



## ITEM NO: 4(a)

<b>Report To:</b>	<b>OVERVIEW (AUDIT) PANEL</b>
<b>Date:</b>	27 July 2015
<b>Reporting Scrutiny Panel:</b>	Supporting People and Resources Scrutiny Panel
<b>Subject:</b>	<b>REVIEW OF VOLUNTEERING AND ENGAGING THE COMMUNITY</b>
<b>Report Summary:</b>	This review has considered the current approach towards Volunteering and Engaging the Community in Tameside and has made recommendations to support future services.
<b>Recommendations:</b>	That the Overview (Audit) Panel note the recommendations detailed in section 9 of the report.
<b>Links to Community Strategy:</b>	This review supports the Community Strategy priorities relating to 'Prosperous and Supportive Tameside' but also recognises links across all Community Strategy areas.
<b>Policy Implications:</b>	The review itself has no specific policy implications. Should the recommendations of this report be accepted by the Tameside Council's Executive, the relevant services will need to assess the policy implications of putting individual recommendations in place.
<b>Financial Implications:</b> (Authorised by the Borough Treasurer)	There are no direct financial implications arising from the report. Any related expenditure will be met from existing Council revenue budgets.
<b>Legal Implications:</b> (Authorised by the Borough Solicitor)	As central government reduces funding to local government and in the absence of other funding, the financial support which can be provided by the local Authority to the voluntary sector will come under extreme pressure and/or may cease. It is within that framework that alternative models of provision need to be developed.
<b>Risk Management:</b>	Reports of Scrutiny Panels are integral to processes which exist to hold the Executive of the authority to account.
<b>Access to Information:</b>	The background papers relating to this report can be inspected by contacting Paul Radcliffe Scrutiny and Member Services manager by:  Telephone: 0161 342 2199  e-mail: <a href="mailto:paul.radcliffe@tameside.gov.uk">paul.radcliffe@tameside.gov.uk</a>

## **1. INTRODUCTION BY THE CHAIR OF THE SUPPORTING PEOPLE AND RESOURCES SCRUTINY PANEL**

- 1.1 I am pleased to present this report of a review undertaken by the Supporting People and Resources Scrutiny Panel of Volunteering and Engaging the Community.
- 1.2 People choose to volunteer for a variety of reasons. For some it offers the chance to give something back to the local community or to make a difference to the people around them. For others it can provide an opportunity to develop new skills, support future employment opportunities or build on existing experience and knowledge.
- 1.3 Volunteering is fundamental to developing a healthy and sustainable community and providing vital support to a range of services and activities across Tameside. Volunteering has many health and wellbeing benefits for the individuals involved by allowing them to stay active and to connect with other residents and the wider community.
- 1.4 The way people are choosing to volunteer is changing, with greater emphasis being placed on the range of opportunities available and the ongoing commitment. With pressures of daily life it can often be hard for people to find the time to volunteer and it is becoming increasingly important to find new ways to engage residents and voluntary involving organisations.
- 1.5 The Council has a role to play in developing volunteering opportunities and engaging residents. In order for volunteering to have a real impact; and to be as far reaching as possible it is important to raise the profile and support future sustainability by developing strong and effective partnership networks.
- 1.6 On behalf of the Supporting People and Resources Scrutiny Panel, I would like to thank all those who have participated in this review.

Councillor Gillian Peet  
Chair of the Supporting People and Resources Scrutiny Panel

## **2. SUMMARY**

- 2.1 A wide range of Tameside residents choose to volunteer for a multitude of reasons. With organisations more aware of the value of volunteering, there is a growing need to create meaningful and well managed opportunities across the borough.
- 2.2 With a diverse and well established community and voluntary sector in Tameside the Council has an important role to play in supporting employees, residents, voluntary organisations and businesses to raise the profile of volunteering and encourage the formation of partnerships across all sectors.
- 2.3 With funding pressures set to continue, there is a growing need to understand how new ways of working can create volunteering opportunities, improve community engagement and contribute towards raising skills and employment levels in the borough.

