



STOCKPORT
METROPOLITAN BOROUGH COUNCIL

Stockport
team
ambition
respect

Inclusive Neighbourhoods

Portfolio Performance
and Resources
Agreement 2020/21



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ONESTOCKPORT

INCLUSIVE NEIGHBOURHOODS

PORTFOLIO HOLDER'S INTRODUCTION

During this first year a lot of learning and growth has been taking place, whilst remaining focussed on the key priorities that already existed. I have worked with officers to expand the reach of this portfolio looking internally and externally at equality, diversity and inclusion.

Covid-19 has had a huge impact on us all, the response from Stockport's VCSE organisations and groups enabled a quick, effective response to support our most vulnerable communities, the coming together across all sectors including the business sector with such rigour and positivity has brought us to a desired position much sooner than expected, building on these positives will add strength and build capacity across our borough, supporting a sustainable VCSE sector who can play a key part in the future of Stockport's continued growth, bringing additional funds and resources into the borough.



This portfolio also cuts across all others especially where there is a need to address inequalities and enable greater inclusion.

Through the Safer Stockport Partnership, we will continue to focus on the key priorities in our borough, the recently published data from the GMCA policing and safety survey provides a mainly positive overview for Stockport, we will use this and other data to inform future planning and delivery.

Adult education and apprenticeships are key progressives that enable people to develop and move on in their lives, despite Covid-19 we have seen great outcomes in adult education through our continuing education service, we will continue to build on that success harnessing different ways of working to deliver this valuable service.

Colleges and training providers have also had to implement different ways of delivering learning and vocational training. Through the GM Employment and Skills Advisory Panel a whole host of alternative offers are being discussed to deliver a comprehensive offer. Through this portfolio we can keep a clear view of Stockport's position and communicate with partners to ensure the local offer is robust and meets local need.

This is a very anxious but also an exciting time for us all. Through the objectives set out in this agreement we are able to focus on the positive future outcomes than can be achieved for a more inclusive borough.

Cllr Amanda Peers, Cabinet Member for Inclusive Neighbourhoods

Revenue Budget

	£000
Cash Limit	627
Forecast Outturn	699
(Surplus)/Deficit	72

Reserves

Approved use of reserves balance was £0.820m; planned draw down at Q1.5 is £0.564m.

Capital Programme

	£000
2020/21 Capital Budget	0
2021/22 Capital Budget	0
2022/23 Capital Budget	0

INCLUSIVE NEIGHBOURHOODS – PORTFOLIO SUMMARY

The outcomes we want for Stockport are...	People are able to make positive choices and are independent Communities in Stockport are safe and resilient		
Our Portfolio Priorities are...	Connected, safe and inclusive communities	Financial resilience and inclusion - enabling all residents to benefit from local economic opportunities	Equality, diversity and inclusion – working with our workforce, communities and partners to become a more inclusive organisation and borough
We will deliver these Priorities by...	<ul style="list-style-type: none"> Communities Programme VCSE Recovery Programme Community Funding and Investment Strategy Safer Stockport Partnership Delivery Plan 	<ul style="list-style-type: none"> Adult Education Service and Apprenticeships (including Local Access Programme and Jobs Match) Financial resilience Stockport Crisis and Support Fund 	<ul style="list-style-type: none"> Equalities, Diversity and Inclusion, including the following 'strands': <ul style="list-style-type: none"> i. Communities, VCSE Equality Networks and active community capacity development; ii. Workforce development; iii. Corporate Equalities
We are changing the way we work by...	Getting more out of our spending		
	Improving citizen experience		
	Making sure we have the right property in the right places		
	Sharing services with other organisations		
	Creating an organisation that is fit for the future		
We will work with GM to ensure...	Communities in control		
	People at the heart of everything we do		
	An integrated approach to 'place shaping'		

1. INCLUSIVE NEIGHBOURHOODS PORTFOLIO SUMMARY



This Portfolio Agreement sets out the key responsibilities in relation to services and budgets. It also details the range of activities, projects and programmes that will support delivery of the priority outcomes and the measures that will reflect progress over the year.

Our vision for Inclusive Neighbourhoods is...

Stockport is home to many local communities who are unique and diverse, be they communities which form from common interests, where people live and work or their faith beliefs. We know that different communities experience different outcomes and the on-going impact of the Covid-19 pandemic has exacerbated inequality of outcomes throughout the Borough, particularly impacting on some of our most marginalised communities.

Inclusion and community connectedness are at the heart of the Inclusive Neighbourhoods Portfolio. We are committed to working together, with partners, across all the diverse communities in Stockport to build a better future where no one is left behind.

