more organisations participating in the scheme, which enables higher numbers of opportunities for candidates to apply for.
6. This year, the Council increased the allocation of placements to 4, which enabled each department to host a placement with deployment as outlined below:
 - Place - Conservation Team
 - ASCH – Transformation Team
 - Chief Executive's - Programmes & Projects Team
 - CFS - Commissioning & Contracts Team
7. Each intern has been allocated a mentor and a placement manager with additional support available from the programme manager based within the Human Resources, Workforce &

Organisational Development (HRW&OD) team. The interns also benefit from support available through Leonard Cheshire.

8. Each intern has been involved in specific time limited projects which have enabled them to utilise and further develop their skills and the service areas they are placed in have benefited from the additional capacity and ideas the interns have contributed.
9. Placements commenced on 18 June and were completed by 14 September. Each intern has provided feedback to evaluate the placement they have participated in which in turn, enables the Council to continually improve the delivery of the placements for any future involvement in the programme. Verbal feedback will be presented at the Committee meeting.

Future Developments

10. As part of the Council's aspiration to be an employer of choice, it is proposed that work is undertaken to consider a variety of options regarding widening participation through an internship offer within the Council.
11. Consideration could be given to undertaking a variation to the current scheme either by developing an in-house version similar to the newly introduced graduate scheme or by working with Leonard Cheshire on a more localised offer.

Other Options Considered

12. This report seeks approval from Personnel Committee to undertake research into other options for the delivery of such a scheme in the future.

Reasons for Recommendation

13. To seek approval from Personnel Committee to undertake work to develop the current format of the scheme and to receive a further report on future options for delivery.

Statutory and Policy Implications

14. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Data Protection and Information Governance

15. The data in this report cannot be attributed to individual employees and therefore protects their privacy.

Financial Implications

16. The Council's involvement in the Change 100 programme required a placement fee to be paid to Leonard Cheshire of £3250 per intern. As this is a paid internship programme, the costs of salaries and on costs for the four interns were paid at the National Living Wage Foundation rate as required of employers by Leonard Cheshire to participate in the programme. The host department's budgets have been used to fund the placement costs.

Human Resources Implications

17. The responsibility for managing the internship programme sits with the HRW&OD team.

18. Participation enables the Council to promote itself as an employer of choice to encourage under represented groups into the Council and the wider public sector. Involvement in a scheme specifically targeted at graduates with disabilities also contributes to the recruitment of younger employees into the Council as part of its wider refocussed talent management strategy.

Public Sector Equality Duty implications

19. Participation in the Change 100 programme supports compliance with this duty.

RECOMMENDATION

- 1) That Personnel Committee consider the progress of the scheme and agree to receive a further report on the options for delivery of an internship programme at the Council.

Marjorie Toward

Service Director - Customers, Governance and Employees

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Constitutional Comments (KK 12/09/18)

20. The proposal in this report is within the remit of the Personnel Committee.

Financial Comments (SES 12/09/18)

21. The financial implications are set out in paragraph 16 of the report.

HR Comments (GME 17/09/18)

22. It is important to promote the Council as an inclusive employer prepared to remove barriers to employment for young people with disabilities, to enable them to fulfil their potential and contribute to the economic success of Nottinghamshire.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- None

Electoral Division(s) and Member(s) Affected

- All