## **3. MEMBERSHIP OF THE PANEL – 2014/15**

Councillor Peet (Chair), Councillor Bowden (Deputy Chair).  
Councillors Ballagher, Beeley, P Fitzpatrick, R Miah, Roberts, Ryan, Shember-Critchley, Sidebottom, F Travis, Wild

Mrs L Aspin (Roman Catholic Church)

Mrs S Marsh (Church of England)  
 Mr N Ahmed (Muslim Faith)  
 Mrs T N Sharma (Hindu Faith)  
 Mrs A Gregory (Parent Governor)  
 Mr M Osmond (Parent Governor)

#### 4. TERMS OF REFERENCE

##### **Aim of the Review**

- 4.1 To produce workable recommendations for the Council and partners to deliver sustainable improvements to volunteer services across the borough, in order to improve the contribution that volunteer services have in improving the lives of citizens.

##### **Objectives**

- 4.2
1. To examine the variety of ways that residents can access volunteer opportunities
  2. To explore the work that is undertaken to promote and raise the profile of volunteering across the borough and to improve community engagement
  3. To understand how community and voluntary organisations operate and to understand the wider impact that volunteering has on the community
  4. To examine the way that employees from the Council and other employers are encouraged and supported to volunteer in Tameside
  5. To understand how volunteering contributes to the ongoing support provided to residents
  6. To explore volunteer networks in Tameside to look at training needs and understand the wider role that volunteering can play in supporting service delivery

##### **Value for Money/Use of Resources**

- 4.3 It is important that residents are able to engage themselves in a variety of volunteering opportunities; allowing residents to make a positive contribution to their communities. It is essential that the Council and partners work collaboratively to provide residents with the right level of information support and training. Therefore effective strategies aimed at creating positive environments should help raise the profile of volunteering, resulting in a more supportive Tameside.

##### **Equalities Issues**

- 4.4 Volunteering can impact on all sections of Tameside's communities. The review will consider strategies that lead to positive and inclusive environments so that residents are able to gain access to the right opportunities, support and training that benefits both the individual and the collective.

##### **People and Place Scorecard**

- 4.5 The following targets from the People and Place Scorecard relate to volunteering and community engagement.

<b>Strong Community</b>	<ul style="list-style-type: none"> <li>• Get on well together / volunteering / fear of crime (ASB)</li> </ul>
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#### 5. METHODOLOGY

- 5.1 The working group met with Emma Varnam, Head of Stronger Communities, Tameside MBC to receive an overview of volunteer services in Tameside.
- 5.2 The working group met with Ben Gilchrist, Chief Executive, Community and Voluntary Action Tameside (CVAT); and Sue Vickers, Volunteer Centre Manager to receive information about the range of work undertaken in the community.

- 5.3 The working group met with Tracy Brennand, Assistant Executive Director, People and Workforce Development; and Alison Williams, Workforce Development and Engagement Manager to receive information about the Council's employee volunteer scheme.
- 5.4 The working group met with Nicola Marshall, Greenspace Development Manager, Operations and Greenspace, Tamesideside MBC to receive information about the role of volunteers in supporting greenspace and countryside services.

## 6. BACKGROUND TO THE REVIEW

- 6.1 Local authorities need to be forward thinking, looking at ways to engage their communities and work differently to deliver services. It is also vital that an inclusive culture is established and maintained, allowing residents to make a contribution and feel part of the wider community.
- 6.2 In order for Tameside's community and voluntary sector to be as effective as possible there is a growing need for groups to work collaboratively, using the knowledge and skills they have to not only secure funding and contracts but to raise the profile of volunteering in the borough and to actively strengthen communities.
- 6.3 People of all ages volunteer. Despite some variation in the frequency and levels of volunteering across age ranges, between around a quarter (24%) and a third (33%) of people in each age range report volunteering at least once a month (with those aged 65-74 the most likely to volunteer).
- 6.4 Following the introduction of Tameside Employer Supported Volunteering scheme in 2012 the review will explore the work that has been undertaken; looking at the role of the Council in raising awareness, working with partners and supporting employees and residents who choose to volunteer.