Our communities have risen to the challenge of Covid-19 and come together to support our most vulnerable. From delivering food and medicines to clapping for carers on a Thursday evening; our residents and communities have shown compassion and kindness. This PPRA reflects the inspiring response seen from our communities, as well as the inequality of outcomes and experiences shared from different parts of our communities, and focusses on how we continue to address inequality, promote inclusion and continue to create the conditions for our vibrant and innovative communities to flourish.

The Portfolio provides cross cutting strategic leadership for inclusion and community connectedness and has a close working relationship with the other Corporate Portfolios - the Citizen Focus and Engagement Portfolio and Resources, Commissioning and Governance Portfolio. In addition, the Portfolio works closely with the Economy and Regeneration Portfolio on issues such as community wealth building and homelessness; the Adults and Health Portfolio on issues including employment of adults with disabilities; and the Children, Family Services and Education Portfolio on issues such as holiday hunger and care leavers.

Since this portfolio was initially introduced, bringing a greater strategic focus to inclusion, communities and equalities, the shape of this work has developed which is reflected within this PPRA with a strengthened focus on equalities, inclusion and diversity and a focus on our developing approach to communities, incorporating previous priorities about neighbourhood commissioning and working. As such the key strategic outcomes for the Inclusive Neighbourhoods Portfolio have been updated to reflect this and now include:

- reducing inequalities
- developing a more inclusive organisation and borough
- building on relationships and developing the role of the VCSE (Voluntary, Community and Social Enterprise) sector
- further developing neighbourhood working and person-centred approaches
- building a safer Stockport, including social and community cohesion
- further developing financial inclusion

The key services and strategies within the Portfolio which contribute to this vision and outcomes are:

- Stockport Local
- Stockport Local Fund and Community Funds
- Equality, Diversity and Inclusion
- Safer Stockport Partnership
- Adult Education / Apprenticeships

Policy Context

This section summarises some of the key policy developments that are likely to influence the work of the Portfolio during 2020/21. Updates on these will be included in the in-year reports.

Responding to the Covid-19 pandemic and its impacts: -

The outbreak of Covid-19, declared a global public health emergency, has created unprecedented circumstances within which the council, working with our communities and partners, has had to respond. The Covid-19 pandemic has and will continue to have far reaching implications for some of the Borough's most marginalised and vulnerable communities.

The impact of the pandemic, lock down and enduring social distancing on inequality of outcomes is yet to be fully understood. Collaborative work is taking place to analyse the impact of the pandemic and to support the process of recovery across the Borough. However, it is expected that the direct and indirect impacts will be significant and far reaching, cutting cross financial resilience, education, crime, safeguarding, and health and wellbeing and particularly impacting on marginalised and vulnerable communities and inequality of outcomes.

We have seen how people from across Stockport have come together during the Covid-19 pandemic to support each other and build new and stronger relationships. The Inclusive Neighbourhoods Portfolio has strategic responsibility for capturing this momentum and building on the inspiring response from communities to support the development of a thriving and inclusive Borough.

The Greater Manchester (GM) Model: Our White Paper on Unified Public Services

The [GM White Paper](#) sets out the GM Model of Unified public services and is a key vehicle for delivering a number of the overarching priorities in the GM Strategy. The paper sets out a new approach to public service delivery based on people, place and prevention. Of relevance to this Portfolio is the proposal for neighbourhood-level delivery models and single commissioning functions; and an enhanced role of the Voluntary, Community, Faith and Social Enterprise (VCFSE) sector with public services delivered with local citizens, communities and businesses.

Greater Manchester Strategy

This Portfolio contributes to the following priorities identified in the [Greater Manchester Strategy](#) (GMS):

- Priority 3 – Good jobs, with opportunities for people to progress and develop
- Priority 8 – Safer and stronger communities

GM Spatial Framework

The central theme of the [spatial strategy](#) for GM is to deliver inclusive growth across the city region, with everyone sharing in the benefits of rising prosperity. Delivering a more inclusive GM is at the heart of what the Spatial Framework is trying to achieve. Of relevance to this Portfolio is

the framework's plan to reduce inequalities and improve prosperity.

GM Inclusion and Wellbeing Partnership (GM IWP)

The voluntary, community and social enterprise sector (VCSE), GM Combined Authority (GMCA) and the GM Health and Social Care Partnership (GMHSCP) are collaborating to establish the GM Inclusion and Wellbeing Partnership (GM IWP). The GM IWP's main role is to encourage and champion equality, diversity and inclusion through engagement across GM and within localities.

Armed Forces Covenant

The council works with the armed forces to help and support current and former service men and women and their families in the local area. The [Covenant](#) states the council's commitment to making accessing support easier for the Armed Forces community and encouraging their engagement with the local community. The Covenant is facilitated through the Stockport Armed Forces Covenant Partnership and is responsible for co-ordinating and directing the implementation of support to the Armed Forces across Stockport.

