

## **COUNTY COUNCIL MEETING – 17 September 2021**

**Statement from: Councillor R D Butroid – Executive Councillor People Management, Legal and Corporate Property**

### **CORPORATE PROPERTY**

#### Smarter Working

The Council's first managed workspace successfully opened on 2 August 2021 at Lancaster House. All staff are able to book a space using an online booking system giving access to rooms and desks.

LCC will be investing in the refurbishment of Orchard House B which will be a service hub. The refurbishment will significantly enhance the working environment for staff and will include comfort heating, cooling and mechanical ventilation.

#### Special Schools Programme

Boston Endeavour became the first new special school to be handed over on 16 August. The £13million state of the art building will significantly improve the learning environment for young people and it replaces the existing John Fielding building.

#### Lincoln Castle

A successful bid for funding to Historic England has enabled the Council to repair and stabilise the embankments at Lincoln Castle. This will ensure that the castle's structure will be secure for future generations.

### **PEOPLE MANAGEMENT**

#### Apprenticeships

**Overall Position** - We gave a commitment to grow our workforce, particularly with younger generations, focusing on the number of apprenticeships to increase availability and attractiveness of working within Lincolnshire. Therefore as we come to the end of a challenging academic year, it has given us time to pause and reflect on the achievements despite the pandemic.

It is pleasing to report that as of the 31 July 2021, the total number of apprentices enrolled was 235, with a levy allocation of £2,116,642. Local training providers deliver 61% of training provision.

**Highlights** - We would like to share some of our achievements:

- The first Apprenticeship Ambassador Forum was successfully held. Neilesh Champaneri, Chair of the East Midlands Young Apprenticeship Ambassador Network, was the guest speaker.
- 'Learning at Work' week concluded with a number of events including a video reel shared with all employees on some of the opportunities available at LCC.

- We have been working more closely with the local university and colleges to share the full scope of opportunities at the Council.
- A broad portfolio of apprenticeships is being undertaken across the organisation.
- 68% of the apprenticeships being undertaken are in recognised roles of 'hard to recruit and retain'.
- We have taken advantage of the incentive payments for new start apprentices and to date have claimed £207,500; of which £32,000 has been claimed corporately and £175,500 has been claimed on behalf of schools.

**Levy Transfer Process** - As part of our efforts to support local employers, the Council was pleased to be able to support requests to support a total of 48 apprentices through the levy transfer scheme; this equates to £223,650 that has been allocated to support apprentices outside of the Council.

To date 13 of the 48 apprentices have been confirmed on the Digital Apprenticeship Service (DAS) system. The apprenticeships they have requested funding for include important roles:

- Trainee Nursing Associate
- Adult Care Workers
- Senior Healthcare Support Workers
- Leadership & Management (Care Sector)
- Community Activator Coach (Education Sector)
- Community Health & Sport Officer
- Teaching Assistants
- Production Chef (Care Sector)

**On the horizon** - The Lincolnshire & Rutland Education Business Partnership have asked Lincolnshire County Council to participate in filming 'a day in the life' across a number of job roles, using multi body cameras. The footage will then be edited to create a work experience video that will be offered to schools.

## **LEGAL**

Legal Services Lincolnshire (LSL) continues to support the County Council and its District Council partners, which now include South Kesteven District Council. That support continues to include advice to the Covid-19 outbreak management response as legislation and guidance changes.

LSL has, since its inception, maintained accreditation to the Law Society's LEXCEL practice management standard which provides externally validated assurance that the work of the legal department is being managed in accordance with good practice. The latest inspection of LSL's compliance with the standard took place on 10 and 11 August 2021. The assessor identified only one minor non-compliance which made it the most successful inspection result since the service first achieved the LEXCEL standard.

This is particularly pleasing as it demonstrates that despite working remotely the service has remained committed to the highest standards in the management of the Council's legal work.