## 7. REVIEW FINDINGS

### Volunteering

- 7.1 The National Council for Voluntary Organisations (NCVO) has a renewed commitment to champion volunteering across the country. With a clear vision that voluntary organisations are stronger when they work together and are able to access the necessary resources. Their mission is to:
- **Connect** organisations with the people, partners and resources they need to make the biggest difference.
  - **Represent** the voluntary sector and volunteering to government – using the best research, we demonstrate their true value and help influence policy-makers.
  - **Support** voluntary organisations by generating and identifying the best knowledge and expertise
- 7.2 Research has shown that volunteering can bring many health and social benefits to the individuals involved, as well as the people and organisations they support. Providing effective support and coordination can also improve the sustainability of volunteering models. It is becoming increasingly important to understand an individual's rationale for wanting to volunteer, which ties in with the recruitment and retention of volunteers.
- 7.3 Formal and well-structured volunteering can also create a good environment for unemployed residents to gain the knowledge, experience and skills they need to move towards paid employment.

7.4 Informal volunteering can generate opportunities for residents to get involved with their community. Making connections and building relationships within communities can help support resilience and help widen the reach with hard to reach groups.

### **Volunteering in Tameside**

7.5 The community and voluntary sector plays an important part in daily life across Tameside and it is difficult to calculate the true size and impact that is generated. It includes formally registered organisations such as charities, social enterprise and co-operatives. In addition to this there is a large number of 'below the radar' organisations which are not formally registered.

7.6 Research conducted by the Centre for Regional Economic and Social Research (CRESR) in 2012/13, on behalf of Community and Voluntary Action Tameside (CVAT) showed that there is an estimated 1,068 organisations operating in the voluntary sector across Tameside.

7.7 When looking at the size of the organisations, it is estimated that 69 per cent are micro (annual income under £10,000); 25 per cent are small (annual income between £10,000 and £100,000); 5 per cent are medium (annual income between £100,000 and £1 million); and 1 per cent have a large annual income greater than £1 million.

7.8 The research showed that the Tameside's voluntary sector employs around 1,200 full-time equivalent paid staff; and works with 26,200 volunteers who collectively contribute around 74,000 hours of their own time each week.

7.9 In 2011/12 it was estimated that the total income of the voluntary sector in the borough was around £47 million; this is lower than the 2009/10 figure of £51 million; with half of the organisations reporting at least one public sector funding source. The two most frequently identified were Tameside Council and CVAT/Volunteer Centre.

7.10 In addition to public funding there are many ways for organisations and groups to generate income, in the form of:

- Fundraising
- Grants from charitable trusts and foundations
- Membership fees and subscriptions
- Grants from National Lottery distributors

7.11 It is important to recognise and acknowledge that austerity measures over recent years have resulted in a proportionate decline in funding. With uncertainty remaining this requires a more prudent approach towards future spending and highlights the need for organisations to explore new ways of working to improve resilience and sustainability.

7.12 Going forward an increasing level of importance will be placed on community and voluntary organisations working together to pool resources and expertise; which can create new opportunities to bid for larger and more considerable contracts. Part of the work to become more collaborative will also need to include businesses and private enterprise in the borough.

7.13 A short list of key findings have been drawn from the research and shared as a marketing tool to help raise awareness of the contribution that volunteers make to the communities and wider economy in Tameside. Ten key messages are listed below:

- 1,068 active groups and organisations
- 735 are 'micro' organisations with income of less than £10,000
- 38% have been formed since 2003
- 1.4 million interventions a year with clients, service users or beneficiaries
- £47 million income
- £103 million value of the output produced by paid staff and volunteers

- 1,200 full-time equivalent paid staff employed
- 26,200 volunteers
- 73,900 hours given by volunteers per week
- 51% have regular direct dealings with other voluntary organisations, 33% with Tameside Council and 13% with commercial businesses

### **Conclusions**

1. There is a growing need for volunteering opportunities to be matched to individual needs with regards to interests and the level of commitment.
2. Uncertainty around future funding requires organisations to explore new and collaborative ways of working.

### **Recommendations**

1. That the Council and CVAT look at ways to raise the profile of volunteering and improve resident awareness of the contribution that volunteering has on Tameside's economy.