Measures and Targets used within the Agreement

For 2020/21, a full review of measures has been completed, with a number of new measures linked to priorities proposed for inclusion across Portfolios.

Measures are categorised to reflect Council responsibility:

- **Council** - these measures are largely under the Council's direct control (eg Council Tax collection, highway conditions, re-ablement)
- **Partnership** – these measures are influenced by the Council with partners (eg youth offending, lifestyle services)
- **Contextual** – these are measures illustrating context but that the Council has little or no control over or those without a clear polarity (i.e. where it is not apparent whether higher or lower is better) (eg children in care, children on a child protection plan)

A differential approach to target-setting taking into account responsibility and the impact of the Covid-19 pandemic has been applied:

- **Numerical** - fixed target. Aim is to reach a specific level of performance by the end of the year. Most commonly applied to Council controlled measures.
- **Comparator** - no fixed target. Measure is benchmarked against available comparators and target reviewed during the year as comparator data becomes available. Aim is for performance to match or better comparators.
- **Direction of Travel** – an aspirational target is set to maximise, minimise or maintain adequate performance.
- **No Target** (N/A) – no target is set. This applies to contextual measures or where the impact of Covid-19 has made robust target setting difficult.

Reporting progress during the year

The Performance and Resource Reporting Framework was reviewed over summer 2020, taking into account the reduced committee cycles along with the impact of the pandemic on reporting. There will now be three four-month reporting periods over the year, as shown below, along with the option to report by exception on any specific financial or performance issues.

This Agreement incorporates an update on performance and budget forecasts up to the end of July 2020 wherever data is available. A Mid-Year Portfolio Performance and Resources Report (PPRR) will be produced for consideration by the December meeting of the Committee, covering performance and budget forecasts to the end of October 2020.

Our financial and performance monitoring controls will continue to keep track of progress, with further in-year reporting on an exception basis to the January and April Committee cycles. The 2020/21 Annual Reports are then due to be considered by all Committees in June 2021.

Inclusive Neighbourhoods Portfolio

Time Period	Report	Committee Date
April to July 2020	Portfolio Agreement (update)	Sept 2020
August to October 2020	Mid-Year Portfolio Report	Dec 2020
November 2020 to February 2021	Update report (by exception)	Jan 2021 April 2021
November 2020 to March 2021	Annual Portfolio Report	June 2021



INCLUSIVE NEIGHBOURHOODS DELIVERY PLAN AND PERFORMANCE FRAMEWORK 2020/21

Priority 1: Connected, safe and inclusive communities

We will work with our partners, the VCSE sector and local communities to further develop neighbourhood working and person-centred approaches; build on existing relationships and develop the role of the VCSE sector; and build a safer Stockport founded upon greater social and community cohesion. At the heart of this approach is a focus on inclusion and reducing inequalities.

We have worked closely with the VCSE sector during the pandemic through a vibrant VCSE forum with membership of over 30 organisations. Together we co-designed and co-delivered our humanitarian aid response to ensure that food, medicines, social contact. Our relationship with the sector is stronger than ever and we will continue our joint work as think about recovery and build back better as One Stockport.

Delivered by:

Communities Programme

Working with our communities, VCSE organisations and our partners we have built upon the approaches to working together that we have experienced in response to Covid-19. Learning from this, we aim to develop and embed service delivery models that better connect services with local communities of place and experience. Over the coming year we will:

- Continue to embed our local community and public service forum, the 'team around the place', across eight locality footprints (Tame Valley, Heaton, Stepping Hill, Victoria, Cheadle, Bramhall, Marple and Werneth which connects and harnesses local knowledge and assets, supporting a community network in each place.
- Work closely with local mutual aid networks and community organisations to respond to any localised (or regional and national) coronavirus campaigns and public health messaging; we have connected public services in neighbourhoods through digital communication to support partnership working.
- Work closely with local community networks (including local elected members, mutual aid networks, community forums, community organisations) to identify opportunities to create connections and networks across a place. Understanding opportunities to facilitate more cohesive communities and provide a feedback loop to understand and address concerns or issues within local areas.
- Stand-up specific local partnership teams in place to work closely with communities around time limited priority areas.

This approach will support:

- sharing of knowledge and avoidance of duplication

- early intervention and prevention to help prevent reactive public service cost
- building of self-resilience and resilient communities
- working collaboratively to develop the relationships and trust locally
- better use of resources through integration, joint working and redesign

VCSE Covid-19 Response

We will continue to work closely with Sector3 and our VCSE sector to respond to the needs and opportunities for the VCSE in light of Covid-19 and beyond. This will include how we best support the sector to respond to economic or social impacts of Covid-19, continuing to nurture strong cross-sector relationships and co-design collective sector responses to humanitarian needs within the community.

