

GREATER LONDON AUTHORITY

REQUEST FOR ASSISTANT DIRECTOR DECISION – TRANSPORT, INFRASTRUCTURE & CONNECTIVITY

Title: Primary Schools Outreach

Executive Summary:

The Infrastructure team is seeking approval to spend £16,667 on the delivery of a primary school outreach project. The project supports Mayoral objectives in promoting equality, diversity and inclusion for underrepresented young people, who are some of the most affected by the impact of Covid-19. Our teams aim to expand the underrepresented talent pipeline for construction and infrastructure sectors by opening career routes and networks.

The project aims to help Year 5 & 6 pupils and their parents better understand the world of construction and infrastructure, the range of jobs available and the link between learning and work. It will also engage relevant employers in the sector and deliver primary school-focused career sessions with diverse individuals that pupils can relate to.

Given shared objectives, the Infrastructure team is working jointly with the Workforce Integration Network (WIN) team within Social Integration to deliver this project.

Decision:

That the Assistant Director of Transport, Infrastructure and Connectivity (TIC) approves:

1. expenditure of £16,667, from the Infrastructure Policy budget across financial years 2021/2022 and 2022/2034, on the Primary Schools Outreach project which aims to reach approximately 30 schools and 1,800 underrepresented children.

Note this will take total expenditure on the project to £41,667

AUTHORISING ASSISTANT DIRECTOR/HEAD OF UNIT

I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Tim Steer

Position: Assistant Director -
Transport, Infrastructure and
Connectivity

Signature:



Date:

14/3/22

PART I - NON-CONFIDENTIAL FACTS AND ADVICE

Decision required – supporting report

1. Introduction and background

- 1.1. The Mayor's London Infrastructure Group (LIG) has set out a pledge to reach schools to showcase potential careers in the infrastructure and construction sector, promoting the sector and highlighting pathways into the sector for underrepresented groups from an early age.
- 1.2. The Workforce Integration Network (WIN) programme at the GLA is also delivering a range of interventions for young black men and underrepresented young people (who are some of the most affected by the impact of Covid-19) to progress into employment within the construction and infrastructure industries, which can offer strong career prospects.
- 1.3. The two teams are working on this project jointly to engage primary school children in Years 5 & 6, to promote a range of career pathways available within the construction and infrastructure sector in targeted, relevant primary schools. The project will deliver engaging career sessions, as well as produce an effective set of resources to share with primary schools. It will also engage diverse employers from the construction and infrastructure sector in the career sessions to ensure children hear from people they can relate to.
- 1.4. Budget will be put toward a supplier able to deliver the outreach, including career sessions and resources.
- 1.5. The Workforce Integration Network team will contribute £25,000 towards the project, for which they have approval through MD2859 (Workforce Integration Network Programme Budget)

2. Objectives and expected outcomes

- 2.1. Through the Primary Schools Outreach project, the GLA aims to reach 30 schools (approximately 1,800 underrepresented pupils) and attract them to the construction and infrastructure sectors by opening career routes and networks.
- 2.2. The project aims to help pupils and parents better understand the world of construction and infrastructure, the range of jobs available and the link between learning and work.
- 2.3. The project will also engage with potential employers to show them how to work with primary schools. It will also help employers build ongoing relationships with schools to ensure contact can continue through to Key Stage 3/4.
- 2.4. Overall, we expect increased and higher quality direct engagement from the sector with primary schools in London, including schools actively using project resources and tools.

3. Equality comments

- 3.1. Under section 149 of the Equality Act 2010, the Mayor and GLA are subject to the public sector equality duty and must have due regard to the need to: eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between people who share a

relevant protected characteristic and those who do not; and foster good relations between people who share a relevant protected characteristic and those who do not.

- 3.2. The “protected characteristics” are age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage/ civil partnership status. The duty involves having appropriate regard to these matters as they apply in the circumstances, including having regard to the need to: remove or minimise any disadvantage suffered by those who share or is connected to a protected characteristic; take steps to meet the different needs of such people; encourage them to participate in public life or in any other activity where their participation is disproportionately low. This can involve treating people with a protected characteristic more favourably than those without one.
- 3.5. This project explicitly seeks to support underrepresented Londoners. Through our project objectives, the GLA requires that at least 60% of the primary schools engaged by the appointed supplier, through the career sessions, have a high black pupil population. The remaining should cover schools in areas that have high proportion of groups currently underrepresented in the infrastructure and construction sectors.
- 3.6 Through the procurement process the team have set out Equality, Diversity and Inclusion (EDI) criteria to ensure the supplier appointed demonstrates company commitment to EDI.