#### **Volunteer Centre Tameside (VCT)**

- 7.14 The Volunteer Centre is a nationally recognised centre and holds the Volunteer Centre Quality Accreditation mark. With a public facing office based in Ashton-under-Lyne it receives approximately 1,000 volunteer enquiries from residents each year through its brokerage service.
- 7.15 Wider volunteering infrastructure support is also provided to over 330 volunteer involving groups. This includes help with volunteer recruitment, good practice support for managing volunteers and improving quality through tailored support to volunteer coordinators.
- 7.16 VCT promotes high quality volunteering across the borough. With over 35 years of experience the centre can help:
- Identify the roles that volunteers can play within an organisation
  - Provide free publicity via a well-established brokerage service, the national volunteering database, local press and social media
  - Provide training and support for volunteers; and the staff that will be responsible for the day-to-day managing and supervision of volunteers.
- 7.17 VCT is the only organisation in Tameside providing a volunteer brokerage service to residents of all ages. The centre has also helped develop a range of services and projects that are aimed at improving the lives of people living in Tameside. These include:
- Time Banking – 300 members who have made 4,000 hours of exchanges
  - Skills for Volunteers – providing learning opportunities to individuals
  - Breaking the Record – a 2 year project on good practice in the recruitment of ex-offenders
  - Miles for Smiles volunteer transport scheme – providing 2,000 members with transport to non-emergency medical appointments
- 7.18 There is a long and well established history of VCT providing volunteering opportunities, with over 50 volunteers currently contributing to the delivery of services and projects. The opportunities and support provided within VCT has enabled 12 people in the last year to find paid employment.
- 7.19 With a significant number of residents presenting as unemployed, volunteering strongly supports the work that is being undertaken to improve employment and skills in Tameside. As part of the CVAT family VCT actively contributes towards establishing successful employer supported volunteering schemes with the Council and businesses.

### **Tameside Employer Supported Volunteering Scheme**

- 7.20 Employer supported volunteering (ESV) schemes are becoming increasingly popular, with a range of benefits being achieved by promoting a volunteering culture across public and private organisations. Volunteering has long been recognised as a way to improve community engagement and contribute to the wider determinants of health and wellbeing of residents.
- 7.21 Research has shown that employers who support staff to volunteer their time and expertise to local projects can benefit from improved morale, increases in productivity and it can actively contribute towards the health and wellbeing of employees.
- 7.22 A Key Decision was taken in March 2012 to introduce a Tameside Employer Supported Volunteering Scheme. With the Council supporting many volunteering opportunities across a range of services the new scheme was aimed at encouraging employees to become directly involved with volunteering in Tameside.
- 7.23 When established a number volunteering activities were planned, which included:
- Team activities – a ‘one off’ practical task completed by a group of employees or a half or full day
  - Individual activities – working as a long-term volunteer or on ‘one off’ projects. With employees able to suggest their own preferences or in partnership with VCT
  - Using professional skills – using a range of existing work based skills as a volunteer.
  - Board membership – volunteers to sit on the boards of voluntary organisations and/or schools. As a trustee, an employee can gain invaluable experience of the strategic management of an organisation.
- 7.24 Following the introduction of the ESV scheme in 2012 the Council’s Workforce Development team has worked hard to improve the offer based on experiences. Improved communications and networks are helping to increase awareness of volunteering opportunities to employees and further support the wider work that is being undertaken to raise the profile of volunteering across the borough.
- 7.25 Working closely with CVAT to facilitate and deliver team challenges, the Council has successfully introduced a number of new projects including;
- Operation Farm
  - Upcycling challenge in partnership with Emmaus
  - People first Tameside cook-off event
  - Support to the delivery of food bank parcels with Age UK Tameside and Citizens’ Advice Bureau
  - The secret garden project at Pole Bank Park, Hyde
- 7.26 There are also regular opportunities available for Council employees to volunteer at corporate events such as the Lantern Parade, Careers and Apprenticeship Events and Learn at Work Days.
- 7.27 The Council has worked with Tameside4Good to deliver a range of challenges to support team building and wider development. The work is aimed at allowing employees to experience volunteering without the need for a long-term commitment.
- 7.28 During the last year (2014) a number of health events have been delivered to promote volunteering as an activity; also using employees to run activities and sponsored events. In order to support the professional development of new members of the workforce apprentices are encouraged to take part in a number of corporate events as volunteers.