The VCSE Forum has established a collaborative cross sector plan to strengthen and develop the sector. Over the coming year we will:

- establish a Volunteer Hub building on the partnership offer in place with Healthwatch
- deliver a direct support offer to build capacity and resilience for community groups
- ensure the social value element of commissions and contracts is targeted and relevant to supporting the sector and local outcomes
- leverage investment into Stockport's VCSE from national and sub-regional funding. Supporting our sector to access monies for innovation and
- facilitate effective information and knowledge sharing across sectors, helping opportunities for lasting networks and relationships

One Stockport

The launch of the One Stockport campaign has provided an opportunity to further connect our communities around support and recovery during the pandemic. From this phase, it is clear people are passionate about their area and want to be involved. The VCSE sector is supporting the development of this approach and the focus of the coming year will be to continue to galvanise the inspiring local response to Covid-19 as an ongoing One Stockport movement which values supporting local community businesses, volunteering and neighbourliness which will be embedded. Over the coming year we will:

- shape the next phase of our One Stockport campaign jointly with our VCSE to focus on communities, celebrating local diversity and giving time and giving back locally
- hold a week of action to collectively problem solve opportunities or common challenges
- celebrate local volunteers and community heroes – taking time to acknowledge and recognise individual and collective acts of kindness and commitment
- capture the contributions and impact of our diverse VCSE in responding to coronavirus and share these widely as part of the Stockport 2020 series
- launch a 'One Stockport' focused wave of the Stockport Local Fund

This focus will support:

- stimulating a sense of local pride
- giving local residents, businesses and community organisations a platform to connect, share positive news and aspirations
- promoting a feel good positivity
- reinforcing the three aims of the One Stockport campaign: supporting local businesses, connecting our communities, and promoting health and wellbeing

Community Funding and Investment Strategy

We will build upon the momentum and learning gained from the first two years of the Stockport Local Fund to further review and refine how we invest in communities to build connectivity and local innovation and entrepreneurial response to borough and council priorities.

Safer Stockport Partnership Delivery Plan

We will support the effective functioning of the Safer Stockport Partnership (SSP) and delivery of the Partnership's three-year plan for community safety. The SSP 2018-2021 Plan focuses on the people and places at risk of crime, anti-social behavior and other community safety issues and aims to develop place-based approaches to dealing with local issues, working with communities and across organisations. The Plan includes the following four thematic priorities:

- protecting vulnerable people
- public safety and protection
- serious and organised crime
- transforming justice

In addition to the four thematic priorities, the SSP Plan also makes protecting individuals vulnerable to radicalisation and extremism a strategic priority that must be embedded in our place-based work and work with communities, whilst also promoting community cohesion more widely.

The Inclusive Neighbourhoods Portfolio will work closely with partners and services through the SSP to ensure that Stockport communities are connected, safe and cohesive. This will specifically include:

- **Protecting individuals vulnerable to radicalisation and extremism and promoting community cohesion** – embedding this strategic priority in our place-based work and work with communities (as set out above).
- **Tackling Anti-Social Behaviour** - supporting the development of neighbourhood approaches to tackling anti-social behaviour working closely with communities and building their resilience. However, specific council operational responsibilities for anti-social behaviour sit with the Sustainable Stockport Portfolio.
- **Tackling Domestic Abuse** – supporting the delivery of the domestic violence and abuse strategy and action plan working with the Safeguarding Adults Board and Safeguarding Children Board to deliver this shared priority with multi-agency partners. However, specific council operational responsibilities for complex safeguarding (including domestic abuse) sit with the Adult Care and Health and Children, Family Services and Education portfolios.

It is important to note that the SSP is currently reviewing its priorities in light of the impact of Covid-19 and the priorities included in this PPRA will be updated to reflect any changes.