4. Other considerations

4.1. Key risks and issues

Risk	Mitigation/response	Probability	Impact	Overall
Low school uptake (target of 30 schools/1,800 pupils)	The GLA will work with the supplier to ensure that they utilise any relevant opportunities to promote the project and secure engagement. The GLA will require the supplier to have demonstrated experience in delivering similar work and also a relevant network that they can utilise to achieve the project targets.	Medium	Medium	
Low employer uptake or engagement	Both GLA teams have commitment from their industry contacts to this project. The GLA will also require the supplier to have proven experience in delivering similar campaigns and engaging employers.	Low	Medium	
Data protection issues and possible misuse of data placing the GLA at reputational risk	The GLA will be making data protection a contractual requirement for the supplier to protect members of the public,	Low	High	

	including children, parents and teachers and volunteers. The supplier must employ exceptional security of the Salesforce CRM platform with multi-factor authentication to access the platform. The supplier will also demonstrate they undertake regular GDPR and cybersecurity training.			
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Links to Mayoral strategies

- 4.2. The Primary School Outreach project meets the objectives set out in the Mayoral Equality, Diversity and Inclusion strategy and priorities to create a fairer, more equal, integrated city supporting young, underrepresented people fulfil their potential.

Conflicts of Interest

- 4.3. There are no conflicts of interest in relation to this work.

5. Financial comments

- 5.1 Approval is being sought for expenditure upon the Schools Outreach Programme 2022 as detailed within the main body of this report.
- 5.2 The total estimated cost of the programme is £41,667, which will be funded from the Infrastructure Policy budget (£16,667) and the Social Integration budget (£25,000) for 2021-22 and 2022-23. The Social Integration contribution is currently accounted for within the Communities & Skills Directorate and this contribution has already been approved through MD2859 (Workforce Integration Network Programme Budget).
- 5.3 The phasing of the programme expenditure and the GLA funding sources is detailed below:

	2021-22	2022-23	Total
	£	£	£
Programme Expenditure	10,000	31,667	41,667
GLA Funding Sources			
Infrastructure Policy budget	10,000	6,667	16,667
Social Integration (WIN Programme) - C&S	0	25,000	25,000
Total GLA Funding	10,000	31,667	41,667

- 5.3 As per the table above, £16,667 of the programme costs will be funded from the Infrastructure Policy budget for 2021-22 and 2022-23, with the 2022-23 budget allocation being subject to formal approval of the GLA's detailed budget for 2022-23.
- 5.4 In relation to the £25,000 contribution from the Social Integration budget (WIN Programme), previously approved by MD2859; this is currently accounted for within the 2021-22 accounts but as expenditure is scheduled for 2022-23, this will be subject to a carry forward request at year-

end. It should be noted that carry forwards are not guaranteed and in the event that it is not approved, costs that fall in 2022-23 will be contained within revenue resources available to the Transport, Infrastructure & Connectivity Unit and / or programme costs reduced accordingly.

5.5 All appropriate budget adjustments will be made.

6. Planned delivery approach and next steps

6.1. *Set out how the project will be delivered and complete the outline timetable*

Activity	Timeline
Procurement activities	Feb /March 2022
Appointment of supplier and start of work	March 2022
Primary schools engagement start	April 2022
School activities	June – Nov 2022
Final evaluation done by the supplier and submitted to the GLA	December 2022
Project Closure	December 2022

Appendices and supporting papers: None

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral

Is the publication of Part 1 of this approval to be deferred? NO

Part 2 – Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form – NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to confirm the following (✓)

Drafting officer:

Simona Webb has drafted this report in accordance with GLA procedures and confirms the following:

✓

Corporate Investment Board

This decision was agreed by the Corporate Investment Board on 14 March 2022

✓

ASSISTANT DIRECTOR OF FINANCE AND GOVERNANCE:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

Anna Eastcott

Date

14/3/22