### **Delivering services**

- 7.29 Following the successful and innovative redesign of the Council’s Operations and Greenspace service; the use of volunteers has become increasingly important in the

planning and delivery of services across the borough. Strong and valuable links have also been established with Community Payback, Youth Offending Services, Routes to Work, Tameside College and New Charter Housing Trust.

- 7.30 There are a wide range of friends groups and volunteers across Tameside that are actively engaged with the local environment and countryside. They carry out a wide range of tasks including:
- Footpath maintenance
  - Woodland management
  - Planting
  - Litter picking
  - Leading walks
  - Supporting visits from schools
- 7.31 Volunteers carry out a large amount of conservation work across the countryside in Tameside in areas where the Council would find it hard to maintain the same level of service. Some of the important tasks include hedge laying and dry stone walling; and by providing training for volunteers the Council is able to benefit from the extra work carried out at little cost.
- 7.32 By working closely with volunteers the Council is able to continue delivering events in countryside and green spaces every weekend of the year. The events encourage residents to spend time outdoors, meet new people and take an active approach towards improving their own physical and mental wellbeing. The events can range from large family fun days to hikes across the countryside.
- 7.33 Partnerships have also been developed with business in Tameside to encourage volunteering. Companies like Brother and British Gas have provided staff to volunteer, providing them with an opportunity to work as a team and connect with the local environment and community.
- 7.34 The Council, along with many organisations is always keen to recruit volunteers. This is currently done by providing information on the Council's website, promoting volunteering at events and by word of mouth. Good news stories are often published in the local press which helps to spread the message and raise awareness of the work that is being undertaken by volunteers in Tameside.
- 7.35 It is important to remember that volunteers are not a free provision and can require training, supervision, protective equipment, tools and materials.
- 7.36 Remote supervision has been explored and this can be dependent on the type of work being carried out and the experience of the volunteers involved. Volunteers working with the Council's Operations and Greenspace service are all supervised by members of the team, who work hard to build a level of trust with every volunteer.

### **Conclusions**

3. VCT provides a wide range of universal and tailored volunteering support options to residents and organisations in Tameside.
4. ESV schemes provide mutual benefits for organisations, employees and the wider community.
5. Work has been undertaken within the Council to strengthen employee engagement with volunteering, with a range of new jointly delivered projects being introduced.
6. A range of services have continued as a result of volunteer involvement.



## **Recommendations**

2. That the Council includes information relating to volunteering awareness and opportunities to the current introduction and exit arrangements for employees, particularly for those retiring from the authority.
3. To improve professional and social development, work is undertaken to explore the possibility of introducing a volunteering requirement to the Council's apprenticeships contract.
4. That the Council's Workforce Development Team work with CVAT to further develop and improve employee and Elected Member awareness and engagement with volunteering in the borough.

### **Understanding the impact and raising the profile of volunteering**

- 7.37 Work continues to be undertaken in the borough to raise awareness. The Pride of Tameside Volunteer and Community Group Awards celebrate the contribution of thousands of people who give their time. Awards are presented to individuals for outstanding achievement and also for volunteer involving organisations.
- 7.38 Tameside4Good is helping young people and good causes across Tameside. The charity run by CVAT funds activities that have positive impacts on local communities by giving time, money, resources and skills.
- 7.39 There is a commitment to ensure that 100% of the money collected by Tameside 4 Good is distributed via the grant scheme. The scheme issues grants of up to £500 to residents from age 5 to 25 who want to undertake an activity which benefits either themselves or the community. Grants are also available up to £4,000 available to community groups in the borough.
- 7.40 The initiative aids with the creation and sustainability of relationships between local communities and businesses through the four methods of time, skills, money and resources.
- 7.41 **Time** – Businesses can give employees time to volunteer to support activities such as:
- One-off events – office bake sales, shoe box appeals, sponsored activities
  - Series of events
  - Employer Supported Volunteering – paid time off to benefit the local community. A great way to fulfil corporate responsibilities and strengthen community relationships.
- 7.42 **Skills** – using your skills and talents to help others. This could include a painter and decorator getting involved to help improve the appearance of a community room; or a joiner helping to repair a fence.
- 7.43 **Money** – support can be provided by:
- Establishing a payroll giving scheme for employees
  - Setting up a fundraising appeal page for a sponsored event
  - Making a donation through our "Donate Now" facility
  - Providing a specific capital item
  - Developing a corporate social responsibility programme
  - Match Funding - helping charitable groups to seek a wider range of grants through offering to match fund a proposal
- 7.44 **Resources** – offer a product or activity to meet the needs of a local community or voluntary group. This could range from food for a pensioners lunch to cement to create a smooth and safe path for disabled access or even a venue for a meeting.