Performance Measures and Targets

Measures in bold are included in the Corporate Report and Performance Dashboard

GMS – Indicator included in the Greater Manchester Strategy Outcomes Dashboard

PI Code	PI Name	Reported	Good Performance	2017/18 Actual	2018/19 Actual	2019/20 Actual	2020/21 Target
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Council measures							
IN.1a	Proportion of successful applications to the Stockport Local Fund (number of successful applications / total number of applications)	Quarterly	High		15% (43/274)	23% (54/231)	35%
IN.1b	Proportion of Stockport Local Fund awards made as small grants (under £500)	Quarterly	N/A	New measure	27% (12/43)	22% (12/54)	27%
<p>The above indicators are a measure of the success rate for applicants to the Stockport Local Fund. The indicator is a useful measure to record the shift in the type of applications that are being put forward and organisations ability to demonstrate the value of their proposal and alignment with priorities.</p> <p>It should be noted that in 2020/21 the decision making process applied to the Covid Community Support Fund was not comparable with previous rounds meaning it will not be possible to draw direct comparisons between 20/21 data and previous years.</p>							
IN.2	Number of sector collaboration events held	Quarterly	High	New measure	New measure	New measure	10
<p>These events will maximise opportunities for VCSE organisations to participate fully in shaping local programmes and provide opportunities for collaboration and innovation within and across the sectors. We will also be able to report organisations newly connected with as part of these events and the extent to which more inclusive and representative connections are being made.</p>							
Partnership measures							
IN.3	Amount of external funding secured by VCSE organisations as a result of infrastructure support	Quarterly	High	New measure	New measure	New measure	£100k
<p>The Council have commissioned infrastructure support for the VCSE sector, this measure gives an indication of the direct financial return on that investment.</p>							
IN.4	Number of groups listed on the Stockport Local Directory	Quarterly	High	New measure	936 (As of end June 2019)	1020 (as of end of June 2020)	Aim to maintain

<p>The Local Directory is an online directory for groups and organisations to promote who they are, what they do and how people can get involved. This measure is a useful indicator to assess the level of usage by the VCFSE sector. This figure may fluctuate over the year due to the management of the database to ensure that information is up to date. In April 2020 service data was also imported from Care First meaning the 2020 baseline is not directly comparable with previous years. Due to lack of trend analysis, a direction of travel target has been set.</p>							
IN.5	Domestic abuse: re-victimisation	Quarterly	Low	N/A	30	30	Aim to minimise
<p>The methodology for this indicator was changed from 2018/19, and measures the number of repeat victims where five or more domestic abuse crimes were recorded in the last two years, with the latest incident in the last quarter. The data is sourced from GMP.</p>							
IN.6	Victim-based crime per 1000 population	Quarterly	Low	77.6 (22,044)	69.0 (19,771)	67.15 (19,543)	Aim to minimise
IN.7	Violent crime per 1000 population	Quarterly	Low	22.7 (6,461)	22.13(6,215)	21.5 (6,259)	Aim to minimise
IN.8	Thefts per 1000 population	Quarterly	Low	39.6 (11,242)	34.7 (10,106)	33.1 (9,626)	Aim to minimise
IN.9	Anti-social behaviour (ASB) incidents recorded by Police per 1000 population.	Quarterly	Low	25.8 (7,342)	21.8 (6,182)	21.2 (6,175)	Aim to minimise
IN.10	Public Order Offences - per 1,000 population (number)	Quarterly	Low	11.6 (3,294)	8.2 (2392)	7.9 (2,310)	Aim to minimise
<p>These indicators are based on numbers of incidents reported to, and recorded by, Police.</p> <p>Victim-based crimes are those where there is a direct victim (including the above categories). "Victims" can be individuals or organisations and the category includes violent crimes, sexual offences, robbery, theft offences, criminal damage and arson.</p> <p>Violent crime covers a range of offences from minor assaults with no injuries to homicide</p> <p>Theft offences are those in which something is stolen. These include burglary, thefts of and from vehicles, theft from people, bicycle theft, shoplifting and all other theft offences.</p> <p>These indicators appear in the Safer Stockport Partnership's (SSP) 2018-2021 Plan and the SSP Board will monitor latest trends. As SSP has not set numerical targets for these indicators, the aim is minimise incidence.</p> <p>The above crime data for 2019/20 is based on rolling 12-month figures as at Q3 – no further data available from Greater Manchester Police as yet, due to iOPS implementation. Operational information from GMP suggests that crime rates continued to fall during Q4 ahead of the 'lockdown' on 23 March, since then there has been a significant reduction in most crime types. There are notable trends emerging, however, particularly in ASB around enforcing the Covid-19 related restrictions and social distancing.</p>							
IN.11 NEW	GM Community Safety Survey indicators: - 'My local area is a place where people with different backgrounds get on well together'	Quarterly		New measure	New measure	Strongly agree 33% Tend to agree 45%	Aim to maximise
IN.12 NEW	GM Community Safety Survey	Quarterly		¹² New measure	New measure	Strongly agree	Aim to maximise

Priority 2: Financial resilience and inclusion - enabling all residents to benefit from local economic opportunities

We are committed to reducing inequalities and ensuring that all communities and neighbourhoods are able to contribute to, and benefit from economic growth, as we work together to 'build back better' from the impact of Covid-19 and create a sustainable future for all. This is more important than ever in light of the impact that the pandemic on the economy and employment opportunities.

Delivered by:

Adult Education Service and Apprenticeships

We will provide high quality education and training for all and help to remove the barriers to educational attainment and skills for all adults so that they enjoy learning and reach their potential through the Adult Education Service and Apprenticeships.

