



Report of: Head of Migration Yorkshire

Report to: Director of Communities & Environment

Date: 25/10/2019

Subject: Creation of three new posts within Migration Yorkshire

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Has consultation been carried out?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Will the decision be open for call-in?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary

1. Main issues

- The purpose of the report is to outline the proposal for the creation of three new posts within Migration Yorkshire:
 - Employer Engagement Manager (full-time)
 - Employer Engagement Coordinator (full-time)
 - Keyworker (full-time)

2. Best Council Plan Implications

- The creation of the posts will contribute to the Best Council Plan 2019/20 – 2020/21 Tackling poverty and reducing inequalities', under the following priorities:
 - Supporting businesses and residents to improve skills, helping people into work and into better job
 - Keeping people safe from harm, protecting the most vulnerable
 - Helping people out of financial hardship
 - Being responsive to local needs, building thriving, resilient communities

3. Resource Implications

- These posts, and any further costs relating to them, are entirely externally funded. The annual cost for the three posts for 2020/2021 is estimated at £109,837 including on-costs.

Recommendations

The Director of Communities & Environment is asked to approve:

- a) The creation of three new posts within Migration Yorkshire.
- b) Recruitment of posts as outlined in the report.

1. Purpose of this report

1.1 To outline the proposal for the creation of three new posts within Migration Yorkshire:

- Employer Engagement Manager (full-time).
- Employer Engagement Coordinator (full-time).
- Keyworker (full-time).

2. Background information

- 2.1 Migration Yorkshire is a local authority-led regional migration partnership that works with national government, local government, and others to ensure that Yorkshire and Humber can deal with, and benefit from, migration. Migration Yorkshire works with agencies across the statutory, voluntary, community and private sectors to help support the delivery of high quality services to migrants in a way that benefits everyone living in local communities.
- 2.2 Migration Yorkshire is based within Leeds City Council, but works equally across the region, reporting into a Migration Yorkshire Board made up of ten member Local Authorities.
- 2.3 The funding for these posts, as with all posts in Migration Yorkshire, will be met from external funding.

3. Main issues

- 3.1 Migration Yorkshire is seeking to add four new posts to its structure. The grade that they have been evaluated at, and the length of contract are outlined below:
 - Employer Engagement Manager – PO2, Fixed term to 30/06/2021
 - Employer Engagement Coordinator – SO2, Fixed term to 30/06/2021
 - Keyworker – SO1, Fixed term to 30/06/2021
- 3.2. These posts are funded externally through two large multi-partner EU-funded projects: 'Connecting Opportunities' and 'Refugee Integration Yorkshire & Humber'.
- 3.3. The recruitment for all three of the posts will be carried out initially through the talent pool followed by simultaneous internal/ external advert

4. Corporate considerations

4.1 Consultation and engagement

- 4.1.1. Migration Yorkshire have developed the three new posts following extensive consultation and engagement with staff, member Local Authorities, project partners and other stakeholders. Any comments have been taken on board and reflected in the final posts.
- 4.1.2. This includes, for example, the development of the 'Refugee Integration Yorkshire & Humber' project which was agreed by all Local Authorities in the region and is a partnership project with seven partners (including five other Local Authorities and a university). And also an in-depth project review of Connecting Opportunities with VCS partners before project extension and implementation.

4.2 Equality and diversity / cohesion and integration

- 4.2.1 Equality, Diversity, Cohesion and Integration Screening has been completed (appendix 1).
- 4.2.2 The key findings are that the regional programmes for which these roles will work under, are specifically designed to have a positive impact on all of these aspects, and are part of wider plans and strategies in the region with a range of key partners who all have a stake in this agenda and ensuring positive outcomes.
- 4.2.3 The new posts are intended to have a positive impact on equality, diversity, cohesion and integration across Yorkshire and Humber. The planned recruitment process enables us to make the most of these opportunities.

4.3 Council policies and the Best Council Plan

- 4.3.1 The creation of the posts will contribute to the Best Council Plan 2019/20 – 2020/21 Tackling poverty and reducing inequalities', under the following priorities:
- Supporting businesses and residents to improve skills, helping people into work and into better job
 - Keeping people safe from harm, protecting the most vulnerable
 - Helping people out of financial hardship
 - Being responsive to local needs, building thriving, resilient communities

Climate Emergency

- 4.3.2 All posts are covered by projects with sustainability plans which consider 'sustainable infrastructure' priorities within the Best Council Plan.

4.4 Resources, procurement and value for money

4.4.1 The posts are necessary to deliver key regional programmes on behalf of a range of bodies including Home Office, Big Lottery Fund, DWP, LCR LEP, 15 Local Authorities, 9 VCS organisations and other partners.

4.4.2 Both posts, and any further costs relating to them, are entirely externally funded. The annual cost for the two posts for 2020/2021 is estimated at £109,837 including on-costs.

4.5 Legal implications, access to information, and call-in

4.5.1 There are no legal implications and this decision is not subject to call-in.

4.6 Risk management

4.6.1 There is a risk in not creating these posts quickly that Migration Yorkshire will not be able to immediately respond to, strategically support, and deliver major national and regional programmes with potential financial and political implications for Migration Yorkshire, Leeds City Council and other Local Authorities and key partners in the region.

5. Conclusions

5.1 The creation of three new posts within Migration Yorkshire is necessary to deliver key programmes and entirely externally funded.

6. Recommendations

6.1 The Director of Communities & Environment is asked to approve:

- The creation of three new posts within Migration Yorkshire.
- Recruitment of posts as outlined in the report.

7. Background documents¹

7.1 None.

¹ The background documents listed in this section are available to download from the council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.