**Conclusions**

7. Raising awareness of corporate and social responsibilities is having a positive impact on communities across Tameside.

**Recommendations**

5. That the Council work with schools, Job Centre Plus and CVAT to raise the profile of volunteering to residents and businesses as an aid to future employability and employment.

6. That volunteering information and services are used to inform and influence the development work that is being undertaken by the Council to improve employment and skills in the borough.

**8. CONCLUSIONS**

- 8.1 There is a growing need for volunteering opportunities to be matched to individual needs with regards to interests and the level of commitment.
- 8.2 Uncertainty around future funding requires organisations to explore new and collaborative ways of working.
- 8.3 VCT provides a wide range of universal and tailored volunteering support options to residents and organisations in Tameside.
- 8.4 ESV schemes provide mutual benefits for organisations, employees and the wider community.
- 8.5 Work has been undertaken within the Council to strengthen employee engagement with volunteering, with a range of new jointly delivered projects being introduced.
- 8.6 A range of services have continued as a result of volunteer involvement.
- 8.7 Raising awareness of corporate and social responsibilities is having a positive impact on communities across Tameside.

**9.0 RECOMMENDATIONS**

- 9.1 That the Council and CVAT look at ways to raise the profile of volunteering and improve resident awareness of the contribution that volunteering has on Tameside's economy.
- 9.2 That the Council includes information relating to volunteering awareness and opportunities to the current introduction and exit arrangements for employees, particularly for those retiring from the authority.
- 9.3 To improve professional and social development, work is undertaken to explore the possibility of introducing a volunteering requirement to the Council's apprenticeships contract.
- 9.4 That the Council's Workforce Development team work with CVAT to further develop and improve employee and Elected Member awareness and engagement with volunteering in the borough.
- 9.5 That the Council work with schools, Job Centre Plus and CVAT to raise the profile of volunteering to residents and businesses as an aid to future employability and employment.

9.6 That volunteering information and services are used to inform and influence the development work that is being undertaken by the Council to improve employment and skills in the borough.

## Post Scrutiny - Executive Response

**In Respect of:** Scrutiny Review of Volunteering and Engaging the Community

**Date:** 17 April 2015

**Executive Member:** Councillor John Taylor (Deputy Executive Leader)

**Coordinating Officers:** Tracy Brennand, Assistant Executive Director, People and Workforce Development

Recommendations	Accepted/ Rejected	Executive Response	Officer Responsible	Action By (Date)
1. That the Council and CVAT look at ways to raise the profile of volunteering and improve resident awareness of the contribution that volunteering has on Tameside's economy.	Accepted	The Council's Civic Engagement Campaign 'Proud Tameside' highlights the fantastic contribution volunteers make to Tameside as a place. We will work through other key programmes of work to highlight the great contribution volunteers make for example in helping to keep our streets and recreational areas clean and through promoting key initiatives such as Casserole Club. We will also provide a high level of promotion to the winners of the Pride of Tameside Awards, particularly those involved in volunteering.	Emma Varnam/Sarah Dobson	1 Sept 2015
2. That the Council includes information relating to volunteering awareness and opportunities to the current introduction and exit arrangements for employees, particularly for those retiring from the authority.	Accepted	People & Workforce Development will review current communications with the workforce to include reference and encouragement of volunteering, including addition to the Annual Development Review process.	Tracy Brennand	30 June 2015

Recommendations	Accepted/ Rejected	Executive Response	Officer Responsible	Action By (Date)
3. To improve professional and social development, work is undertaken to explore the possibility of introducing a volunteering requirement to the Council's apprenticeships contract.	Accepted	All Apprentices are already expected as part of the role within the Council to contribute to the wider operations of the Council and undertake voluntary activities. All volunteers are encouraged to engage in planned team challenges, organised in partnership with CVAT.	Tracy Brennand	30 April 2015
4. That the Council's Workforce Development team work with CVAT to further develop and improve employee and Elected Member awareness and engagement with volunteering in the borough.	Accepted	The Workforce Development Team will continue their commitment to working in partnership with CVAT to develop and deliver a range of 'team challenges' to support the wider workforce development programme and encouraging take up of volunteering activities. Work will also be undertaken to explore ways to improve Elected Member knowledge and awareness through the development plan for 2015/16.	Tracy Brennand	30 June 2015