Alongside the Economy and Regeneration Portfolio, this Portfolio will oversee the following: -

- Work and Skills Board
- Work Clubs
- Jobs Match
- Working Well

Alongside the Adult Social Care and Health Portfolio we will look to ensure that we are supporting inclusivity and positive outcomes for our vulnerable residents through access to skills and employment. In particular, we will seek to do so by working together to improve outcomes for people with learning disabilities.

Financial Resilience

Covid-19 has both exacerbated existing and created new economic challenges for the residents of Stockport. The council has worked with a range of stakeholders and partners to understand these challenges and establish additional service provision where required in response. This has involved a range of activities from reviewing and changing our web content, developing tools for staff to better navigate services and creating new financial products with the Stockport Credit Union.

Work is also underway to ensure that our financial inclusion offer is data-led in the way it identifies need and targets support, whilst understanding the value of a human-centred approach regarding the design of services and provision.

Key to the longer-term strategic success of the council's financial resilience approach is co-ordinating the offer provided by the range of council teams, VSCE groups and partner agencies in a holistic and integrated financial resilience response. This work has begun, firstly by establishing a cross-agency working group to monitor and respond to impact of Covid-19, and secondly, by creating a strategic steering group of senior stakeholders to provide momentum and vision to this area of work in the medium to long-term.

We will further develop our approach to financial resilience, building on the approaches and programmes established in response to coronavirus to ensure that both support offers are in place for those experiencing financial hardship and that wider strategic opportunities to address drivers of financial exclusion are progressed. The Stockport Support Fund will form a key element of the wider financial resilience strategic vision for the council and is discussed in more detail below.

Stockport Support Fund

The strength of the Support Funds model is that it can flex and change dependant on funding streams both internally and externally to meet demand. This approach has allowed Stockport Crisis and Support Fund to develop new models of support for economically vulnerable people and households in response to Covid-19, utilising funding provided by central government.

This additional funding from the Department of the Environment, Food and Rural Affairs (DEFRA) and the Humanitarian Aid Grant (HAG) will allow the Stockport Crisis and Support Fund to extend existing provision whilst tailoring new responses to prevent or alleviate crisis resulting from Covid-19 related economic pressure.

The DEFRA grant will be used to extend the current welfare offer provided through Support Funds to assist people experiencing financial hardship. A proportion of the award has been ringfenced to provide an enhanced free school meal offer to eligible families with the remaining funds extending the welfare provision.

The Humanitarian Aid Grant is being used to target people and households who may not have used council Services and are likely not in the benefits system. These households will be experiencing a loss of income due to furlough, reduction in hours, redundancy, self-employed, or self-isolating on no pay. This support is designed to give people and families financial support in order to meet their essential living costs whilst undertaking a period of budget reduction and claiming for eligible benefits and or jobs searching.

We will further develop the Stockport Crisis and Support Fund and other debt advice to ensure that individuals receive help during crisis and are supported to be independent and resilient and less likely to be reliant on crisis support in the future.

Performance Measures and Targets:**Measures in bold are included in the Corporate Report and Performance Dashboard**

GMS – Indicator included in the Greater Manchester Strategy Outcomes Dashboard

PI Code	PI Name	Reported	Good Performance	2017/18	2018/19 Actual	2019/20 Actual	2020/21 Target
Partnership measures							
IN.15	Number of Stockport residents starting Apprenticeships	Annually	High	2370	N/A	N/A	1800
The 2019/20 outturn will be available in December 2020, when the 2020/21 target will be reviewed. It is expected that in line with national trends there will have been significant drops in Apprenticeships starts in 2019/20							
IN.16	Continuing Education – Classroom Based Learning Overall Pass Rate (number)	Annually	High	97% (1,375)	97.2% (1,444)	N/A	97%
IN.17	Continuing Education – Classroom Based Learning Overall Retention Rate (number)	Annually	High	94% (1,420)	94.3% (1,457)	N/A	95%

IN.18	Continuing Education – Classroom Based Learning Overall Achievement Rate (number)	Annually	High	91% (1,375)	91.6% (1,444)	N/A	93%
IN.19	Continuing Education – Learners from the borough's priority areas (number)	Annually	High	43% (356)	41.2% (292)	43.6%	45%
<p><i>*This is an in-year figure for the academic year ending in July 2019.</i></p> <p>These indicators show the overall performance of the Continuing Education Service (no subcontractors) on its Adult Skills Budget funded provision. This is largely externally accredited qualifications in English and Maths.</p> <p>Pass rate = proportion of learners who have stayed on a course to the end who achieve their learning aim. Retention rate = of all people starting a course, how many stay to the end of the course. Achievement rate = proportion of everyone starting a course who successfully achieves their learning aim</p> <p>Please note data for Continuing Education Pass, Retention and Achievement Rates will be available after the end of the academic year (post August) and once data returns have been completed. These will be based on the approved methodology for tutor-led assessment of final grade, so will not be directly comparable to previous years' data because of the change in methodology.</p>							
Council measures							
IN.20	Number of new clients supported by council-run work clubs	Quarterly	High	70	97	N/A	110
This indicator measures the number of new clients receiving support at work clubs that the Council currently operates in Bridgehall, Lancashire Hill and Offerton.							
IN.21	Jobs Fair: (a) Number of employers attending. (b) Number of attendees.	Annually	High	(a) 40 (b) 720	(a) 40 (b) 500	(a) 39 (b) 733	(a) 40 (b) 500
This indicator measures both the number of employers and the number of attendees attending each Jobs Fair. The annual Stockport Jobs Fair takes place in September.							
<p>A financial inclusion dashboard is being developed to capture the interactions between residents and the full range of financial support services including Advice and Guidance and Support Funds. This will allow for the in-year development of new measures to report on the number of interactions, the onward pathway of these customers and the extent to which those experiencing changed financial circumstances are accessing their entitlements.</p>							

Priority 3: Equality, diversity and inclusion

Working with our workforce, communities and partners to become a more inclusive organisation and borough; we will ensure that equality and inclusion are embedded in all our work as part of our approach to putting people at the heart of everything we do.

Delivered by:

Equality, Diversity and Inclusion

There has been an inspiring community response to Covid-19, but unfortunately the pandemic has also heightened inequalities within our communities. For example we know from GM level insight that those with disabilities have found it hard to get the information and support they need – particularly during lockdown. The international Black Lives Matter movement has also gained momentum, fuelled by events in America, but also responding to the data that shows those from BAME back grounds have been disproportionately affected by the pandemic.

It is clear that collectively there is still much more we need to do to address inequalities in our communities and to ensure that we are a council that reflects our diverse communities, that listens to our diverse communities and that continues to act to address inequality where this exists.

The gathering momentum from the inspiring community response to Covid-19, together with the response to the international Black Lives Matter movement, provides an opportunity to review our approach to equalities and inclusion. The developing Equality, Diversity and Inclusion programme includes the following broad workstreams

- **Workforce** – ensuring we are an inclusive employer and empowering our workforce with the skills , knowledge and understanding of issues around equality, diversity and inclusion
- **Communities** – including building community networks and capacity, co-design of future diversity celebrations and spotlights
- **Council** – ensuring equality and inclusion are at the heart if our recovery programme

Workforce

We will empower our workforce with the skills and knowledge required to understand and address issues of equality and diversity. We will ensure that equality and diversity training is mandatory for all colleagues, alongside training on specific themes such as autism and children with special educational needs and disabilities. We will ensure that the voices of everyone are heard through our “Let’s Talk” engagement programme and codesign our approaches with colleagues through the creation of staff networks. These networks will have senior sponsorship to ensure that they have an impact on strategy and decision-making.

We have high ambitions to be an inclusive employer and will build on work that we have undertaken on apprenticeships and training to provide more opportunities to people with disabilities, care leavers and other underrepresented groups. We will analyse our workforce data to ensure that we represent the community we serve and develop programmes to improve this, where we do not.

Community

We will work with our community to understand the experiences and issues facing marginalised communities. Where not already in place establish forums for cross-sector collaboration around communities of identity or experience.

We will also work with existing organisations and forums, such as the Stockport Race Equality Partnership and NEXUS to continue to build strong and positive relationships – helping to ensure we design more inclusive services and support for all our communities.

We will work with representatives from different groups to design our One Stockport engagement and to shape our approach to consultation and engagement, providing input and constructive challenge to ensure we can better capture a breadth of experiences.

We will use insight from engagement, consultation and demographic data focusing to support the development of and updates to the Equality Action Plan.

Council

We will ensure timely and robust equality impact assessments (EIAs) are an essential and useful part of the planning and governance process and at the heart of our Covid-19 recovery plans. We will deliver mandatory training on equality and diversity for all colleagues, aligned to ongoing work to develop our People Strategy and One Stockport values.

We have an equality action plan in place to ensure that the impact of services changes, as a result of Covid-19, on equality groups has been assessed. All services have completed an initial EIA on services changes as a result of Covid-19 and a gap analysis has taken place to identify areas that need further development and mitigation of risk. Procedures are in place to continue to quality assurance equality impact assessments and mitigation of risk as Covid-19 recovery plans develop.