Recommendations	Accepted/ Rejected	Executive Response	Officer Responsible	Action By (Date)
<p>5. That the Council work with schools, Job Centre Plus and CVAT to raise the profile of volunteering to residents and businesses as an aid to future employability and employment.</p>	<p>Accepted</p>	<p>The Employment and Skills Team continues to work with partners on the Working Well Programme Steering Group to engage local businesses to identify volunteering (and employment) opportunities as the first step for some people on the journey back into employment.</p> <p>As part of the Working Well Programme employability skills/training is integrated into the service as part of supporting people to become 'job ready'.</p> <p>The Employment and Skills Team is working with CVAT, Tameside4Good and Business in the Community to foster the building of stronger relationships between local charities and businesses to identify mutually beneficial relationships and opportunities. We will be hosting Tameside's first Business and Charity Speed Networking Event on 19<sup>th</sup> May. This will act as a pilot for future wider engagement, which will include raising awareness of corporate and social responsibilities having a positive impact on communities across Tameside as well as the business reputation.</p>	<p>Emma Handby</p>	<p>Ongoing</p> <p>19 May 2015</p>

Recommendations	Accepted/ Rejected	Executive Response	Officer Responsible	Action By (Date)
		<p>The Employment and Skills Team have developed and are managing the Enterprise Grant scheme which not only encourages businesses to support local employment but also to support the Working Well Programme and to create volunteering opportunities both for their own employees and people in the local community. This grant scheme is open from April – May 2015 and will be open again later in the year / next year for another round of applications.</p> <p>The Employment and Skills Team is organising an annual Careers and Apprenticeship Exhibition on 26<sup>th</sup> June at Stalybridge Civic Hall. All secondary schools in the borough have been invited. CVAT are one of the key stakeholders invited as an exhibitor. The aim is for them is town pronged: to promote volunteering opportunities for young people (this is particularly important (particularly considering raising participation age requirements of employment, studying or volunteering); and to promote the third sector (Voluntary Community Sector) as a career choice.</p> <p>An important feature of the work in schools is how they prepare their young people not only in terms of academic subjects, but also how they will later contribute to society. This involves for example the cultivation of respect, empathy, and certain moral values, as well as respect for the rule of law.</p>	Bob Berry	<p>End of May 2015</p> <p>26 June 2015</p> <p>Ongoing</p>

Recommendations	Accepted/ Rejected	Executive Response	Officer Responsible	Action By (Date)
	Accepted	<p>Although much of this work will be embodied in the ethos and values of the school, where <i>attitudes</i> are nurtured, there are certain areas of <i>knowledge</i> which are discretely taught in such subjects as Citizenship or Personal, Social, and Health Education [PSHE].</p> <p>Ofsted will inspect the work of schools in this area under the heading of Spiritual, Moral, Social, and Cultural Development [SMSC]. The details of this can be found in Ofsted Framework [January 2015] in sections 131-134. Section 133 refers in particular to '<i>... willingness to participate in a variety of communities and social settings, including by volunteering, cooperating well with others and being able to resolve conflicts effectively.</i>'</p> <p>All schools in Tameside engage in activities linked to fundraising for charities, and some schools raise significant amounts of money. Towards the end of secondary school some students are involved in volunteering with local groups.</p>		
6. That volunteering information and services are used to inform and influence the development work that is being undertaken by the Council to improve employment and skills in the borough.	Accepted	The Employment and Skills Team has established a good working relationship with CVAT we will explore how volunteering information and services can be integrated into Employment and Skills Team key streams of work to improve and inform employability and skills in the borough. This includes engaging CVAT as part of the Tameside Prosperous Board (formerly Tameside Enterprise Board) and ensuring links to the employment and skills webpages, events and communication activity.	Emma Handby	31 March 2016