Inclusion

Our commitment to inclusion runs through everything we do. A key part of this portfolio is to influence others to think about inclusion in their work. Across all portfolios there is a reference to inclusion whether this be inclusive growth in economy and regeneration or support children and young people with Special Educational Needs and Disabilities in Children and Young People. We will continue this focus on inclusion and reducing inequality through our recovery plans and in developing a new Borough plan.

Performance Measures and Targets

Through the development of our Equality, Diversity and Inclusion programme we will be reviewing and developing appropriate measures to understand the impact of the priorities and programmes outlined above.

3. INCLUSIVE NEIGHBOURHOODS PORTFOLIO FINANCIAL RESOURCES AND MONITORING



3.1 Total Resources

The resources available to the Portfolio for 2020/21 include Gross Revenue Budget and Approved Use of Reserves. These funding sources are described in further detail in Sections 3.2 – 3.5 of this report.

Cash Limits are approved before the financial year commences and each Portfolio is responsible for ensuring that their net expenditure does not exceed their cash limit for that year. Changes made to the cash limit are reported during the financial year, usually in the performance and resources reports (PPRR's).

3.2 Revenue Budget

2020/21 Budget Update

The Portfolio's cash limit for 2020/21 is £0.627m, an increase of £0.207m from the figure last reported in the PPRR Annual Report of 2019/20. Changes made are set out in the table below:

Inclusive Neighbourhoods	£000
2019/20 Budget	420
<u>Removal of temporary items:</u>	
Redundancy costs	17
<u>Changes Made Since Budget, Council Meeting</u>	
Support Funds – formerly SLAS	224
2020/21 Cash Limit	627

The changes made to the Portfolio cash limit budget from that previously reported in the 2019/20 Annual PPRR report includes the transfer of Support Funds – formerly Stockport Local Assistance Scheme (SLAS) from the Adult Social Care and Health Portfolio.

The cash-limit budgets, for the functions within the Portfolio for 2020/21, are as follows:

	Employee Expenditure	Non Employee Expenditure	Gross Expenditure	Gross Income	Net Cash limit Budget
	£000	£000	£000	£000	£000
Adult Education	720	266	986	(1,230)	(244)
Community Grants	0	84	84	0	84

	Employee Expenditure	Non Employee Expenditure	Gross Expenditure	Gross Income	Net Cash limit Budget
Inclusion Strategy	367	196	563	0	563
Support Funds-formerly SLAS	138	86	224	0	224
Inclusive Neighbourhoods Total	1,225	632	1,857	(1,230)	627

3.3 Forecast Outturn

Net Cash Limit £000	Net Expenditure £000	Appropriations £000	(Surplus) / Deficit £000
627	1,263	(564)	72

The Portfolio forecast at Q1.5 is to be in a deficit position of £0.072m at year end.

There is an overspend forecast of £0.190m, aligned to the Support Funds saving; the overall saving target was £0.315m in 20/21 which is in part being met by a non-recurrent contribution from the Social Care Grant of £0.100m. The overspend is due to the anticipated increased demand for the service in year as a result of Covid-19.

Part offsetting the likely deficit described above, the likely level of activities and events undertaken by the Neighbourhood Inclusion team this financial year could mean a surplus of £0.118m in that area; the overall net forecast is therefore a deficit of £0.072m.

3.4 Earmarked Reserves

The majority of earmarked reserves are held at a corporate level and services produce a business case to draw down funds, which is approved through Corporate Leadership Team and Members. This strategic approach is designed to provide financial resilience for the council and to ensure that council reserves are used on an invest-to-save basis and to support council priorities. The exceptions to this are ring fenced reserves and the Directorate Flexibility Reserve.

The reserve commitments shown are subject to change as part of the council's Reserves Policy update that will be reported to the Corporate Resource Management and Governance Scrutiny Committee, and Cabinet, in September. Changes to the Reserve Commitments shown will be reported in the mid-year Portfolio Performance and Resources Report.

Portfolio Performance and Resources - Agreement 2020/21

Reserve Category	Reserve Narration	To be used for	Approved £000	Forecast Use 2020/21 £000	Balance £000
Corporate Reserves					
Strategic Priority	Transformation – Invest to Save	Stockport Local Fund	820	(564)	256
TOTAL			820	(564)	256

3.5 Savings

Proposal	Risk Rating	Value £000	Value Achieved £000	Additional Information
Support Funds – formerly SLAS	RED	315	125	Anticipated additional demand due to Covid-19. Impact of achieving saving requirement.
Total		315	125	

Risk rating

Green – good confidence (90% plus) the saving is/will be delivered or minor variances (<£0.050m) that will be contained within the portfolio.

Amber – progressing at a reasonable pace, action plan being pursued may have some slippage across years and/or the final position may also be a little unclear.

Red – Significant issues arising or further detailed consultation required which may be complex/ contentious.